

## Boundaries Training and Implicit Bias Training

TO: All Active Rostered Leaders, Licensed Lay Ministers, and Pulpit Supply Leaders



The ELCA has a long and respected tradition of offering boundaries trainings to leaders to keep people safe and serve in ministries with integrity. The Northern Great Lakes Synod has offered a variety of trainings over the years, usually in person and lasting a full day—6 hours or more. The ELCA recommends boundaries trainings at least once every three years. In our Northern Great Lakes Synod, we will highlight an annual opportunity for you to fulfill this requirement and provide continuing education. An online training option can be just as effective as an in-person event and will not require traveling long distances to attend.

**All NGLS active rostered ministers, licensed lay ministers, and pulpit supply leaders (who wish to be on the NGLS pulpit supply list) are expected to complete an online boundaries training module through Safe Gatherings at least once every three years. Also, considering the importance of better self-awareness around issues of bias and prejudice, active rostered leaders and licensed lay ministers are strongly encouraged to take an online implicit bias course. We realize that there are other means of obtaining boundaries training or bias training. Contact Bishop Finegan or Pastor Jim if you have an alternative route to fulfilling these training expectations.**

1. **“Clergy & Ministerial Ethics”** by Safe Gatherings. Cost is \$22

To setup an account to complete the Clergy Ethics course go to Safe Gatherings website; <https://safegatherings.com> and click on green button “Clergy Ethics Course”. Then you will make the following selections:

- ✓ Select Denomination: **Lutheran**
- ✓ Select the State: **Michigan**
- ✓ Type the Unique part of your organization: **Northern**
- ✓ Select from the drop-down list: **Northern Great Lakes Synod**

Then you will be able to provide your name, email and username. On the next page you will provide payment of \$22 for the Clergy Ethics Course. Once the account is setup you may take the course and receive a certificate when the test has been completed and passed.

2. **“Implicit Bias”** from the General Commission on Religion and Race (United Methodist Church) <https://gcorr.teachable.com/p/implicitbias>

Cost is \$20 (Lay Pulpit Supply folks are strongly encouraged to do this but not required).

**Please complete these two online trainings by January 1, 2022.**

Whether you have attended many boundaries trainings or bias trainings, or this is your first training, you will learn something of value through these two online trainings. Know that Safe Gatherings also has resources available for your youth workers, Sunday school teachers, and anyone who would benefit from a training to keep your church a safe gathering space.

If you have any questions, please contact me, at (906) 228-2300 or [jduehring@nglsynod.org](mailto:jduehring@nglsynod.org).

God bless you as you think and learn!

Pastor Jim Duehring, Assistant to the Bishop