



Working with the Opposite Sex



LEADERS & STAFF



Practical Ministry Skills: Working with the Opposite Sex

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WORKING WITH THE OPPOSITE SEX**Leader's Guide**

How to use "Practical Ministry Skills" by BUILDING CHURCH LEADERS in your regularly scheduled meetings.

Welcome to BUILDING CHURCH LEADERS: Your Complete Guide to Leadership Training. You've purchased an innovative resource that will help you develop leaders who can think strategically and biblically about the church. Selected by the editors of Leadership Resources and Christianity Today, the material comes from respected thinkers and church leaders.

Practical Ministry Skills is completely flexible and designed to be easy to use. Each theme focuses on a practical area of church ministry and comprises brief handouts on specific aspects of that ministry. The handouts give a succinct and practical overview of the issues most relevant to your goals. You may use them at the beginning of a meeting to help launch a discussion, or you may hand them out as brief primers for someone new to a particular ministry.

This specific theme is designed to equip men and women to work together smoothly in the church. You may use it either for a training session or to give individually to key people who work on mixed gender teams. Simply print the handouts needed and use them as necessary.

For example, to reflect on how women and men approach common church situations differently, see "Can Men and Women Work Together?" (p. 4). To get to the root of the attitudes we hold about the opposite sex, see "Past Influences, Current Attitudes" (p. 8). For advice that men can use to better communicate with women, see "He Said, She Heard" (p. 10). For strategies to avoid sexual temptation by another worker, see "Tempted by a Colleague" (pp. 11–12).

We hope you benefit from this theme as you equip the men and women leaders of your church to carry out their work effectively and in a way that honors God and each other.

Need more material, or something on a specific topic? See our website at www.BuildingChurchLeaders.com.

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COMMUNICATING AND WORKING TOGETHER

Virtues for the Mixed-Gender Team

Christian character and intentionality can transform your group dynamics.

Romans 12:10

To be a team requires at least two things: unity in purpose and commitment to a group dynamic. In other words, it doesn't mean team if individuals merely work on the same staff as independent contractors who oversee separate domains. But it's not always easy for men and women to work together. Here is some practical advice—three attitudes that are needed in every leader who wants to harvest the full blessing that a mixed-gender team can bring.

Respect

To respect someone is to take special notice of them instead of being focused on oneself. It is “to show esteem, deference, or honor.” With regard to church ministry teams, what does it mean for male leaders to pay respect to females? Here's a short list of suggestions:

1. *Give women leaders the benefit of the doubt.* Trust that they're on board with the church's mission and that God has called them to be members of the ministry team.
2. *Coach the women.* Invest in the women by providing opportunities for them to develop their gifts.
3. *Talk up, not down, to women.* Ask two or three trusted women to draw it to your attention if you ever sound patronizing.
4. *Seek women's input.* Take it seriously without being defensive or dismissive.
5. *Give women credit.* Acknowledge women leaders for their ideas and contributions.

Humility

Humility is essential for mixed gender teams because pride is so destructive. Pride leads us to presume and prejudge one another. This in turn leads to issues of stereotyping (generalizing about others), transference (transferring onto someone else unresolved issues in another relationship), and entitlement (a sense that you can do whatever you choose). Humility is the antidote to these destructive feelings.

Love

1 John 4:18 says, “Perfect love drives out fear.” If men and women will decide to put on an attitude of true love, we'll no longer feel so threatened by one another.

To love means to believe in one another. It means for men to champion women and help them advance the Kingdom as much as they can. Likewise, it means for women to trust and respect the men instead of giving up on them.

—SARAH SUMNER

Discuss

1. Why is it important to be intentional about implementing these virtues into our mixed gender teams?
2. Why is it important for men to be active in pursuing these goals?
3. Describe a mixed gender team that worked well together. How did you see these principles in action? What others did you see?

COMMUNICATING AND WORKING TOGETHER**Can Men and Women Work Together?**

Yes—if they recognize and understand their differences.

1 Corinthians 12:4–6

I've noticed that in the church the differences between men and women sometimes clash and hinder us from fulfilling Christ's work. Only when I began to recognize and appreciate these differences did I see how men and women could overcome their differences and become effective partners in ministry.

What follows are generalizations, yet they reveal tendencies that appear in ministry:

Meetings and Motions

Men and women often enter board and committee meetings with varying expectations: men will arrive with their opinions intact, ready to argue for their position; women will prepare for a meeting, but wait until a group discussion to solidify their opinions.

In a structured debate, a woman may initially feel foolish and out of place. Similarly, in a free-flowing discussion, a man may feel he is standing on quicksand. Either method can lead to a good, unified decision, even though the steps of each differ.

Attention in Conversation

Women are apt to notice when someone isn't talking, and they'll often attempt to draw in a quiet person. But men usually assume that if a person wants to speak, he or she will take the initiative to do so. This could mean that when a female member of a predominantly male group is not drawn in, she may feel intentionally excluded.

Random or Sequential Organization

Men and women organize their work differently, especially when they work in groups. Women are more likely to think of work as a jigsaw puzzle. They tend to divide the labor as they go, deciding what needs to be done at any stage of the process. Men tend to see work as a stairway with a clearly defined set of steps, and each step should be completed before the next is begun, so that progress can be measured at any given point.

Diplomacy or Disagreement

Men and women tolerate conflict differently. Men can put up with personality conflicts and disagreements for a long time. Many women, however, are acutely uncomfortable when people are at odds. They want to fix things, yet without confronting anyone. From this men can learn to value group cohesion; women, the importance of directness.

Bridging the Gender Gap

When working on a mixed gender team, especially when your gender is in the minority, it's healthy to keep these three things in mind:

1. My way of thinking isn't necessarily wrong, or illogical. It's just different.
2. Keep a sense of humor. Treating the differences between men and women with lightness and fun helps us recognize and bridge the gaps.
3. Be yourself. Men and women may serve God with different styles, but our business is to encourage one another to become better servants of his will.

—NANCY D. BECKER

Discuss

1. Describe a meeting where you felt out of place because communication styles differed.
2. How can men and women carry on conversations where everyone feels valued?
3. What are some important ways men and women can overcome conflict together?

The Mars and Venus Church Staff

A field guide to navigating gender sensitivities.

1 Corinthians 11:12

These days it can be difficult to navigate issues of gender on church staffs that include women and men. In denying any differences between genders, we reject something intrinsic to the created order that God called good. And yet if we *magnify* differences between genders, we're in danger of reducing women and men to two-dimensional stereotypes.

To help, I'm pleased to offer a field guide to help you determine when to respect traditional gender roles and when to break them.

When it's in everyone's best interest to honor traditional gender roles...

1. Heavy Lifting

When a massive office desk has to be hoisted up a flight of stairs—one of the little-known, and least-celebrated, duties among most church staffs' unwritten responsibilities—and a male pastor has more measurable muscle-mass than his female counterpart, he is welcome to “use his gifts.” (If measuring your male co-worker's muscle mass feels a little strange, just go ahead and assume he's strong enough to move the desk.)

2. Loose Kid in the Staff Meeting

If the active two-year-old child of a married couple on church staff ends up waddling around the weekly staff meeting, and Daddy doesn't notice that Junior is pouring coffee into the copy machine trays and drawing Sharpie-mustaches on the youth pastor, it's not the *worst* thing in the world for Mommy to keep an eye on the boy *and* track along with the meeting. Because she's an awesome multi-tasker. (This was proven on a recent episode of *Myth Busters*.)

3. Community Travel

When church life imitates family life, it's easy to slip into familiar gender roles. Sometimes the community is best served by simply letting this natural phenomena play out. For example, if the men who are packing the luggage into vans for a mission trip are gifted with a keen sense of spatial awareness, let them pack! And if the womenfolk are happy to be executing care-giving tasks, like handing out T-shirts and snacks and first aid stuff, let it be. (As a rule, however, use caution whenever using the word “womenfolk.” It rarely ends well.)

4. Honoring Natural Gifts

At times, church staffs are tempted to *overcompensate* in matters of gender by costuming a diminutive woman in the senior pastor's size XXL black robe or asking a man on staff to teach sexual purity to middle school girls. That's why it's *always* in fashion to use common sense!

5. Property Acquisition

Male gender stereotypes include being dominant, aggressive, and not easily influenced. This caveman instinct will not prove useful if your staff is discussing what VBS curriculum to purchase or which musician to hire. However, if your church is in the process of deciding on repairs for the church van or acquiring valuable real estate nearby to expand your ministry facilities, these aren't the *worst* qualities in the world to have working for you.

Okay, now let's look at the other side of the coin. When it's in everyone's best interest to *resist* traditional gender roles...

1. Church Kitchen Savvy

Some naively assume that a female staff person fills the same function that the pastor's wife once filled in days of yore: “Queen of the Church Kitchen.” Yet when the female staff person does not know how to make a cup of coffee—*because there's a Starbucks on the way to the church, that's why!*—and she can't distinguish a salad fork from a dinner fork, it may be best to relinquish responsibility of the church kitchen to a willing and able male.

2. Preaching Voice

COMMUNICATING AND WORKING TOGETHER

Some church members express a preference for the sound of the booming male preacher voice. Associating the deep bass voice with the voice of God himself is likely not unrelated to the 1956 film *The Ten Commandments*, where director Cecil B. DeMille cast Charlton Heston to play Moses *and* to voice the words of God. (Because everyone knows God's a *bass*.) However, when women do weird things to lower the tone of their voices, and sound like lady-frogs, no one wins. Let those speaking use their regular voices.

3. Passive Silence

One traditional female gender stereotype is passivity. And because church members aren't always privy to what happens at weekly staff meetings, they may not realize how important it is for women on church staffs to speak up. Like when the male youth pastor proposes dipping teenagers in vats of honey and throwing cotton balls at them. Or when another staff member suggests that every member of the church gets matching face tattoos. In moments like this, sensible women simply *must* raise their voices.

4. Potluck Protocol

Though in many churches women have traditionally prepared and served the iconic "potluck" meal, this job ought not be assigned willy-nilly to women on staff who are not gifted in the culinary arts. So if a male staff member makes a mean chicken chili or a savory spinach salad, or if he can convince church members to bring fewer pasta-and-tuna casseroles, please—for the love of taste buds—let him lead.

5. Strategic Visioning

Traditionally, male leaders have served as vision-casters. And while male vision can tend to be more focused and goal-driven, women often view situations more broadly, keeping in view the needs of those on the periphery. As leaders plan church events—perhaps a church carnival featuring performers walking on glass, flame-throwers, and sword-jugglers in the parking lot—women's gifts might actually be *best* used as they exercise the kind of peripheral vision that preserves the lives of small children and the elderly.

Now that we've equipped you with all you need to navigate gender issues on a church staff, you're on your own. You're welcome.

—MARGOT STARBUCK

Discuss

1. Do these categories reflect how we have handled gender roles in the past?
2. Are there any other ways we see gender roles influencing who leads and in what way in our church or ministry?
3. How does this list help us think about how we enforce gender roles, and whether these are good or bad distinctions?

COMMUNICATING AND WORKING TOGETHER**Defining a Church Culture**

Practical ideas to reform how women and men work together in your church.

Hebrews 10:24

Most ministry teams have not consciously created their own staff culture, but rather accepted the culture as it has been developed and handed down to them. But better relationships depend on an improved atmosphere.

Leaders can strategically guide their teams through the process of defining the staff's cultural values.

Here's how to examine and reshape your working environment:

- Get away and ask some questions. Take a couple of half-day sessions to articulate collectively what is and is not acceptable for staff members. The genius of this exercise is that staff members get to participate in shaping the cultural norms.
- Talk about respect. Decide what “respecting each other” means for this team.
- Establish good peer pressure. Covenant to encourage and hold each other to the agreed upon standards. Once you define desirable peer pressure, allow the group to enforce it. Established norms might include: no interrupting, no immodest clothing, no patronizing speech.
- Call in an outsider. While in some cases it might be wise for the senior pastor to lead the process, the outcome might be best if the process were to be led by a competent consultant.

—SARAH SUMNER

Discuss

1. What are some ways to discern a church's culture of mixed-gender interaction? What is our church's culture?
2. Does our church culture promote healthy interactions between men and women? Where do we have room to improve?
3. What would the implications be if our church leaders established healthy peer pressure for how men and women interacted?

COMMUNICATING AND WORKING TOGETHER

Past Influences, Current Attitudes

Questions that can help you determine how your gender views were shaped.

2 Peter 1:13

Many of our stereotypes, fears, and even our theological beliefs are unspoken or unacknowledged, even to ourselves. And yet, they affect how we function together. Here are some questions that will help you examine how your past has shaped who you are today:

1. Were girls expected to be quieter and more passive (to “act like a lady”) while boys’ rambunctiousness was tolerated because “boys will be boys”? How do you feel about that now?
2. Were there some emotions (e.g. anger) that were more acceptable for boys to display and some (e.g. sadness) that were more acceptable for girls?
3. Men, were you ever called a “girl” in an insulting way? When? What did this communicate about you as a male and about females?
4. Women, were you ever called a “tomboy?” Did you understand this as a compliment or an insult?
5. What toys did people buy for you as a child? What toys did you want?
6. What activities were you encouraged to participate in as a child? Did you sense any limits due to your sex? What is your experience of that now?
7. Who were the visible leaders of your church? Who was given the opportunity to speak? What did this communicate about maleness and femaleness? What was taught in your family, church, and school about maleness and femaleness? Were the words consistent with unspoken messages and experiences?
8. What biblical characters were referred to and taught about most often? How were these choices made?
9. Who were the teachers of children? Of adults? What did this communicate?
10. Did you observe healthy male-female friendships and partnerships in your family, church, and the professional lives of your parents, or did there seem to be a lot of fear and segregation?
11. Who did the relational and emotional work in your family? Who generated the income? How did this affect your understanding of power issues in your family?
12. What were you encouraged to envision for your life? Was your sex a factor?

This kind of questioning is not for the purpose of judging our past experiences as much as it is for the purpose of raising awareness. In the process of an exercise like this, we might find that certain long-held beliefs do not hold up well when we ask, *Where does the Bible say that?*

—RUTH HALEY BARTON; © Ruth Haley Barton. Originally appeared in *Equal to the Task*. (InterVarsity, 1998). Used with permission.

Discuss

1. What can we learn by thinking deeply about where our views of male and female came from?
2. What are some key passages in Scripture for understanding maleness and femaleness?
3. What are some key points to remember about why God intended men and women to interact?

COMMUNICATING AND WORKING TOGETHER

Speaking Frankly

Real communication between men and women lies beyond biases and stereotypes.

Ephesians 4:25

Most men and women seem to agree that if there is any area in which men and women have dropped the ball in their efforts to achieve true teamwork, it is the area of communication. In my own research, I have asked many men and women what they would most like members of the other sex with whom they live, work, and worship to know. If they could speak honestly and without fear of negative repercussions, what would they most like to say? Not surprisingly, a vast majority of the answers have related to communication issues.

Women's answers have included the following observations:

- “Men like to dominate the conversations, they ‘speechify’ and interrupt. I wish they would consider being a little quieter and listening more.”
- “I want men to know that I am not on a hormonal binge—that I do have something valuable to say.”
- “I would like to tell men that emotion, which has traditionally been perceived as a weakness in women, is really a strength.”
- “I wish men would pay attention to me in conversation. They assume that I have no interests or input to give beyond the world of home and family, so they don’t even ask me about my work or address any thoughtful questions to me.”

Men, of course, have their own concerns:

- “I would like women to know that sometimes I do come to them for compassion, but there are other times when I just want to get the job done.”
- “Don’t take the position of ‘You guys have got a lot to learn; we’re the teachers, you’re the learners.’ The general perception is ‘There’s not a whole lot wrong with women; we’re pretty infallible creatures, and if you guys could fix yourselves it would really help everybody.’ That message continues to come out, and guys get defensive.”
- “I would like my wife to appreciate the fact that even though our communication is frustrating at times, I do want to be helpful and I am trying.”
- “I’m not very good at reading between the lines and digging around for hidden meanings. I like women to be direct in offering their input and letting me know what’s bothering them. I don’t have time to play games.”

—RUTH HALEY BARTON; © Ruth Haley Barton. Originally appeared in *Equal to the Task* (InterVarsity, 1998). Used with permission.

Discuss

1. Do any of the statements above describe you? What was the situation?
2. What can you learn by reading the comments of the opposite sex?
3. Why are stereotypes unhelpful even when they seem to be true?

COMMUNICATING AND WORKING TOGETHER

He Said, She Heard

What men need to know about how to communicate with women.

Acts 22:2

All good communicators know that we must adjust to our audience if we hope for them to adjust to our message. We have to speak a language they understand. Missionaries call it “contextualization.” And translators use “dynamic equivalence.” With communication between men and women, the issue is called “genderlects.”

According to communication scholar Deborah Tannen, genderlects account for much of the mystification between men and women. We try to communicate one thing, but when the message is filtered through the receiver’s grid, it takes a new shape.

When speaking to women or to mixed audiences, men need to adapt. Here are some ways for men to communicate more effectively to women:

Try a New Direction

Since smooth interpersonal relations are a high value for women, they tend to be less direct than men. Women are more likely to avoid confrontation by leaving the other person as many options as possible. Thus, when a woman is hungry, she might say:

Robyn: “Are you getting hungry?”

Michelle: “Yeah, a little.”

Robyn: “Me too. Do you think we should eat?”

In the same situation, a man is more likely to say, “I’m hungry, let’s eat.”

The difference between these two statements is that one is direct (the man’s) and one is indirect (the woman’s). She is trying to invite someone into her situation, into what she is going through at that moment. He is trying to get across his point.

Stop Speechifying

Even in interpersonal communication, men tend to make speeches that highlight their expertise. Sometimes they interrupt to add their opinion. Women are different in that they interrupt to show support for the one speaking; they finish sentences, add their own insights, and use non-verbal (“hmm,” “uh huh”) sounds to commune with the speaker.

Anecdotal Evidence

Men often use expert testimony when they want to prove a point. Women often use anecdotes. Men look for authorities and statistics. Women regularly use their own experience to illustrate their principles. To illustrate that it is more blessed to give than to receive, a man might start out: “As C.S. Lewis said...” A woman is more likely to say, “Let me tell you a story about a friend of mine.”

—JEFFREY ARTHURS

Discuss

1. How have you seen these principles in your own life experience?
2. What are some things that men can be careful to do when they teach or preach so that women feel included?
3. Describe a time when you listened to someone communicate well to women and men at the same time. Which of these strategies did that person use?

Tempted by a Colleague

Strategies to keep from falling to sexual sin in ministry or anywhere else.

Psalm 139:24

Ministry brings with it serious built-in hazards, moral land mines that can destroy leaders, their families, and even their churches. I recall with embarrassment my naiveté as a young pastor. Every time I heard the stories of Christian leaders falling into sexual sin, I thought, *It could never happen to me.*

What level of pride is required to believe that sexual sin could overtake Samson, David, Solomon, and a host of modern Christian leaders, but not *me*? Fortunately, I wised up. I now live with the frightening but powerfully motivating knowledge that I *could* commit sexual immorality. I started taking precautions to *keep* it from happening to me.

Monitoring My Spiritual Pulse

Often those who fall into sexual sin can point back to lapses in their practices of meditation, worship, prayer, and the healthy self-examination such disciplines foster. All of us know this, but in the busyness of giving out, we can easily neglect the replenishing of our spiritual reservoirs. When this is our state, we are vulnerable.

Guarding My Marriage

I find I must regularly evaluate my relationship with my wife. In particular, I watch for the red flags of discontentment, poor communication, and poor sexual relationship. We try to spend regular, uninterrupted time together to renew our spiritual, intellectual, emotional, and physical closeness. At work, I surround myself with reminders of my spouse and children. When traveling, I make contact with my wife as often as possible. If I'm struggling with temptation, I try to be honest and ask for prayer.

Taking Precautions

One pastor found his thoughts were continually drawn to a coworker, more so than to his wife. After months of rationalizing, he finally admitted to himself that he was looking for reasons to spend time with her. Then his rule of thumb became: I will meet with her only when necessary, only as long as necessary, only at the office, and with others present as much as possible. In time, his relationship with her returned to its original, healthy, coworker status.

Dealing with the Subtle Signs of Sexual Attraction

Our enemies are not only lascivious thoughts of sex but “innocuous” feelings of infatuation as well. “Harmless” expressions of affection may inch beyond the healthy brother-sister variety, like when hands are held a little too tightly in prayer, or the arm lingers a bit longer on the shoulder. These subtle signs need addressed seriously.

Backing off Early

Once when meeting a woman for our third counseling appointment, I became aware that she was interested in me personally. What was more frightening was that I realized I had subconsciously sensed this before but had enjoyed her attraction too much to address the problem. Though I wasn't yet emotionally involved or giving her inappropriate attention, I wasn't deflecting hers toward me, either, and was thereby inviting it. Thanks to God prompting me, I knew I was no longer the right person to meet with her. I made other counseling arrangements for her.

Clearing Cloudy Thoughts

Often we justify our flirtations with logical, even spiritual, rationalizations. One pastor didn't tell his wife about his frequent meetings with a particular woman on the grounds he shouldn't violate confidentiality, even to his wife. Another pastor had been struggling with lustful thoughts toward a college girl in his church. Rather than dealing with his struggles alone with the Lord, with a mature brother, or with his wife, he took the girl out to lunch to talk with *her*. They eventually became sexually involved.

Holding Myself Accountable

Perhaps nowhere is more said and less done than in the area of accountability. Church leaders in prominent or growing churches especially feel this need. The risks of this kind of program are small compared with the rewards—deeper, more honest relationships, as well as unity and humility in each other's eyes.

AVOIDING SEXUAL SIN

Guarding My Mind

A battering ram may hit a fortress gate a thousand times, and no one time seems to have an effect, yet finally the gate caves in. Likewise immorality is the cumulative product of small mental indulgences and minuscule compromises. For me this means such practical things as staying away from the magazine racks, video stores, advertisements, programs, images, people, and places that tempt me to lust.

Regularly Rehearsing the Consequences

I met with a man who had been a leader in a Christian organization until he fell into immorality and asked him how he could have prevented his sin. He paused for only a moment, then said with haunting pain and precision, “If only I had really known, really thought through, what it would cost me and my family and my Lord, I honestly believe I never would have done it.”

In the wake of his fall and others, I developed a list of specific consequences that would result from immorality. In times of weakness I read through the list. It helps to cut through the fog of rationalization and fill my heart with a healthy fear of God.

—RANDY ALCORN

Discuss

1. Describe a time when a healthy spiritual life was instrumental in your overcoming temptation.
2. What places and activities do you avoid in order to maintain purity?
3. Create your own list of specific consequences that would result if you fell into sexual immorality.

AVOIDING SEXUAL SIN

How to Prevent Misconduct and Harassment

Pastors and leaders have the spiritual and legal responsibility to protect their members.

Ephesians 5:3

Churches are potentially liable for misconduct or harassment claims that involve church employees, and in many cases, non-employees as well (if the church knew about the problem in advance and did not act).

Harassment

Sexual harassment can take two forms:

1. *Quid pro quo* harassment refers to the conditioning of employment opportunities on submission to a sexual or social relationship.
2. *Hostile environment* harassment refers to the creation of an intimidating, hostile, or offensive working environment through unwelcome verbal or physical conduct of a sexual nature. Note that the law refers to “unwelcome” not “involuntary” interactions. If a touch or comment is unwelcome or intimidating to someone—even if they reciprocate in that moment—it can still be sexual harassment.

Misconduct

Sexual misconduct (and false claims of misconduct) can be prevented in the following ways:

1. *The “third person” rule.* A policy that prohibits two people of the opposite sex from meeting together in private if a third person is not present.
2. *Windows.* Install windows in offices where meetings take place so that church staff and members are visible throughout the meeting. (This requires meetings to take place during office hours).
3. *Open doors.* If two members of the opposite sex are going to meet together in private, the door should remain open for staff and members to see into the room.
4. *Video cameras.* Cameras (without audio) can be installed in meeting rooms and can monitor the interaction between two people meeting in private. These tapes will need to be reviewed (this can be done in fast-forward mode) and summarized by a witness before they can be discarded.

—RICHARD HAMMAR

Discuss

1. What are we protecting when we establish and enforce sexual harassment and misconduct policies?
2. What is the difference between “unwelcome” and “involuntary”? Describe a situation in which someone voluntarily receives unwelcome attention.
3. What are our current strategies for reducing the risk of sexual misconduct or harassment? How can we strengthen our policies against these errors?

WORKING WITH THE OPPOSITE SEX

Further Exploration

Websites and books to help build teams of men and women.

BuildingChurchLeaders.com. Leadership training resources from Christianity Today.

- “Leadership Styles” Assessment Pack
- “Developing Leadership Gifts” Assessment Pack
- “Becoming a Great Church Board” Practical Ministry Skills
- “Building a Team” Training Theme & PowerPoint
- “Leadership Foundations” Training Theme & PowerPoint
- “Leadership Styles” Training Theme & PowerPoint

LeadershipJournal.net. This website offers practical advice and articles for church leaders.

Discovering Biblical Equality *Ronald Pierce and Rebecca Merrill Groothuis, eds.* An explanation of the egalitarian perspective, which views women and men as equals practically and theologically. (InterVarsity, 2005; ISBN 9780830828340)

Doing Church as a Team *by Wayne Cordiero.* A hands on guide to building a teamwork mentality in church ministry. (Regal, 2004; ISBN 9780830736812)

Equal to the Task *by Ruth Haley Barton.* Encourages Bible-based teamwork for cross-gender relationships in the church. (InterVarsity, 1998; ISBN 9780830813575)

Mixed Ministry: Working Together as Brothers and Sisters in an Oversexed Society *by Sue Edwards, Kelley Matthews, and Henry J. Rogers.* How should Christian leaders, who are men and women, conduct themselves in working relationships? Find help with this vital yet seldom dealt-with question. The authors (a man and woman) offer advice on modesty, boundaries and appropriate interactions. (Monarch Books, 2008; ISBN 9780825425240)

Recovering Biblical Manhood and Womanhood *Wayne Grudem and John Piper, eds.* The comprehensive book on the roles of women and men as understood from the complementarian perspective. (Crossway Books, 2012; ISBN 9781433537127)