

RESOURCES FOR RESPONSE TEAM MEMBERS

A Fitness Review is a serious proceeding that involves a reassessment of an individual's overall fitness for ministry in and on behalf of the United Church of Christ. For this reason, it is important that a Fitness Review be thorough so that a Committee on Ministry can be fully informed about an identified concern. This ensures that decisions involving the standing of individuals are made with faithfulness and integrity. In matters of Fitness Reviews, the Committee is acting in and on behalf of the entire United Church of Christ.

The **Response Team** has two components:

- an **Interview Team**, who interviews individuals with relevant information related to the fitness concern that has been identified, gathers additional information related to the concern (letters, emails, receipts, photographs, etc.), drafts interview summaries for review by the person interviewed, and shares interview summaries with the Committee on Ministry; and
- **Process Guides**, who serve as information liaisons between the Committee on Ministry, the person raising the concern, the Minister in Question, the Local Church of membership, the ministry setting where the individual serves (if different from the Local Church). Process Guides provide information about the process to the individuals and groups named above, answer questions, and refer individuals to additional resources or supports.

These resources are designed to assist Response Team Members in doing their work faithfully and effectively. The contents of this resource include:

- Roles of the Response Team – outlining the responsibilities of Process Guides and Interview Teams
- Interview Strategies in a Fitness Review
- How Not to Report an Interview; A Better Report of the Same Interview
- Report from an Interview Team (Sample)
 - ▼ Interview Process Statement
 - ▼ Instructions for the appendix and signature page of an interview summary
 - ▼ Contact information for all interviewees
 - ▼ Interview summaries with signature pages

Additional resources, including Confidentiality Notices and a Fitness Review Process Checklist, are included as separate Section 3 resources of the Manual on Ministry.

Roles of the Response Team in a Fitness Review

Response Team members may serve one of two functions in a Fitness Review: interviewing affected parties, or providing guidance on the process and information about sources of support for affected parties.

The Interview Team works as a pair (or occasionally a triad) to interview people with relevant information and the Minister in Question in a Fitness Review. An initial list of these individuals will come from the Committee on Ministry (COM) and normally will include the person(s) raising the question about a minister's fitness, as well as the Minister in Question. The Interview Team should also interview other individuals who have first-hand knowledge about the concern that has been raised. These names may be shared by the COM or may emerge in the process of interviewing others.

The Interview Team also prepares reports of each interview for review and signature by the interviewees (note: all interviewees are requested to sign the report of their interview; the Minister in Question is required to sign the report) and share them with the Committee on Ministry. All persons who are interviewed by the Interview Team are requested to sign a Confidentiality Notice at the time of their interview; the Minister in Question is required to sign a Confidentiality Notice at the time they are informed of the Fitness Review, and are reminded that the notice is still in force at the time of the interview.

The Minister in Question should be the last person interviewed, so that they are able to respond to all the concerns that have been raised and speak to any situations that emerged in other interviews. The Minister in Question has the right to read all of the interview summaries from prior interviews at the time of their interview; however, they may not retain any copy of these summaries in any form.

The Interview Team may also meet with the COM after the interviews are completed to answer questions the COM may have about the interviews or the persons interviewed.

Process Guides (formerly called "Support Persons") provide assistance in understanding the process and timeline of a Fitness Review, as well as connecting individuals to sources of support (victim services hotline, ministers who have agreed to provide pastoral care if requested, pastoral or secular counseling centers, etc.). They are there to answer questions, refer when necessary, and help the affected individuals understand what the process of a Fitness Review is and the Committee on Ministry's anticipated timeline.

All members of the Response Team should endeavor to maintain an attitude of care and respect for all persons involved in the Fitness Review. It is not appropriate for Response Team members to act as an advocate for any of the individuals involved or to be the "support person" for individuals involved in the Fitness Review. The COM may offer to find persons who can pastorally support the affected individuals.

Interview Strategies in a Fitness Review

A Fitness Review is an accountability process in the United Church of Christ in response to questions regarding unhealthy behavior or ethical misconduct of a person with standing in light of the UCC Ministerial Code. Interviews, conducted by members of the Response Team known as the Interview Team, help gather relevant information about the concern being raised. In most cases, one member of the Interview Team is the primary person asking questions, while the other person takes notes. The Interview Team member taking notes may ask follow-up questions (or any other questions) during the interview.

Interview Team members seek to interview all persons in such a way as to eliminate ambiguity in the interviewee's answers. For example, if asked, "How long have you been a member at First St. Paul's Church?" and a person responds, "A long time," the Interview Team asks follow up questions to reveal a more precise answer. This may be easy for some of the context-setting questions, but as the interview progresses, it may become quite uncomfortable. Acknowledge the discomfort, allow for the interviewee to take a break when needed, but do strive for clarity and specificity in all interviews.

Build Rapport

Begin with some introductions, clarify your role, remind the interviewee of the purpose of the interview, and tell the interviewee the topics you are going to talk about (knowing that other topics may emerge in the course of the interview).

Some easy, conversational question may help get things started. Or, you may want to begin with some "easier" questions to set the context. Some examples:

- How long have you been a member of the church?
- How long have you known Pastor A?

Hear the Story

Ask questions that help the interviewee tell their story. Who, what, when, where, how, and why are the kinds of questions that will reveal important facts:

- Who was there?
- What did you do?
- When did this happen?
- Where were you?
- Why did you feel that way?

Follow up to eliminate ambiguities from the witness's answers. For example:

- Who else was there?
- What did you do next?
- Who else knows about this?

- What happened next?

Striving for specificity is vital. “He touched me,” is vague; although it is challenging, it may be necessary to follow up with a question like, “Where did he touch you?” “Was it over your shirt, or under?” Some questions will be difficult to ask and difficult to answer – acknowledge that difficulty with sensitivity.¹ Likewise, when interviewing the Minister in Question, seek a response for every specific concern or allegation that is raised in the other interviews. The minister may certainly offer contextual or other information, but be persistent in securing a “yes” or a “no” to the concerns raised.

If the interviewee has relevant emails, cards, letters, promissory notes, text messages, gifts, correspondence, appointment books, calendars, etc. – ask for a copy of them.

Organize the Story and Prepare Reports

As soon as possible after finishing the interview, the Interview Team will use their notes and fresh memory of the events to prepare a thick summary of the interview, using plenty of details and quotes. The interview summary may be organized chronologically (even if it wasn’t shared chronologically), or in whatever way makes the most sense to convey what was shared in the interview. DO NOT include impressions or any editorial details. “The interviewee cried when speaking about this and we took a short break,” appropriate; “This minister obviously really messed up this person – she was hysterical for half the interview” is not.

The Interview Team provide the interviewee with the interview summary and allows them to make any corrections necessary to ensure that it is accurate. All interviewees are requested to sign their own interview reports, but the Minister in Question is required to do so.

THE MINISTER IN QUESTION MAY NOT RETAIN, PHOTOCOPY, OR PHOTOGRAPH ANY COPY OF THE REPORTS.

Confidentiality Notices

Please request all interviewees to sign a Confidentiality Notice at the time of the interview. The Minister in Question is required to sign a Confidentiality Notice at the beginning of the Fitness Review process; the Interview Team should confirm receipt of this prior to the interview and remind the Minister in Question that the requirements of that Confidentiality Notice are still in effect.

¹ Cases involving sexual misconduct require particular sensitivity. See Section 3 Resource “Resources for Clergy Sexual Misconduct” for more information.

How NOT to Report an Interview

Howard and I met with Alice on April 22 at her home. It was clear she was very upset and angry. Her friend Christine was with her because after what she has been through, she really needs support. It was obvious from her report that George doesn't have a clue how his behavior has impacted her. He has told her several times that they are "just friends" and that he considers himself her pastor first. But, from what she told us, it's hard to see how he can think that. There was physical contact that doesn't happen between friends. She was drawn into an intimate relationship with him because she didn't know any better – she thought they were dating. He made all the advances and she did not understand why this was a problem for a pastor with someone in the church. Once she realized that this isn't appropriate for a minister she confronted him and he just cut her out of his life and denied everything. He acted as if she was making it all up. This has had a devastating impact on her because she really cared for him and he had told her he loved her. He seems to have turned people in the church against her, too, and she has to deal with that on top of everything else. It's been really hard on her. The whole thing started when she was fairly new in the church and it got out of hand when he began making advances.

A Better Report of the Interview

The response team, Sue Clark and Howard Mason, met with Complainant #1 (C#1) on April 22 at Northville Christian Church. Complainant was accompanied by a friend (F). She stated that she is uncomfortable talking to strangers about this issue but that her friend has already heard the story and she is more comfortable with her present. C#1 began by describing how she came to know the Minister and the early stages of their acquaintance. She said she began to attend First Congregational St. Paul's when she moved to town following her divorce. After about 2 months the Minister invited her to coffee. The conversation during coffee began with some information about her past church and other congregational issues, but that "before long we were laughing and talking about movies we had seen and some friends we discovered we have in common." After that first meeting, she said, the Minister invited her to dinner and a movie. "This sounded like dating to me" she said, "but I wanted to go slowly and understand whether he was just being nice to me because I was new in town." She said that during the movie the Minister took her hand. When he took her home, she said, he walked her to the door and kissed her "the way a man kisses a woman he is interested in, not a little old lady peck on the cheek." She said, "That gave me my answer about whether this was a date. I was thrilled. I really liked him, and back then I had no idea why dating the minister could be a problem." (F commented then that C #1 had called her the next day and described the date.)

C #1 then described the following months of her relationship with the Minister.

Interview Process Statement From the Interview Team - **SAMPLES**

*Please note: the following pages are **samples** of interview summaries and other relevant documents from an imagined case study. The names and situations are made up.*

To all persons:

My name is Lance Martin and this Rev. Terry Gilbert.

We're here today because we understand some concerns have been brought towards MINISTER IN QUESTION/you regarding THEIR/your fitness for ministry and this is being taken seriously by the church.

We have been asked to gather facts and information from you regarding these concerns, which will be submitted to the Committee on Ministry in Iowa, which has responsibility for these matters.

This is a confidential investigation and only those persons who need to know will be told what they need to know.

Our relationship here is strictly ecclesiastical. We are not here to judge you or anyone.

We are here to assist you by listening to your story, your perspective and view of the truth.

Once we have completed our written summary of this meeting, you will have the opportunity to review it and to comment on it in writing. We also ask [require for the minister] that you sign the summary.

The summary and your comments on the summary become part of the information we share with the Committee on Ministry, and those documents become part of the records of the Committee on Ministry. The Minister in Question will have the opportunity to read these reports at the time of their interview, but they will not be able to retain any copies of these reports.

Instructions for Appendix and Signature Page

To those we have interviewed:

Please read the report in detail.

Make your comments directly onto the report.

Make any additional comments you might have forgotten to tell us at your interview or would like to add. Make sure they are facts only and not opinions.

When you have finished making your comments, please sign document and date it. You should then return this to either Lance Martin or Terry Gilbert (both will be present).

Thank you.

Report from the Interview Team

To: Committee on Ministry, Central Association, Iowa Conference

From: Interview Team

Our work interviewing individuals is complete and our reports are found on the following pages. Please note the following enclosures:

- Response Team Interview Process Statement
- Instructions for Appendix and Signature Page
- Contact Information for Interviewees
- Report of Tom Smith, Person Raising the Question of fitness (PRQ)
- Report of Betsy Smith, Church Member #1 (and Tom Smith's mother) (CM#1)
- Report of Sarah Berkson, Church Moderator (CM#2)
- Report of James Johnson, Minister in Question (MIQ), which includes appendix

Per our earlier conversation, we can be available to the Committee on Ministry at your special meeting scheduled for June 1, 2008.

Sincerely,

Response Team

Lance Martin and Terry Gilbert

Contact Information for Interviewees

Mr. Tom Smith (PRQ)
123 Fake Street
Centralia, Iowa 51555
(515) 555-5309

Mrs. Betsy Smith (CM#1)
456 Pretend Avenue
Centralia, IA 51555
(515) 555-3684

Mrs. Sarah Berkson (CM#2)
789 Faux Boulevard
Centralia, IA 51555
(515) 555-2793

Rev. James Johnson (MIQ)
963 Blank Road
Centralia, IA 51555
(515) 555-4896

Interview Summaries

Committee on Ministry – Central Association, Iowa Conference

Report on Interview with: Person Raising Question (PRQ), First Congregational UCC, Centralia, IA

Response Team Conducting Interview: Rev. Terry Gilbert, Lance Martin

Report:

On Monday, May 12, 2008, the Rev. Terry Gilbert and Mr. Lance Martin interviewed the person raising the concern (PRQ), in regard to concerns he raised with regard to the Minister in Question (MIQ), currently the pastor at First Congregational UCC in Centralia, Iowa.

The interview began with introductions and a brief discussion of the investigative process and procedures.

The PRQ gave us the following account of his reasons for raising these concerns:

“My mother has been a member of First Congregational for her entire life. About two or three years ago, [MIQ] came to serve the church. From what I understand, word soon got out that he has a lot of debt from seminary. My mom is pretty generous and she evidently has been writing him some checks. I’m concerned because I’m not sure if this is a situation where my mother is being taken advantage of or what. She’s nearly eighty and while she’s still pretty sharp mentally, she does have a bit of a soft heart. I don’t know if this is normal minister behavior.”

When asked if he knew how many checks his mother had written or in what amounts, PRQ said, “I know there have been at least four checks written. The first was for \$1,500. I don’t know the amounts of the other checks, because my mother keeps her own checkbook and I don’t have power of attorney or anything like that. I think it’s a total of about \$10,000, but I’m not really sure. But, is it normal for a minister to accept cash gifts from their parishioners? Mom says it’s a loan, but then in the next breath she says she’s not worried about him paying it back.”

PRQ continued, “I don’t know if he told Mom he has a lot of debt, or if she asked, or if people just learned about it somehow. Mom has a tender heart, and Dad did leave her in a good position financially. And, I’m not concerned about my own inheritance or anything. I’m not a churchgoer but I don’t have anything against my mom giving to the church. But I am concerned about her giving this money to the minister.”

When asked what specifically concerns him, he emphasized, “I’m concerned about my mother loaning money or giving money to the minister, or giving it to him, or whatever.” He expressed that he didn’t think the minister had an inappropriate relationship with his mother, but reiterated that the loans concerned him. “I also asked Mom if there are any loan agreements, and she said there aren’t, and that also concerns me. I don’t want to think that this guy is taking advantage of my mom. She’s not stupid and she doesn’t have dementia, but she’s too kind for her own good.”

PRQ said he was not an active member of the church, but that he grew up in the church. He lives in Centralia.

PRQ said that he had not heard of any complaints about the minister's work, and that he seemed to be doing "a fine job preaching and visiting folk, I guess. He's also active in the community, and people seem to really like him. But I'm concerned about him taking advantage of my mom, and I don't want my mom to think this is normal behavior." When asked about whether his mom had done this with other ministers, PRQ said, "Not to my knowledge. I mean, maybe she'll give a little something to a Christmas offering for the pastor or something, but no. She's never given other ministers other handouts like this. Which makes me suspicious of this minister."

Signature Page to Accompany Interview of Person Raising the Question of Fitness (PRQ)

Tom Smith

date

Report on Interview with: Church Member #1 (CM#1), First Congregational UCC, Centralia, IA

Response Team Conducting Interview: Rev. Terry Gilbert, Mr. Lance Martin

Report:

On Monday, May 12, 2008, the Rev. Terry Gilbert and Mr. Lance Martin interviewed CM#1 in regard to concerns raised with regard to the Minister in Question (MIQ), currently the pastor at First Congregational UCC in Centralia, Iowa. Note: the CM#1 is the mother of the person who raised the concern (PRQ).

The interview began with introductions and a brief discussion of the investigative process and procedures.

CM#1 gave us the following account of his reasons for raising these concerns:

“I hope that [MIQ] isn’t in trouble. We really like him at First Congregational and think he’s doing a fine job. He’s new to ministry and kind of young, but he’s very smart, and very compassionate. He’s also really made an impact on the community.”

When informed of the concerns that had been raised, CM#1 said, “My son is a good man, but he worries too much about money. I knew that [MIQ] was having some trouble – the church doesn’t pay him nearly enough – and I wanted to help out a little. My husband left me pretty comfortable, and our investments are doing all right. I just wanted to help out a bit. [MIQ] was pretty embarrassed, actually, and didn’t want to take the money. He’s always telling me that he’s going to pay me back, but I tell him not to worry about it. He can pay me back when he’s doing better financially, or not at all.”

We asked how she came to know about the pastor’s needs: “Oh, he said something one time about how seminarians today graduate with a lot of debt sometimes. I asked him if he was talking about himself, and he got all red and tried to change the subject. But I later learned that he does have a lot of debt. I’m a little embarrassed that the church can’t afford to pay him more, and so I thought I could help out every now and then. He’s never asked me for money, but sometimes I just get a sense about what he might need. Once he even told me he couldn’t take the money, but I just told him that I’d go down to the bank and see that it got deposited in his account anyway.”

When asked about the number and amounts of checks, CM#1 said, “Well, about a year and a half ago, it was near Christmas, I wrote him a check for about a thousand dollars. I wanted to make sure he and his wife could have a nice Christmas here.” When queried about the other checks, CM#1 said, “I think there have been three or four all together. Most were for about a thousand or fifteen hundred dollars each. I don’t think I’ve given him that much, maybe five or six thousand dollars since that Christmas. And I intended for some of it to be a gift.”

We followed up and asked if she thought of some of the money as gifts, and some as loans. “Well, he has paid me back for some of what I’ve given him. I don’t really know how much – I don’t keep track of that and as I’ve said, I’m not concerned about getting paid back. I’m nearly 80 and I know I won’t live forever. Most of my money is going to go to the church anyway. My son is comfortable, but the church needs money. I’m concerned that we’ll close if we can’t keep good

leadership like [MIQ].”

When asked to describe her relationship with the minister in question, CM#1 said, “Oh, he’s a very nice pastor. He comes to visit about once a month or every six weeks, and when I was in the hospital with pneumonia last year he visited me in the hospital almost every day. We talk about church things, and I tell him about my marriage to [PRQ]’s father, and what it was like to grow up here. We pray together. But that’s just ordinary visiting, like you’d expect from the minister. He’s also very active in the community, and I see him often out and about. He’s very friendly and kind. Oh, we like him so here! His sermons are so inspiring and I just love his Bible studies. I would hate to think that he’s in any sort of trouble.”

When asked, CM#1 shared that she didn’t think he’d received gifts from others. “I have told a couple of my friends, and they do think it’s a shame that he’s underpaid so much, and they help out in other ways. Mabel’s grandson shovels their walk when he’s doing the church’s sidewalk in the winter, and Mabel did get them a nice turkey for Thanksgiving. But that’s because her son has a farm and they raise turkeys to sell over the holidays. No, I’m pretty sure that no one else is giving him any money.” She also said, “No, I haven’t given gifts like this to any other minister, but I don’t think any other minister has been in the same kind of need as [MIQ].”

“I don’t understand why I can’t give my minister these kinds of gifts. He is in some need, and I am able to meet that need. Isn’t that what Christians are supposed to do?”

Signature Page to Accompany Interview of Congregation Member #1

Betsy Smith

date

Report on Interview with: Church Member #2, First Congregational UCC, Centralia, IA

Response Team Conducting Interview: Rev. Terry Gilbert, Lance Martin

Report:

On Monday, May 12, 2008, the Rev. Terry Gilbert and Mr. Lance Martin interviewed Church Member #2 [CM#2] in regard to concerns raised about the minister in question, currently the pastor at First Congregational UCC in Centralia, Iowa. CM#2 is presently the church moderator.

The interview began with introductions and a brief discussion of the investigative process and procedures.

CM#2 gave us the following account of her knowledge pertaining to these concerns:

When asked how she was contacted regarding these concerns, CM#2 responded that Michael Anderson, the ACM for this area, had contacted her a few weeks ago, informing her that a concern had been raised about MIQ and that the COM would be conducting a Fitness Review. CM#2 was told that the concern related to personal financial matters, that it did not involve criminal activity or theft from the church, and she was told that while it was the church's decision whether to place MIQ on a paid leave during this time, it was the opinion of Rev. Anderson that this was not necessary at this time.

CM#2 shared that she was surprised to hear that concerns were being raised about MIQ, because "he has been a solid spiritual leader for us over the past two years, and we are very happy with his sermons and his presence in the community. The older folk in the church like him, the younger folk seem to relate to him very well, and he is good with the kids and youth."

When asked if she knew of any financial issues facing MIQ, she said, "Well, I know that we as a church are not able to pay him at full conference guidelines, but we want to move in that direction. We're a small church and it's hard to make ends meet sometimes, but with [MIQ]'s leadership our giving and our attendance have increased, so I'm hopeful that we'll be able to address this better soon."

When asked if she knew of anyone giving loans to MIQ, CM#2 said, "I wasn't aware of anything until you just told me what [PRQ] said about his mother giving [MIQ] loans. If [MIQ] has been in any need, I sure haven't been aware of that. He's mentioned a few times that seminarians these days graduate with a lot of debt, but that's been in the context of conversations about young people coming back home to live after college and whatnot. I never thought to ask whether he was talking about himself."

When asked about [MIQ]'s relationship with CM#1, CM#2 said, "It seems perfectly ordinary to me. Is she the person who's been giving him money? Did she raise the concern? Oh – it was [PRQ]? Well, [PRQ] has always been kind of curmudgeonly. He's a good guy – we went to high school together – but he's always been sort of odd and a little mean. He's all that [CM#1] has now, and I know she loves him, but even she knows that he can be a crank sometimes. He's just really stubborn, mostly. And he says he's an atheist, but I don't even know what that means. He still comes on Christmas and Easter."

When asked if she had any more information to provide, CM#2 said, “I really couldn’t say. I’m sorry to hear that [MIQ] felt he had to accept money from [CM#1] – although it does not surprise me to hear that she kind of forced it on him. She’s good-hearted, but, well, she’s stubborn, too. I guess that’s where [PRQ] gets it. I hope we can start to do better by [MIQ], because I’d hate to lose him over a money issue.”

Signature Page to Accompany Interview of Congregation Member #2

Sarah Berkson

date

Report on Interview with: Minister in Question (MIQ), First Congregational UCC, Centralia, IA

Response Team Conducting Interview: Rev. Terry Gilbert, Lance Martin

Report:

On Monday, May 12, 2008, the Rev. Terry Gilbert and Mr. Lance Martin interviewed MIQ, currently the pastor at First Congregational UCC in Centralia, Iowa, about concerns that had been raised about his fitness for ministry:

The interview began with introductions and a brief discussion of the investigative process and procedures.

MIQ was asked when he learned about the concerns raised and if he knew what those concerns were. He responded that he had a pretty good idea about it. “I bet it’s because of the loans that [CM#1] has given me, isn’t it?” With this confirmed, he was asked what he had to share.

“Well, about a year ago at Christmas – so, maybe almost a year and a half ago now? – [CM#1] asked me about seminary debt. I tried to keep neutral about it, saying that lots of seminarians are dealing with this, and she asked if I had any debt. I told her that I did, but that I was working on paying it off and I was grateful to be in ministry in the community. I was a little embarrassed, because it has been hard for us to make ends meet sometimes, living in this rural setting and not getting paid conference guidelines, but I feel strongly about this church’s ministry and presence in the community. I tried to change the subject and I thought the matter was dropped. Well, a few weeks later she just mailed me a check for \$1500. I was flabbergasted. I called her up and told her I couldn’t accept it, but she told me that she wanted me and my wife to have a nice Christmas and that I should cash the check. She also said if I didn’t, she would just go to the bank and deposit the money in the bank directly. She is very close with the bank president, so I believed her. I felt badly about it, but it was looking to be a dire Christmas, so I did cash the check. I spent most of it on my student loan debt, but I did also get my wife a nice gift of some books she’d been wanting to read. I also intended to pay [CM#1] back as soon as I could, so I made a spreadsheet with all my payments to her.”

When asked if he had a copy, MIQ produced it (it is included at the end of this interview report). “She did give me money on three other occasions, and the total as you see is for \$5100. I’ve always thanked her profusely and demonstrated my intentions to pay her back. As you can see, I’ve tried to do so, and I’ve paid back about \$500. I know I have a long way to go, and I know it probably wasn’t a very good idea to accept the money in the first place, but it really did help us get to a place where we are able to now pay off all our bills on time and we will pay her back.”

When asked about his relationship with CM#1, MIQ characterized it in this way: “I would describe it as a normal pastor-parishioner relationship. I visit her pretty regularly – she is older but still very active in the church, and I see her at the theater and the grocery store. She comes to most of the Bible studies and she always has wise things to say. No, I don’t think I treat her any differently than I do any of the other members.”

When asked about his relationship with PRQ (also the son of CM#1), MIQ said, “I don’t think he has much use for church. He’s a little odd, but I know he has a good heart. He really loves his

mom. He comes to Christmas and Easter services, but I think that's mostly to keep his mom happy. I don't see him around town as often, but when I do I try to be friendly. I thought things were all right between us, but lately he's glared at me when he's seen me in public. I guess I know why."

MIQ concluded our interview by saying, "I see now just how serious this matter was. I guess I knew it wasn't a good idea, but my need kind of blinded me to just how bad a violation this was."

Signature Page to Accompany Interview of Minister in Question

Rev. James Johnson

date

Appendix

Spreadsheet from Rev. James Johnson

Money from Mrs. Smith	Date Given	Repayment Amount	Date Repaid
\$1500	12/1/2006	\$200	2/15/2007
\$2000	8/17/2007	\$150	7/18/2007
\$ 900	12/4/2007	\$150	1/18/2008
\$ 700	3/12/2008		
\$5100 TOTAL		\$500	TOTAL TO DATE