



Atlantic Northeast District Ethics Committee
2/14/22

Decision Regarding Complaint Against Eric Landram: Substantiation of Inappropriate Actions with Warning

The Ethics Committee affirms that Eric did engage in multiple acts of crossing boundaries with [REDACTED] (aggrieved). The Ethics Committee also affirms that [REDACTED] experienced emotional harm from Eric's actions, and thus takes her report seriously.

Requirements:

Acknowledgement of improper conduct by Eric.

- Provide written acknowledgement to the District Executive of inappropriate actions and boundaries crossed.

Mentor and Counselor

- Eric is required to work with a district-appointed Church of the Brethren mentor for a specified period of time.
- Eric is required to receive proper counseling from a district-appointed counselor for a specified period of time as deemed appropriate by the counselor.
- Regular communication between the mentor and counselor is required to provide updates on progress.
- Quarterly reporting to the District Executive that meetings are occurring is required.
- At the conclusion of the required time period, the counselor and mentor will provide a recommendation to the District Executive whether to conclude or continue meetings.
- If not covered by insurance, the cost for counseling will be shared between the district and Eric.

Training and Education

- Eric is required to receive training and education in ethics of working with minors in addition to the Church of the Brethren's ethics training.



Congregation

- The congregation's leadership—Moderator, Board Chair, Vice Chair—where Eric currently serves will be made aware of his requirements.
- The congregation will be made aware that a complaint was brought against Eric as guided by the Church of the Brethren 2008 Ethics in Ministry Relations paper.

Contact with Minors

- The accused will have controlled/monitored access to minors only when the congregation is gathered.
- The accused will not engage in any communication with minors through phone, texts, social media, or by any other means.
- The district will consult the mentor and counselor as to the scope and duration of the named limitations with minors.

Contact with [REDACTED]

- Eric will not contact [REDACTED].

Failure to comply with any of the requirements may result in termination of ordination.

ANE Ethics Committee

Sherry Eshleman
Nancy Fittery
Ron Ludwick
Alix Sable
Pete Kontra, District Executive