

# CHILDREN'S MINISTRY TRAINING

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*Liberty Grace Church*

*Wednesday, October 6, 2021*





# SCRIPTURE REFERENCES

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*For reflection and prayer*



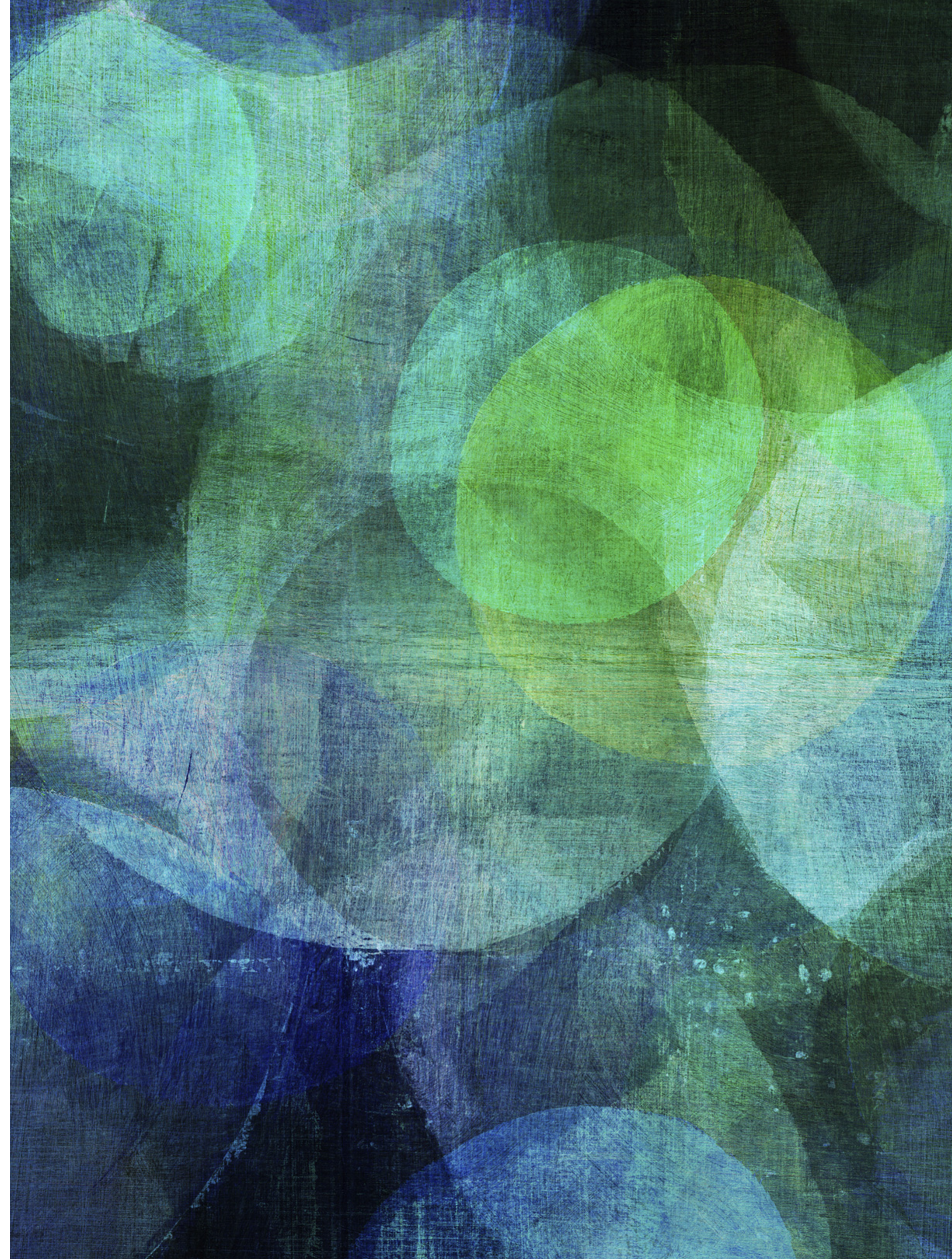
- “The secret things belong to the LORD our God, but the things that are revealed belong to us and to our children forever, that we may do all the words of this law.” **Deuteronomy 29:29**
- “We will not hide them from their children, but tell to the coming generation the glorious deeds of the LORD, and His might and the wonders that He has done.” **Psalms 78:4**
- “Train up a child in the way he should go; even when he is old he will not depart from it.” **Proverbs 22:6**
- “And he said to them ‘Go into all the world and proclaim the gospel to the whole creation.’” **Mark 16:15**
- “But as for you, continue in what you have learned and have firmly believed, knowing from whom you learned it and how from childhood you have been acquainted with the sacred writings, which are able to make you wise for salvation through faith in Christ Jesus.” **2 Timothy 3:14-15**



# REDUCE THE RISK: CHILDREN, YOUTH & LEADER ABUSE PROTECTION PLAN

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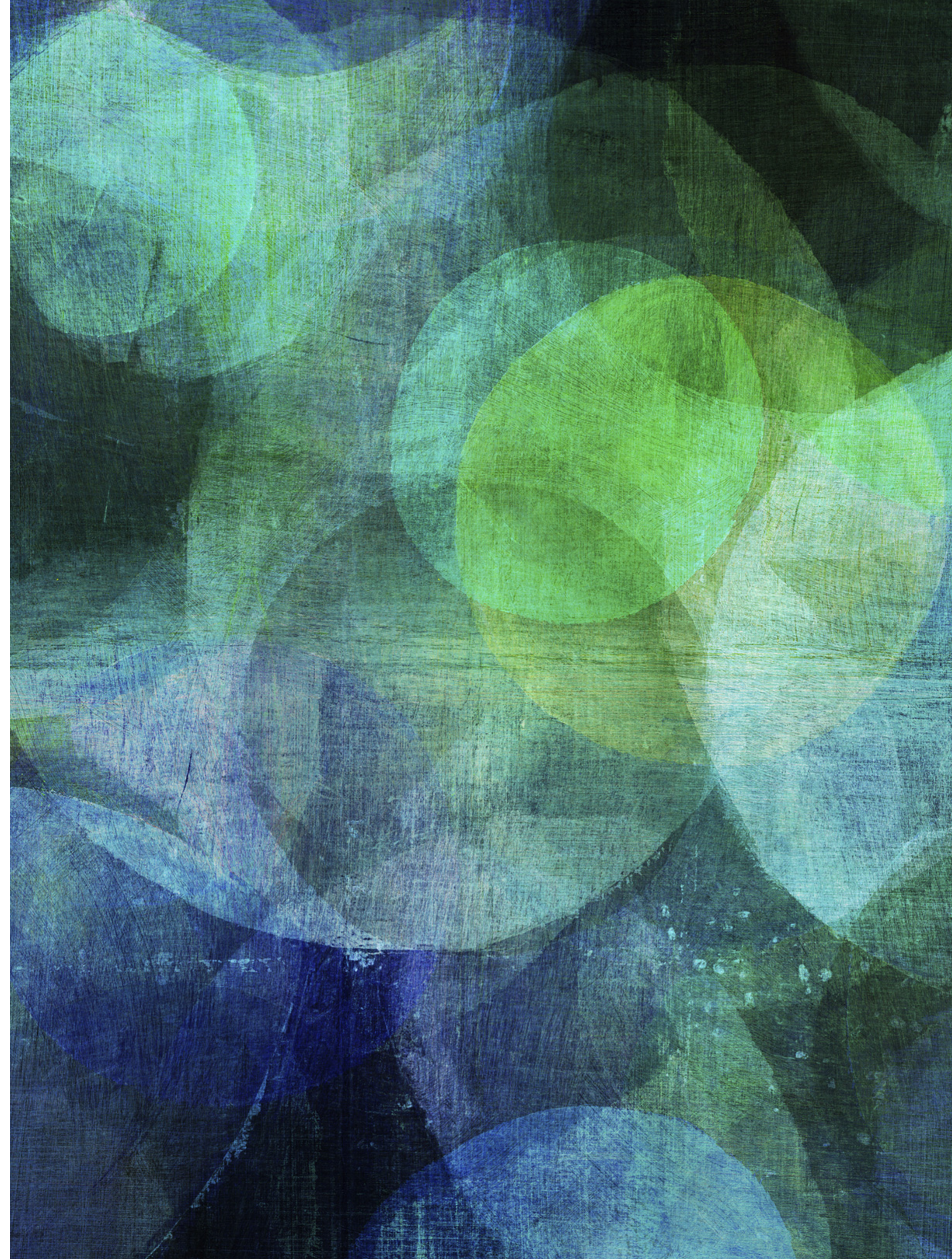
*Policies and Procedures Manual*





# REDUCING THE RISK FOR YOUR CHURCH

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# AGENDA

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- Section 1: Purpose
- Section 2: Policies
- Section 3: Child Protection Guidelines
- Section 4: Understanding Child Abuse
- Section 5: Understanding the Church's Legal Vulnerability
- Section 6: Incident Reporting Procedures
- Section 7: Recruiting & Training Procedures
- Section 8: Implementation Procedures
- Section 9: Definitions



- Avoid every kind of evil (1 Thessalonians 5:22). But among you there must not be even a hint of sexual immorality, or of any kind of impurity, or of greed, because these are improper for God's holy people (Ephesians 5:3).
- But if anyone causes one of these little ones who believe in me to sin, it would be better for him to have a large millstone hung around his neck and to be drowned in the depths of the sea (Matthew 18:6).
- If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that every matter may be established by the testimony of two or three witnesses. If he refuses to listen to them, tell it to the church and if he refuses to listen even to the church, treat him as you would a pagan (Matthew 18:15-17).

# SECTION 1: PURPOSE



# SECTION 2: POLICIES



## SECTION 2: POLICIES

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- 1. Screening, Recruitment & Training
- 2. Staffing, Security & Identification
- 3. Field Trips, Special Events & Transportation
- 4. Allegations of Abuse & Incident Reporting
- 5. Policy Implementation, Monitoring & Amendments



# 1. SCREENING, RECRUITING AND TRAINING

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- Application form
- Vulnerable sector screening police check (to be updated every 2 years)
- Yearly training on “Reducing the Risk” (Sept/Oct)
- Yearly bible study for all volunteers (Jan/Feb)
- Additional training sessions throughout the year as needed
- Signed acknowledgement of your understanding of this policy



- We will follow the “Six-Month” rule (an adult or youth who has been an adherent, in good standing, of our congregation for a period of at least six months) for purposes of recruiting personnel for our children’s/youth ministries.



## 2. STAFFING, SUPERVISION, SECURITY & IDENTIFICATION

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- We will follow a basic “Two-Adult” rule which says that two adults (individuals aged 18 years or over) are to be present during any children’s/youth ministry program. This rule reduces the risk of child molestation, and also reduces the risk of false accusations of molestation by individuals seeking a quick legal settlement.
- All classrooms, offices and hallways have window or doors with windows, allowing for easy viewing by parents and supervisors. Sight lines through these windows are to be remain unobstructed at all times.
- Workers are to avoid one-to-one situations with children/youth, except in parentally pre-approved counselling situations where the adult has a legitimate reason to be alone with a child.
- In counselling situations, a second adult should be in the immediate area with the door open to the the counselling room. (For protection of the family unit, we recommend the second adult be unrelated.)



- All those serving in nursery/preschool and primary elementary (grade 1 to 4) children's programs must wear name tags provided by the church or approved clothing, which identifies them with the ministry or program.
- Security precautions are to be taken for all children admitted to nursery/preschool programs. Children must be signed-in and released only to those authorized by the parent(s). Doors are to be supervised to ensure children are not able to exit alone and/or cannot be taken from the room without the adult worker's awareness.
- Names and addresses of parents and children/youth, the name(s) any alternate approved by the parent, and any special concern (e.g. allergies) will be carefully maintained.



Liberty Grace Church

# SIGN-UP SHEET

Date: \_\_\_\_\_

Teachers: 1) \_\_\_\_\_

2) \_\_\_\_\_

Child's Name	Nickname (if applicable)	Parents' Names	Address	Phone Number	Any special concerns (e.g. allergies)



# 3. FIELD TRIPS, SPECIAL EVENTS & TRANSPORTATION

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## 4. ALLEGATIONS OF ABUSE & INCIDENT REPORTING

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- Concerns for a child's safety are to be reported in accordance with procedures prescribed in this document.
- The Liberty Grace Church will not engage in denial, minimization, or blame. Our response strategy will be based on the following underlying principles:
  - All allegations will be taken seriously.
  - Situations must be handled forthrightly with due respect for people's privacy and confidentiality.
  - Full cooperation must be given to civil authorities under the guidance of legal counsel.
  - Adequate care must be shown for the well-being of victims. The victim should not be held responsible in any way.



# 5. POLICY IMPLEMENTATION, MONITORING & AMENDMENTS

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# **SECTION 3: CHILD PROTECTION GUIDELINES**



## SECTION 3: CHILD PROTECTION GUIDELINES

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- 1. Child Security
- 2. Staffing & Supervision Guidelines
- 3. Proper Display of Affection
- 4. Discipline & Classroom Management
- 5. Washroom Guidelines
- 6. Health & Safety Guidelines
- 7. Special & Overnight Events
- 8. Suspicious Behaviour



# 1. CHILD SECURITY

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- Previous slides about sign-in sheet.
- Another idea to help remember is writing the child's name on two stickers and giving one for the child and one for the parents.
- Children are never to be dropped off in the nursery or classroom without a teacher/caregiver present.



## 2. STAFFING & SUPERVISION GUIDELINES

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- In smaller churches where volunteers and parents are known to each other, volunteers between the ages of 12 and 18 may be used. It is recommended that they be paired with an older adult.
- Ideally, there will be a minimum of one worker for every 4-6 pre-school children and one for every 8-10 children in grades 1-4.
- All preschool rooms are to be staffed with at least one female adult worker to better facilitate observance of the washroom guidelines. (*Best to call parents for now.*)
- Non-walking infants should not be accepted into a nursery unless sufficient adult workers are available to have a 1:2 ratio.
- The supervisory staff should make regular visits to the classroom to make sure the class is properly staffed and supervised.



### 3. PROPER DISPLAY OF AFFECTION – APPROPRIATE TOUCH

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- Bending down to the child's eye level and speaking kindly; listening to him or her carefully.
- Taking a child's hand and leading him or her to an activity.
- Putting an arm around the shoulder of a child who needs quieting or comforting.
- Taking both of the child's hands as you say, "You did such a good job!" (Or "I'm so glad to see you. We've missed you!" etc.)
- Patting a child on the head, hand and shoulder or back to affirm him or her.
- Holding a child by the shoulders or hand to keep his or her attention while you redirect the child's behaviour.
- Gently holding a child's chin to help him or her focus on what you are saying. (Important for children with attention deficit disorder.)
- Holding a preschool child who is crying.



### 3. PROPER DISPLAY OF AFFECTION – INAPPROPRIATE TOUCH

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- Kissing a child, coaxing a child to kiss you, extended hugging and tickling.
- Touching a child in any area that would be covered by a bathing suit (except when assisting a child with toileting as outlined previously).
- *Carrying older children or having them sit on your lap.*
- Being alone with a child.
- Prolonged physical contact.
- Opposite sex piggyback rides.
- Seductiveness or suggestive contact.
- Any physical contact of any kind that is done of the pleasure or satisfaction of care providers.
- *Any touching used to express power or control over a child.*



## 4. DISCIPLINE AND CLASSROOM MANAGEMENT – GENERAL GUIDELINES

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- Every ministry working with children or youth should have clearly defined rules and discipline procedure. Children may help establish some rules; teenagers should be involved in setting rules for their classes.
- Children and parents should be made aware of established rules and discipline procedure.
- Ongoing problems in discipline are to be brought to the attention of the ministry coordinator.



## 4. DISCIPLINE AND CLASSROOM MANAGEMENT – PREVENTATIVE DISCIPLINE

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- Create a loving, caring atmosphere.
- Arrange your environment for children and for learning.
- Establish and communicate realistic expectations for the children.
- **Be sure the activities that you provide are meaningful and age-appropriate.**
- Be fair and consistent with all children.
- **Be sure your focus is on positive actions.**
- Be aware of children with special needs.



## 4. DISCIPLINE AND CLASSROOM MANAGEMENT – REMEDIAL DISCIPLINE

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- Try to deal with the problems individually.
- Explain to the child why the behaviour is unacceptable.
- Redirect the child to positive action.
- Explain the consequences of unacceptable behaviour by defining the correct way to behave as well as the result of the wrong behaviour.
- Offer choices that are acceptable to both you and the child.



## 4. DISCIPLINE AND CLASSROOM MANAGEMENT – CLASSROOM RULE SUGGESTIONS

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- One voice talking at a time.
- Quiet hands get answered.
- Use “indoor” voices.
- Obey directions the first time.
- Use good manners.
- Keep your hands and feet to yourself.
- Respect each other.
- Be friendly.
- Visit the washroom before class begins.
- Remember - life isn't fair.



# EXAMPLES OF APPROPRIATE DISCIPLINE

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- Praising the specific behaviours you want to see in your group (i.e. “good listening”, “thank you for waiting”)
- A firm gentle voice addressing and redirecting the behaviour (i.e. “you are running; walk please”)
- Confidential parental discussion when necessary.
- Age appropriate “time outs” or withdrawal from activity.

# EXAMPLE OF INAPPROPRIATE DISCIPLINE

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- Corporal punishment of any kind.
- Any words or tone that would cause a child to think he or she is the “problem” rather than a specific behaviour being addressed (e.g. screaming at a child).
- Any words that would cause feelings of condemnation or shame in a child about any aspect of their person - including derisive references to anything physical, emotional, mental, or position (or station) in life, such as saying, “Are you a strong boy? Strong boys don’t cry” or “Shame on you”.



# EXAMPLE OF SUNDAY SCHOOL DISCIPLINE PROCEDURES

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- If I forget and break the rules,
- My teacher will remind me **ONCE**. If I don't listen,
- I will have a time-out to think about what I have done and how I will make it right (example, telling the person I hurt I am sorry and not doing it again). If I am not quiet during my time-out and/or continue to disrupt my class by repeatedly break the rule(s),
- I will be sent to sit with my parent(s) or other adult in the adult class.

# 5. WASHROOM GUIDELINES

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## 6. HEALTH AND SAFETY GUIDELINES

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- Sick Children
- Emergencies:
  - Do not apply medications or have any medications lying around. Written instructions are needed by parents if there are medical conditions we need to be aware of (i.e. peanut allergies).
  - Fire/evacuation emergencies
  - First aid boxes
  - Procedures for Dealing with Cuts or Injuries Involving Blood
    - Apply first aid measures and send someone to locate the parents.
- Cleanliness
- Nursery Facilities

# 7. SPECIAL & OVERNIGHT EVENTS

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## 8. SUSPICIOUS BEHAVIOUR

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- *Some conduct just deserves counsel and advice from a supervisor while other conduct requires reporting.*
- Any inappropriate conduct or relationships between ministry workers and a youth or child must be confronted immediately and investigated.
- Prompt warnings must be issued when appropriate, and the situation monitored very closely.
- Ministry workers should note when a youth or child appears aloof or withdrawn, or exhibits a marked personality change. This may indicate a problem that deserves attention.

# **SECTION 4: UNDERSTANDING CHILD ABUSE**



# CHILD SEXUAL ABUSE KNOWLEDGE INVENTORY (FOREWARNED IS FOREARMED)

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- *Please indicate whether the following statements are true or false.*
- 1. Child sexual abuse always involves physical contact with the children.
- 2. Most child molesters are male.
- 3. Child molesters are usually strangers.
- 4. Victims of sexual abuse suffer no long-term effects.
- 5. 1 out of 5 molesters begin their activity before age 18.
- 6. Only a small percentages of victims are male.
- 7. Most churches screen workers for potential molesters.
- 8. Church leaders cannot be held liable for child sexual abuse.

- 1. Child sexual abuse always involves physical contact with the children. **FALSE**
- 2. Most child molesters are male. **TRUE**
- 3. Child molesters are usually strangers. **FALSE**
- 4. Victims of sexual abuse suffer no long-term effects. **FALSE**
- 5. 1 out of 5 molesters begin their activity before age 18. **TRUE**
- 6. Only a small percentages of victims are male. **FALSE**
- 7. Most churches green workers for potential molesters. **FALSE**
- 8. Church leaders cannot be held liable for child sexual abuse. **FALSE**



# CHILD SEXUAL ABUSE KNOWLEDGE INVENTORY (FOREWARNED IS FOREARMED)

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- *Please indicate whether the following statements are true or false.*
- 9. Some child sexual abuse victims have won settlements of \$1,000,000 from churches.
- 10. A child molester who has experienced a religious conversion no longer presents a threat to children.
- 11. Child sexual abuse is a criminal offence in all USA States and Canadian Provinces.
- 12. A child molester may have over 500 victims in a lifetime.
- 13. Churches have in the past been supportive of victims of child sexual abuse.

- 9. Some child sexual abuse victims have won settlements of \$1,000,000 from churches. **TRUE**
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- 13. Churches have in the past been supportive of victims of child sexual abuse. **FALSE**



# FACTS

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- 1. In the USA, up to the end of 1992, the estimated cases of child sexual abuse is +80,000/year.
- 2. The number of unreported cases is far greater.
- 3. 1 GIRL in 3 is sexually abused before the age of 18.
- 4. 1 BOY in 6 is sexually abused before the age of 16.
- 5. Thousands die from sexual abuse.
- 6. Nearly 12,000 investigations of child sexual abuse in Ontario in 1993. Sexual abuse was substantiated in 29% of these cases and suspected in another 27%.
- 7. In British Columbia, more than 500 complaints of sexual abuse were received in March 1992.
- 8. The report by the Canadian Committee on Sexual Offences Against Children and Youths indicates: 53% of women and 31% of men were sexually abused when they were children.

# ABUSE DEFINITIONS & BEHAVIOURS

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- “Child abuse” is defined as follows:
  - Physical Abuse (Note: within the context of the church, it is not permissible to strike a child)
  - Emotional Abuse
  - Sexual Abuse
  - Neglect
- Sexual Harassment:
  - 1. Is the unwanted sexual advances or visual, verbal or physical conduct of a sexual nature.
  - 2. Includes many forms of offensive behaviour and includes gender-based harassment of a person of the same sex as the harasser.



- Child sexual abuse includes behaviour that involves touching and non-touching aspects.
- Types of abuse that involves touching include: fondling; oral, genital, and anal penetration; intercourse; and forcible rape.
- Types of sexual abuse that do not include touching include: pornographic videos, obscene phone calls, exhibitionism, allowing children to witness sexual activity, and verbal comments.

**THIS CAN HAPPEN IN ANY  
CHURCH – THIS CAN HAPPEN IN  
OUR CHURCH**



- A single incident of child molestation can devastate a church and divide the congregation. Members become outraged and bewildered. Parents question whether their own children have been victimized. The church's youth and children's programs are jeopardized. And church leaders face blame for allowing the incident to happen.

### 3. SYMPTOMS OF ABUSE AND MOLESTATION

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- Physical signs: lacerations and bruises; nightmares; irritation, pain or injury to the genital area; difficulty with urination; discomfort when sitting; torn or bloody underclothing; venereal disease.
- Behaviour signs may include: anxiety when approaching church or nursery area; nervous or hostile behaviour toward adults; sexual self-consciousness; “acting out” sexual behaviour; and withdrawal from church activities and friends.
- Verbal signs may includes the following statements: “I don’t like (*name of a particular person*)”; “(*Particular person*) does things to me when we’re alone”; “I don’t like to be alone with (*particular person*)”; “(*Particular person*) fooled around with me”.



## 4. THE EFFECTS OF CHILD SEXUAL ABUSE

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- Child sexual abuse robs children of their childhood.
- Abused children can display a wide range of negative symptoms in the aftermath of abuse: abnormal fears, post-traumatic stress disorder (PTSD), aggressive behaviour, sexual “acting out”, depression, diffused sexual identity, and poor self-esteem. The incidence of sexually transmitted disease is also a possible outcome.
- If the abuser is a known and trust authority figure in the child’s life, the degree of impact increases dramatically.
- Consequences of child sexual abuse can plague victims into adulthood. Possible effects include: sexual dysfunction, eating disorders, substance abuse, promiscuity, disassociation from emotions and possible perpetration fo sexual abuse on others.
- When church leaders, pastors, and respected congregational workers perpetrate the abuse, lifelong religious confusion and deep feelings of enmity toward God and the church can occur.

## 5. THE PROFILE OF A CHILD MOLESTER

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- *Bob sat dejectedly before the church board. His broad shoulders slumped as he tearfully told his story. Bob had been sexually molesting his thirteen-year-old daughter for the last two years. This activity may have gone undetected, except Bob had tried to abuse one of his daughter's girlfriends while chaperoning a Sunday school activity. The young girl reported the incident to her parents and Bob was apprehended. The church leaders sat in disbelief when they heard his confession. How could Bob, a successful businessman, husband, father of three children, and respected church worker commit such actions?*



# WHO IS A TYPICAL CHILD MOLESTER?

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- Some church leaders assume that molesters are “strangers wearing trench coats”, or “dirty old men”. These stereotypes are not only inaccurate, but they dangerously contribute to a false sense of security. Researchers in the field of child sexual abuse currently indicate that no ONE profile fits the various perpetrators of abuse. Church leaders can become preoccupied screening stereotypes, while not suspecting the real monster could be an active adult or teen in the church.
- Consider the following:
  - Over 80% of the time, the abuser is someone known and trusted by the victim.
  - Most abuse takes place within the context of an ongoing relationship.

# **SECTION 5: UNDERSTANDING THE CHURCH'S LEGAL VULNERABILITY**



# 1. WHY CHURCHES ARE SUSCEPTIBLE

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➤ Access

➤ Need

# THE CIVIL AND LEGAL LIABILITY OF THE CHURCH

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- Generally, we are responsible only for those injuries that result from **negligence**. Victims of molestation who have sued a church often allege that the church was negligent in not adequately screening applicants or for not providing adequate supervision.
- Increasingly and often more dramatically, the church and its personnel are being held accountable for the acts of the individual abusers within the church even though neither the church, nor its leaders were aware of the abuse or condoned it. Churches are being sued in Civil Courts for damages sustained by victims and their families. Those victims and their families are attempting to hold churches accountable by alleging that:
  - The church is vicariously liable for the acts of its personnel regardless of whether the church was itself negligent or even knew of the abuse,
  - The church was negligent in its hiring or accepting personnel,
  - The church was negligent in the supervising or monitoring of its personnel.

# **SECTION SIX: INCIDENT REPORTING PROCEDURES**



- *“Any person who has reasonable and probable grounds to believe and believes that a child is in need of protective services shall forthwith report the matter to the local Police Authorities for intervention.”*
- *“Those of you who work with children are the front line in defending their right to grow up in a caring environment. Your early and supportive intervention can prevent child abuse and further family dysfunction.”*
- Anticipated Abuse: Abuse or neglect need not have already occurred for a child to be in need of protection; it is not necessary to wait until a child has been harmed to intervene. When abuse or neglect can be reasonably anticipated and there are reasonable ground to believe a child is in need of protection, the legal obligation to report applies.
- Historical Abuse: Abuse or neglect that occurred in the not very recent past, must be reported wherever there are reasonable ground to believe that a child may be in need of protection. If the alleged offender is in regular contact with a child or children, irrespective of whether it is the same child or children abused in the past, there may be ground to believe that the child or children are at risk based on the offender’s past behaviour. It is particularly vital to report these cases when the alleged abuser is in a position concerning children, such as a teaching position.

# 1. REPORTING OF CONCERN

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- If any person has any concerns regarding the safety of a child(ran) or it should be reported immediately to the ministry coordinator, Steffi.
- Initial written documentation of the incident is recorded and an e-mail sent to Darryl (do this as soon as possible to log the time).
- Assessment will be done to determine if reporting is required.
- Follow up report is completed with the determined outcome. Both documentation will be used if the incident is reported.
- *Note: Some conduct just deserves counsel and advice from a supervisor while other conduct requires reporting (err on the side of caution).*
- When a pastor is involved in the suspicious behaviour or allegation, one of elders will be immediately advised.

## 2. WHEN A LEGITIMATE ALLEGATIONS OCCURS

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- If it is one of us, there will be an interview with two elders/pastor and a person with “reasonable grounds” in regards to the incident.
- Immediate suspension of duties until all investigation has been concluded.
- We will respect the police investigation and not intervene or do our own investigation.



### 3. RESPONSE TO THE CHILD

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- When the child (parent) first comes, be sure to take his or her word seriously. Do not deny the problem, but stay calm and listen to the child.
- Give emotional support, reminding the child that he or she is not at fault. Tell the child that he or she was right in disclosing the problem.
- Do not promise the child that no one will be told.
- Workers should never interview the child in detail or suggest to the child that they have been abused.

## 4. THE CHILD WELFARE REPORT

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- A social worker will contact the church once the incident has been reported to local authority. Any requisition from a child protection social work should be in person and the protection worker should carry and **show photo ID**.
- If the request is urgent and needs to be made over the phone. In the initial phone call, the social worker will identify themselves and explain the information they are requesting as well as the process that is to be followed.
- **They WILL NOT ask for information at this time. DO NOT give information at this time.**
- Verify the social worker's name, agency and phone number. If you are still unclear, request an in-person meeting and ask the social worker to bring photo ID.

## 5. CHURCH FOLLOW-UP AND DISCIPLINE

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### ➤ Matthew 18:15-17

- If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector.



## 6. PUBLIC RELATIONS

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- A spokesperson will be designated to speak to the media and to the congregation. You will be informed on who this person is when an incident has been reported to the authorities.
- Do not make any comments to the media BUT tell them to direct all questions to the designated spokesperson.
- Often when confronted with an allegation of abuse, a church may be tempted to:
  - Deny that the incident occurred, despite clear evidence to the contrary.
  - Acknowledge that the incident occurred, but minimize it: “It only happened once” or “It wasn’t that serious.”
  - Blame the victim or the victim’s family.
  - *All these responses are inappropriate and are to be avoided.*

### ABUSE REPORT FORM

Date: \_\_\_\_\_ Time of Alleged Incident: \_\_\_\_\_

Place of Alleged Incident: \_\_\_\_\_

Child's Name and Contact Information: \_\_\_\_\_

Name of Person Filing Report: \_\_\_\_\_

Name of Person Receiving Report: \_\_\_\_\_

Nature of suspected abuse: (physical, sexual, emotional, neglect): \_\_\_\_\_

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Indications of suspected abuse (including facts, physical signs and course of events where necessary): \_\_\_\_\_

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Actions taken (including date and time): \_\_\_\_\_

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The above information will serve as a guide and will be necessary if a formal report is filled with the police or appropriate government agency. All information received is to be kept **STRICTLY CONFIDENTIAL**.

Signed: \_\_\_\_\_ Signed: \_\_\_\_\_  
(Person Reporting) (Pastor)

### ABUSE FOLLOW UP FORM

Date: \_\_\_\_\_ Time of Alleged Incident: \_\_\_\_\_

Place of Alleged Incident: \_\_\_\_\_

Child's Name and Contact Information: \_\_\_\_\_

Name of Person Who Filed Initial Report: \_\_\_\_\_

Name of Person Receiving Report: \_\_\_\_\_

Conclusions: \_\_\_\_\_

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Actions taken (include date and time): \_\_\_\_\_

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The above information will serve as a guide and will be necessary if a formal report is filled with the police or appropriate government agency. All information received is to be kept **STRICTLY CONFIDENTIAL**.

Signed: \_\_\_\_\_ Signed: \_\_\_\_\_  
(Person Reporting) (Pastor)

Date: \_\_\_\_\_

# **SECTION 7: RECRUITING & TRAINING PROCEDURES**



- 1. Recruitment of Volunteer
- 2. Reference Check
- 3. Interview
- 4. Criminal Record Check
- 5. Records
- 6. Training

# **SECTION 8: IMPLEMENTATION PROCEDURES**

# REMEMBER...

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- Child sexual abuse can happen in our church.
- One incident can devastate a child, a family and the church.
- The legal liabilities can be enormous.
- Church leaders may be held liable.
- Prevention program can reduce risk through relatively simple procedures.



- Continue to monitor this policy every 6 months.
- Continue to educate volunteers each year.
- Let me know if something is and isn't working! Send an email.

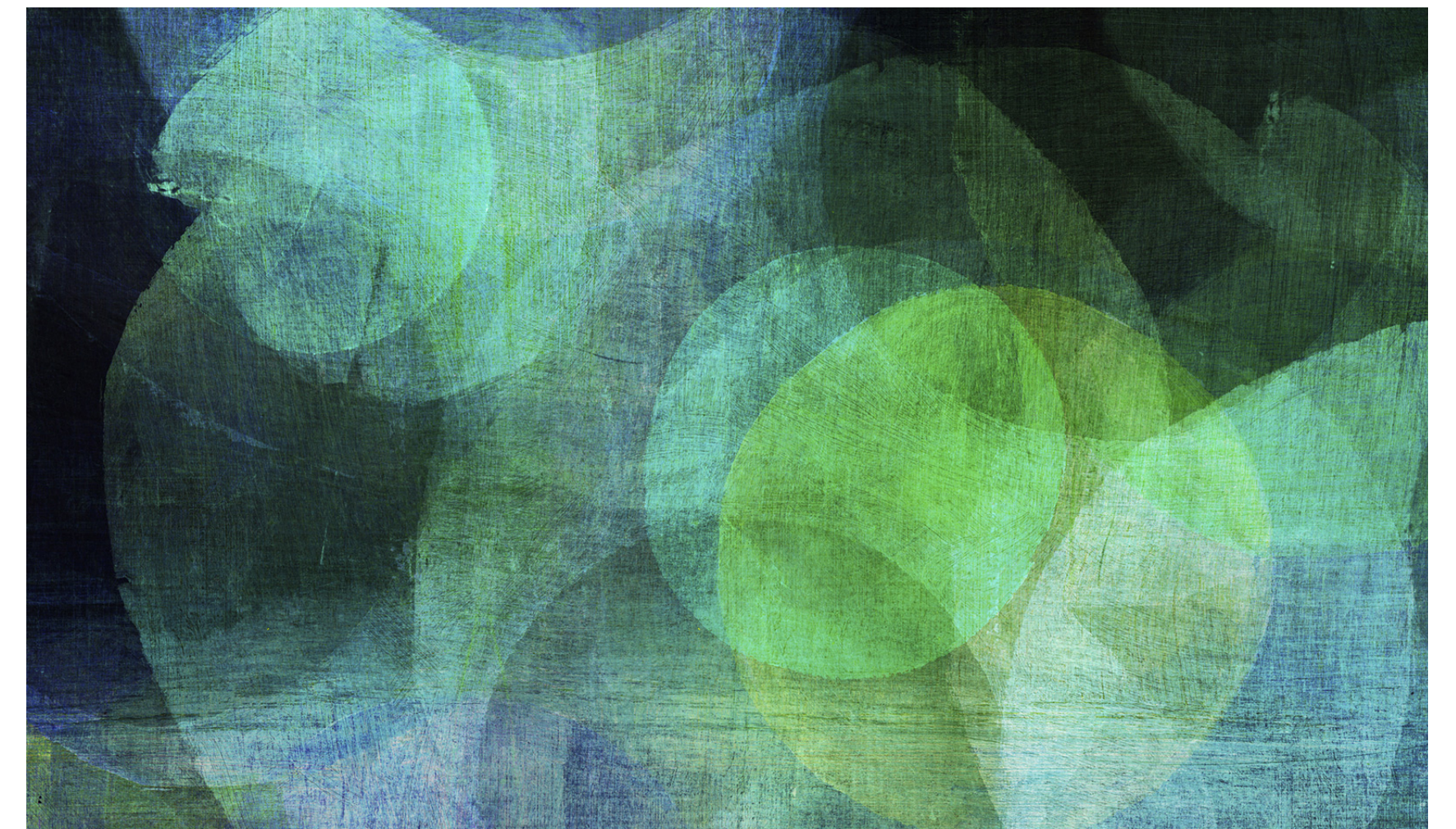
# SECTION 9: DEFINITIONS

- Abuse: In relation to a child, means physical, mental, emotional or sexual mistreatment of a child.
- Adult: Means an individual aged 18 years or over.
- Baseline Date: Means the basic information needed for the sign-on sheet - name, address, parent's and designated alternate's name and emergency contact numbers)
- Minor: Infant - individuals from birth to 2 years old; Child - individuals over 2 years old and below 15 years old; and Youth - individuals over 15 years old and under 18 years old.
- One-On-One: An adult being alone with a child during a church-offered program.
- Parent: In relation to a child, this means the natural mother or father or legal guardian who has custody of the child.



- Program or Ministries for Minors: includes all programs related to infant, children and youths
- **Two-Adult Rule:** This rule provides that two adults will be present during any minors' activity in order to increase the safety of each minor, and protect the credibility of our workers and our youth programs.
- **Visibility Rule:** Means that either doors are kept open or there are corridor windows for clear visibility of the children.





*DONE! Completed the insurance portion of the training. You will be sent the Policy and Procedure guide and will be asked to sign a worker training acknowledgement. Please send this back once you've read through the entire guide.*





# CHILDREN'S MINISTRY PROPOSAL

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*2020 - year of prayer; 2021 - year of preparation; 2022 - year of action*





# REASONS:

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- 1. Children are important to God and to our church. With the power of the Holy Spirit, we want to disciple them well especially in the harsh climate that we live in.
- 2. We hope to have an open environment for children to come with their questions about faith and questions they might have from society. We want to help answer these but also partner with parents on continuing discussions at home when they do come up.



## MORE REASONS:

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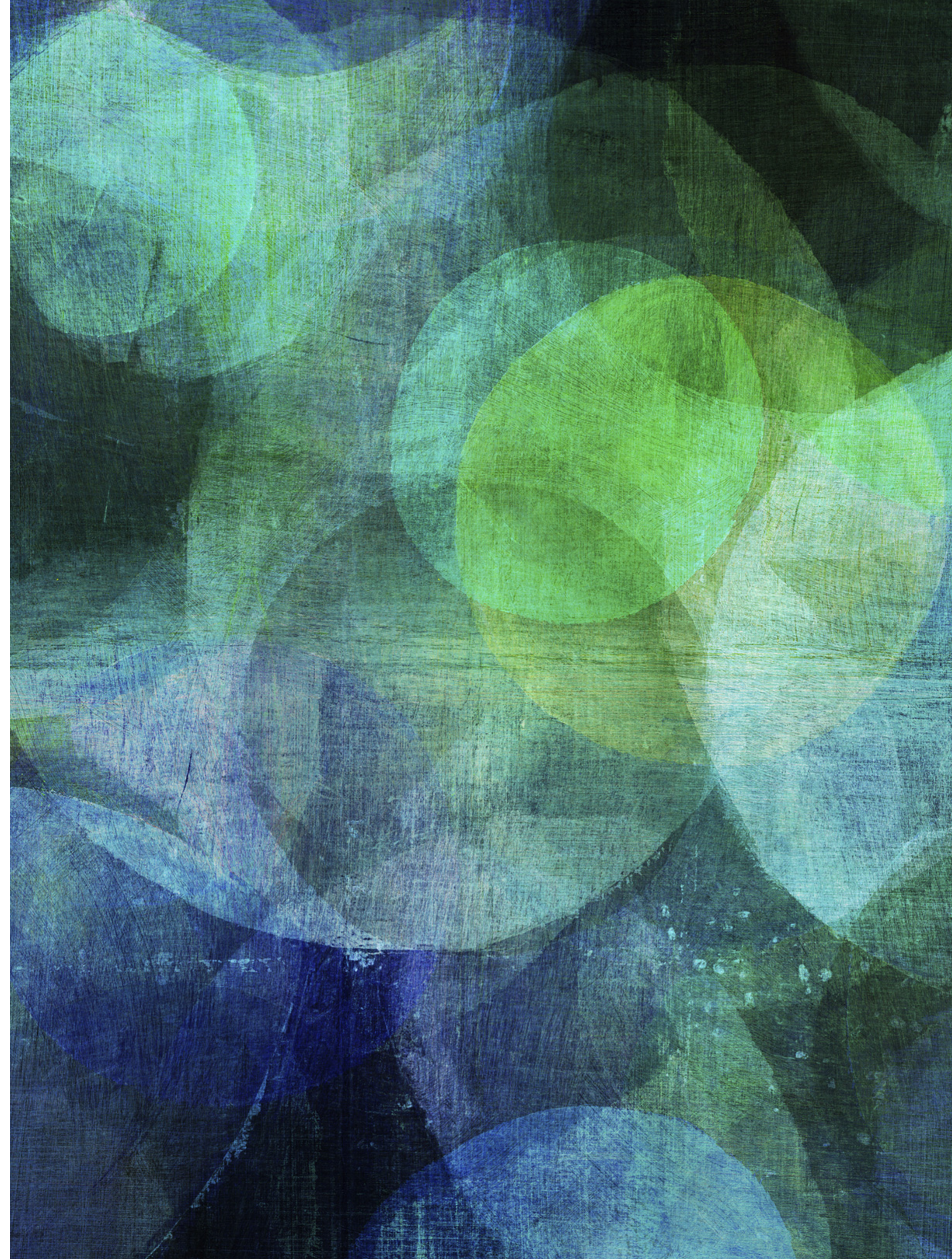
- 3. We want to develop a curriculum that is tailored for a transient congregation and that is rooted in the Word.
- 4. We hope to create something that children from 4-14 years olds would enjoy learning from.
- 5. 15-17 years old are invited to join but if they are not interested, we hope to enlist them to assist with taking care of any infants or children (they would receive training from the teachers to learn to handle infants, also teachers will be in the room at all times) or to encourage them to participate in the church service.
- 6. A dedicated children ministry ready to meet every child that comes through our door.
- 7. Children are a mission field and we hope to spend a lot of time praying, loving time, and point them to Christ.



# POTENTIAL YEAR OUTLINE

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*Currently in development*







# POTENTIAL YEAR OUTLINE

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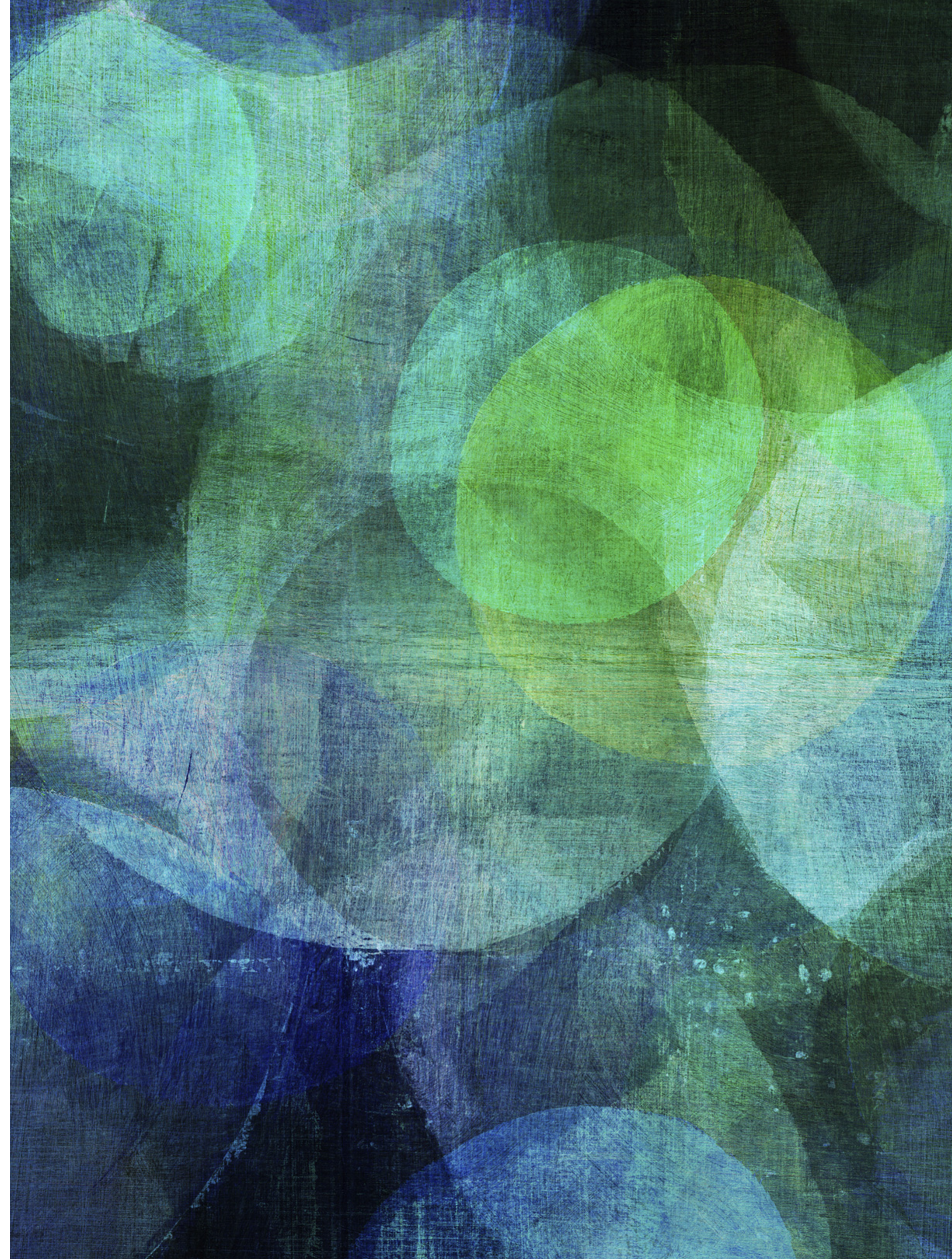
- **September and October:** learn about the gospel
- **November and December:** advent (have children sing a Christmas song at service)
- **January and February:** church history
- **March and April:** Easter
- **May and June:** reading through a book of the bible together
- **July and August:** probably take the summer off but if there are children around during the summer, we can continue to read through the bible together or study more of church history.



# POTENTIAL SCHEDULE FOR A SESSION AT CHURCH

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*(If we continue with 1-hour services)*







# POTENTIAL SCHEDULE

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- 4:30pm Welcome little babies
- 4:45pm Welcome children/  
youth (dismissed from  
congregation)
- 5:00pm Worship songs for kids
- 5:10pm Lesson time
- 5:30pm Class dismissed  
(return to witness the Lord's  
Table)



