

**2020
Child Safety
Training**

Why do we do this anyway?

A child safety policy, which includes:

- Live scan requirements, with continued reporting
- Initial training
- Annual refresher training
- Continued monitoring of ministries
- Cooperative assistance of ministry partners
- Church Board approved ministries

Protects the children, ministry workers, parents and the congregation.

Remember, we as ministry workers have a duty to protect children from unsafe conditions.

We should always be looking for hazards such as:

- loose electrical wires or outlets without covers
- tripping hazards
- small toys in nursery areas which present a choking hazard
- changes in weather such as ice and snow
- broken windows
- sharp edges on furniture
- holes or other tripping hazards on lawns or other outdoor areas
- excessively rough play of children
- Areas of isolation or darkness.



Nursery

- Nursery workers must be at least 18 years of age.
- A minimum of two trained, cleared, nursery workers is required.
- Have the right number of workers based on the need. If you have a lot of children and need more help, let a deacon or the deaconess in charge of nursery know, get a third nursery worker.
- Read the nursery daily sign in sheets for allergies, permission to pick up, Etc. Ensure parents / guardians complete a Nursery Sign-in sheet.
- Use the pager system for parents dropping off children.
- Give a pager to the deacon doing the safety check or the deaconess in charge of nursery, you can page them if you need help.
- Nursery is open to children, newborn until age 5 is reached.
- Contact the Deaconess in charge of nursery with Questions.
- Parents must designate an adult on the Nursery Sign-in sheet if they are having someone else pick up children.
- Be aware of children who are ill or appear to be.



Children's Church

Children's Church teams must be comprised of at least three persons, either three adults or two adults and one minor, age 13 or older. Minors must have passed child safety training. They may run games and help with snacks but are not permitted to teach.

- Children's Church begins when the children are dismissed from the sanctuary after the worship team completes music.
- On Communion Sunday, children remain in the Sanctuary until Communion is complete. Normally no Children's Church is conducted on communion Sunday.
- Use the ministry cards, to check for allergies, who can pick up, etc.
- Take roll of children in attendance, ensure workers sign in also.
- Ensure games are appropriate for a broad range of ages.
- Children's Church is open for children age 5 through 9. Once a child turns 10, they are too old for Children's Church.
- Contact the Ministry Leader for questions.
- Parents are encouraged to pick up children as soon as the service is over.



Unattended children will be given an espresso and a free puppy.

AWANA

- Includes Standish and South County AWANA .
- AWANA Leadership includes a chain of command including a Commander, Directors Leaders and Helpers.
- All Leaders and helpers must be trained and meet all Child Safety guidelines.
- Clubbers utilize a registration form which includes contact info, medical issues, authorized pick up info, etc.
- Extra care should be taken, as much of the ministry year is conducted after darkness.
- Ensure adequate leadership is available for large numbers of clubbers in many different rooms.
- Parents must physically pick up clubbers inside the building after club is over.
- Many AWANA events (Grand Prix, Awana / Trek Weekend, etc.) are conducted Off Site which can bring different ministry safety challenges.

Vacation Bible School

VBS workers come from the effort of several cooperative churches under the leadership of Standish Bible Church (SBC).

- All VBS workers must comply with SBC policy 6 Child Safety Guidelines, including application, Live Scan and Annual training / recertification.
- VBS Ministry is under the leadership and direction of a SBC Board approved Ministry Leader.
- Because VBS is generally conducted off site, in a public place, special attention must be observed in regard to unauthorized access to children, VBS attendees access to unauthorized areas and ever changing safety hazards which are beyond your control.
- All leaders should remain in clear public view while ministering (no private, 1 on 1).
- Bathroom monitors are utilized at the bathrooms.
- Participants utilize a registration form which includes, medical issues (allergies), permitted pick-ups.
- An injury report log is maintained.
- Report any issues to your team leader and or the VBS Director.



POLICY #6
CHILD ABUSE PREVENTION

These guidelines do not restrict anyone from worshiping in this church. They exist to protect the children of the church as well as the adults.

1. All children's ministries will be open to observation by parents.
2. No adult worker shall be alone or hidden from view with children on church grounds or during church activities.
3. All nursery workers must be of legal age (18) and mentally competent to care for minor children. Nursery teams shall be composed of either, one man and one woman, as a married couple, or two women.
4. Nursery is for children ages birth through four years. Once a child turns five they move up to Children's Church, regardless of whether or not they are in kindergarten.
5. Final release of children from any church program will be to parents, guardians or to a responsible adult duly designated by such in writing to church staff. With the exception of nursery, parents may allow an older sibling to pick up younger siblings from church related children's activities as long as said sibling is listed on the approved release form. Sunday School teachers may release students to either the parent, designated appointee/sibling listed on the release form, or to the children's church team for that Sunday. For nursery, parents must designate on the nursery sign in sheet the names of any legal adults who may pick up their child/children.
6. Children's Church is for children age five through 9, once a child turns 10, regardless of school grade, they will then need to be in services with their parents.
7. Children's Church teams must be comprised of at least three persons, either three adults or two adults and one minor, age 13 or older. Minors must have passed child safety training. They may run games and help with snacks but are not permitted to teach. The Children's Church Director will consult with the elder over Christian Education to confirm the minor is known and of good reputation, and has been serving in other board-approved children's ministries, such as Awana or VBS, and is approved for service. If the minor is new to our church, and whose reputation and ministry activity is unknown, then the elder over Christian Education will take the matter before the board for approval.
8. Sunday School teachers of minor children are to maintain oversight of their pupils until released to their parents, guardians, Children's Church or nursery staff.

9. During functions of the church that are not specifically children's ministries, such as potlucks, picnics, etc. parents are responsible for the supervision of their own child/ children.
- a. During congregational business meetings, if the church provides child care, children may either participate or sit in the meeting with their parents.
 - b. During congregational business meeting where child care is not provided, should parents elect not to arrange child care off-grounds, children are to sit with parents in the meeting.

10. Any person with child abuse convictions shall be subject to the following:

- a. No involvement in any Sunday School class other than an adult Sunday School class.
- b. No involvement in any children's or youth ministries or any special yearly program or Vacation Bible School.
- c. Will not have any keys to church property.
- d. Will abstain from anything that will bring suspicion upon him or her self or the church, such as photographing children on church property or at any church functions.
- e. Will not speak about the restrictions placed on him/her by the court in front of any children of the church.
- f. Will not pick up, hold or hug any child within the church, on its grounds or at any church activity.
- g. Will not be allowed in the church alone.
- h. Will not serve in any position of leadership in the church.

Any violation of these guidelines will be promptly reported to the Pastor, who will immediately report them to the Lassen County District Attorney's and Sheriff's offices, and a restraining order may be obtained.

11. All persons wishing to work with children must read and sign a copy of POLICY #6. In order to remain qualified to work with children, volunteers must complete annual child safety training.

12. All persons wishing to work with children must comply with current child safety processes, such as fingerprinting and/or background check, and be subject to approval by the Official Board before they may begin serving.

13. Oversight of items 7 & 8 of POLICY #6 shall be the responsibility of an appointed member of the Official Board.

14. New child care workers must attend a child safety class. Renewing child care workers may complete training by handout or online.



“Making your church safe from child sexual abuse”

Teaching our kids to “ BEWARE of STRANGERS” did more damage than good

Child sexual abuse can occur in any church

Child sexual abuse is always criminal behavior

Church leaders who do nothing to prevent child sexual abuse can be found to be negligent

Most abuse takes place in the context of an ongoing relationship

80% of molesters are someone the child knew

20% of offenders begin before the age of 18

All states do not share the same definition of child sexual abuse

Child Sexual Abuse does not always include physical contact but may involve showing the child photographs or video of a sexual nature

Child Sexual Abuse often goes unreported



What is Child Sexual Abuse?

Any sexual activity with a child – whether in the home by a caretaker, in a daycare situation, a foster / residential setting or in any other setting, including on the street by a person unknown to the child. The abuser may be an adult, an adolescent, or another child, provided the child is four years older than the victim.

All Child Sexual abuse is an exploitation of a child's vulnerability and powerlessness in which the abuser is fully responsible for the actions.

Child sexual abuse is *criminal behavior* that involves children in sexual behaviors for which they are not personally, socially and developmentally ready.

Sexual Offenders are more often male than female.

Remember Preferential Sexual Offenders will invest great amounts of time, money and effort in order to gain access to a particular child. Situational Sex Offenders do not have a preference in who they harm but are looking for an opportunity when a child may be vulnerable.

Isolation, Accountability and Risk

Risk increases as Isolation increases. We reduce isolation with windows in doors, outdoor lighting and regular safety checks. We further reduce isolation by including multiple ministry workers in each ministry area and policies which include no private one on one ministries.

The greater the accountability a ministry has the lower the risk.

Three factors affect Accountability:

- The personal character and integrity of the adult worker.**
- The number of people present at the activity.**
- The degree of openness and approval associated with the activity.**

Reporting Child Sexual Abuse

Mandatory reporters include: Law Enforcement Officers, Health care professionals, Public and Private school workers, Clergy (Pastors), Etc.

You should report any known or reasonably suspected cases of Child Abuse or Child Sexual abuse.

If you are a mandatory reporter- you must make your report to local law enforcement.

All others should report to; a member of the Official Church Board, The Pastor and or Local Law Enforcement.

Strict confidentiality must be exercised. Only those persons with a need to know should be advised of the circumstances of an allegation (eg: Law enforcement, Church Pastor, Board Members, Ministry Leaders).

What do we do if an allegation is made?

- **Document the allegation**
- **Provide support for the victim**
- **Respond to Congregational concerns**
- **Fulf II reporting requirements**
- **Seek Professional assistance**

The impact of Child Sexual Abuse

Victimization of Children

Hurt Families

Emotional Trauma



Prison

Media coverage

Church splits



Litigation

Spiritual Crisis

Shattered trust

What are WE doing to protect children?

Policy 6

Annual training

Pagers in nursery

Background checks and Live Scan

Exterior lighting

Reducing isolation

Windows installed in classroom doors

Safety checks conducted

Nursery sign-in sheets

The policy and Live Scan creates a barrier in which most sex offenders are not willing to cross.