

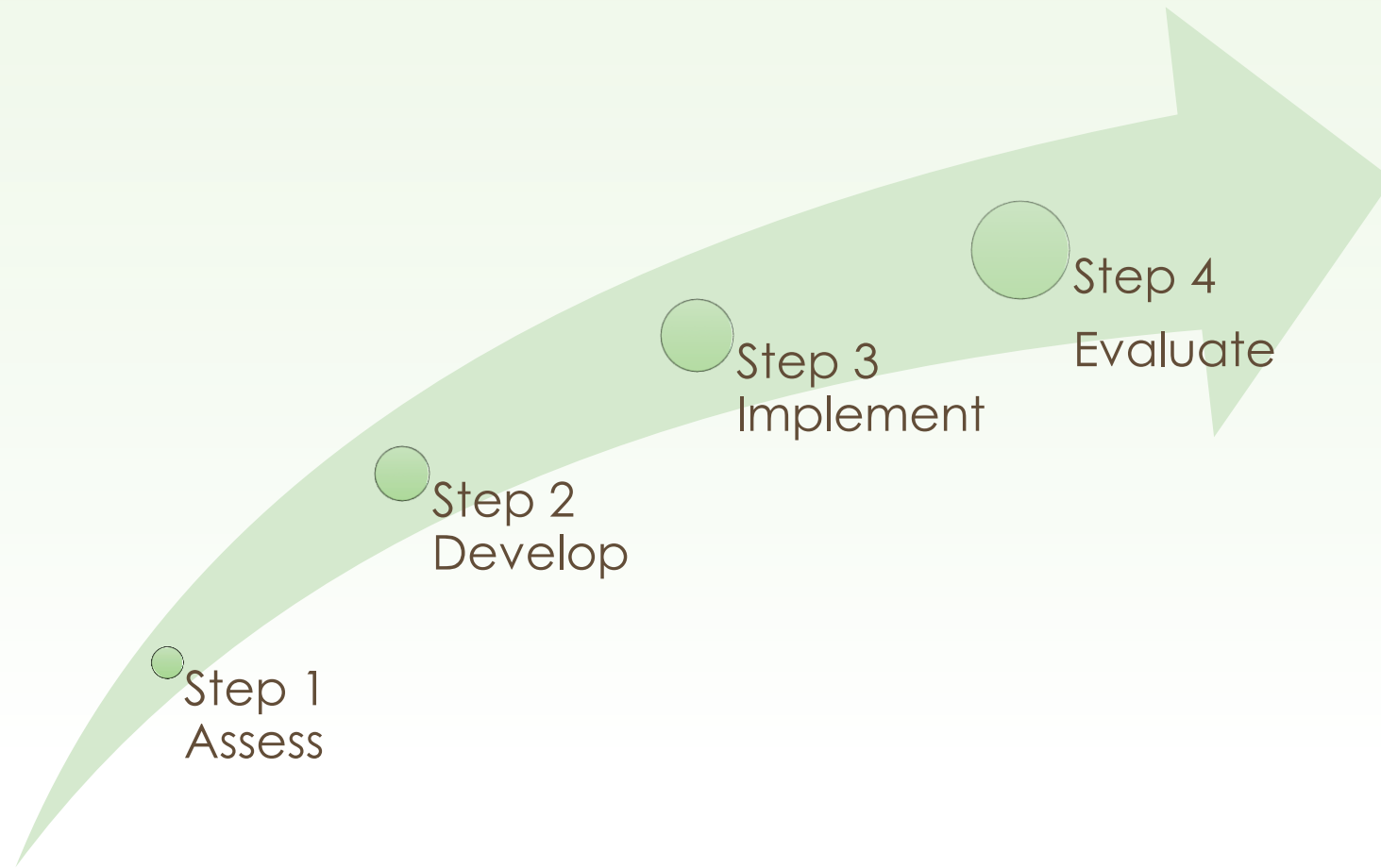
Creating Child & Youth Protection Policies

KEEPING CHURCH SAFE

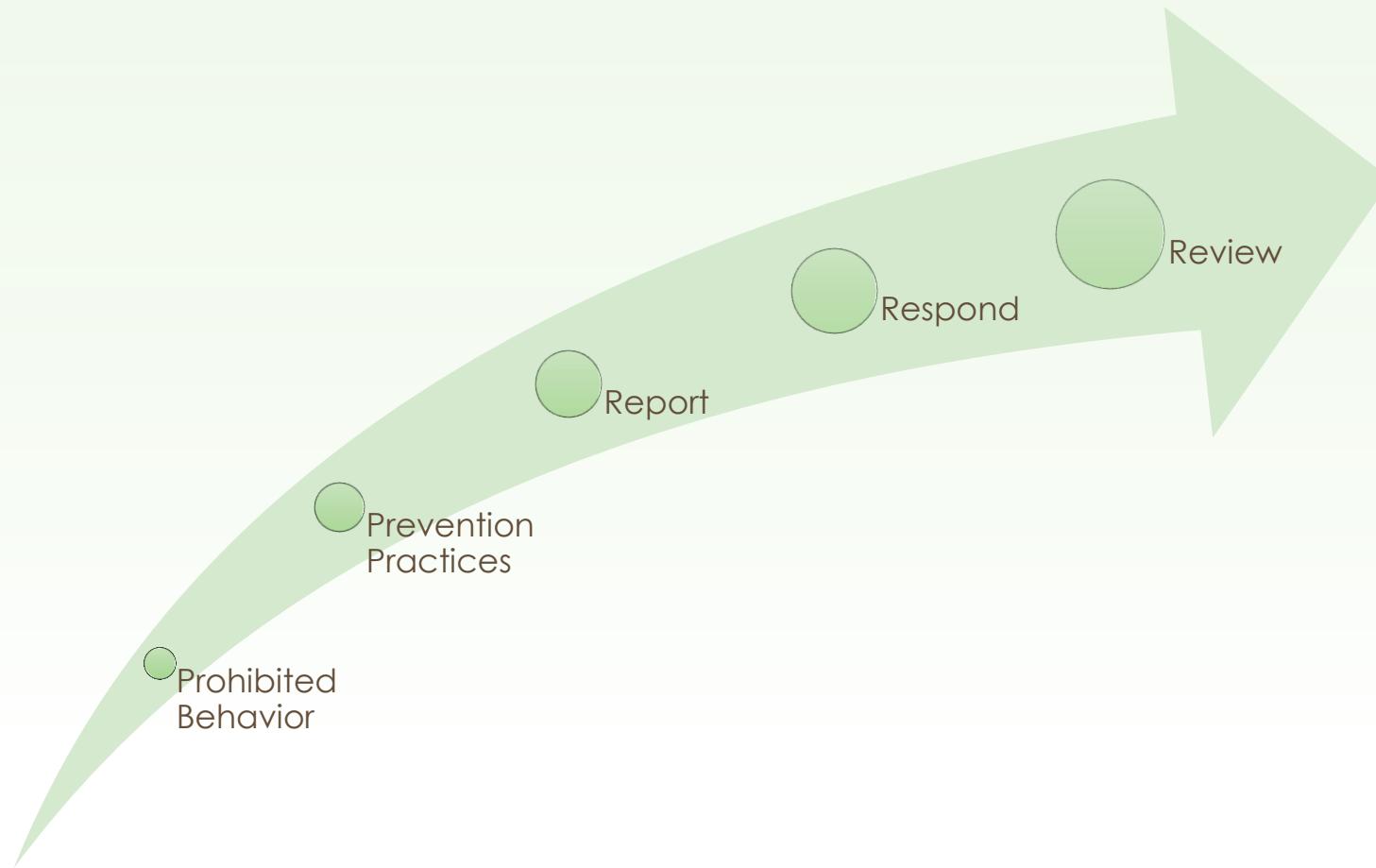
Why Create Child & Youth Policies?

- Reflect God's care of the least within church community
- Reduce Risk
- Required under PCUSA Constitution

Creating Child & Youth Protection Policies



Child & Youth Protection Policies



Assess

NEEDS, RESOURCES AND PERSONS WHO SHOULD BE INVOLVED IN
DEVELOPMENT AND IMPLEMENTATION

Assess

NEEDS

- Keep Church and Activities Safe
 - Children and youth
 - Reduce Risk of harm
 - w/in building
 - church sponsored activities
 - Child Care
 - Sunday School
 - Day Care
 - Youth Program
 - Mixed generational events
 - Conferences
 - Driving
 - Social Media

RESOURCES

- Biblical and Theological resources
- Building Needs and resources
- Personnel Needs and resources
- Financial Needs and resources
- Parents, children & youth
- Leaders, pastors, elders, deacons, Christian educators, pastoral counselors, teachers

Assess

PERSONS who should be at the table in Development of Policy and Procedures

1. Pastors, elders, deacons
2. Christian educators, pastoral counselors, teachers
3. Parents and youth
4. Financial Persons - Trustees

Develop Policies

TO PROTECT CHILDREN AND YOUTH

Develop Policy

- Theological Background & Prohibited Practices
- Prevention Procedures
- Reporting Procedures
- Responding Procedures
- Review: Evaluation Procedures

Theological Background & Prohibited Practices

- Opening Statement
- What, Who, Why, How
- Background Rational
- Children & Youth are Gift from God
- Abuse has lasting effect on individual, faith and community
- PCUSA Constitution – G-3.0106

Definitions

- Who
 - Child
 - Youth
 - Minor
 - Child/Youth Worker
 - Vulnerable Adult
- Abuse
 - Child Abuse
 - Sexual Abuse
 - Misuse of Technology
 - Vulnerable Adult Abuse
- Church Terminology
 - Pastor, elder, Session, Committees
- Church Teams and Responsibilities
 - Safe Child Response Team
 - Safe Child Training Team

Prevention Procedures

- Leadership
 - References
 - Background Checks
 - Training
 - Certified in first aid & CPR
- Physical Space
 - Window or Open door in each room
 - Overnight arrangements, sleeping rooms and restrooms
 - Use of digital devices
 - Transportation
 - Forms

Prevention Practices

- Physical Practices
 - Two Adult Rule
 - Ratios: Adult to Child
 - Activity limitations
 - Code of Expected Conduct
 - Code of Prohibited Conduct
- Church Sponsored Events for Children and Youth
- Church sponsored Events for all generations
- Educational Training
- Written practices and signatures

Reporting Procedures

- STATE LAW
- Book of Order Requirements – G-4.0301 and G-4.0302
- Internal Congregational Procedures
- Insurance Requirements

Responding Procedures

- Safe Child Response Team
- Session
- Rules of Discipline
- Personnel Committee
- Child/Youth Christian Education Committee

Evaluating Risk Practices

- Annual Evaluation of required Practices and Procedures
- Annual Evaluation of Required Training and Education

Additional Sections

- Specific Prohibited Behaviors
- Transportation Procedures
- Social Media and Photography limitations
- Forms for Signatures and agreement

Implementation

- Training
- Background Checks
- Signed Forms
- Change in Physical Space
- Change in Practices

Evaluate

- Practical Procedures
- Written Policies
- Leadership requirements
- Training

Resources

- Insurance Board
 - Safe Conduct Workbench
 - www.insuranceboard.org/safetyresources/SafeConductWorkbench
- 1-866-607-SAFE (7233)

Resources

- PCUSA
- Creating Safe Ministries
- www.presbyterianmission.org/legal-resources/creating-safe-ministries
 - www.pcusa.org search for sexual misconduct
 - Flor Velez-Diaz : 502-569-5434
 - Laurie Griffith : 502-569-5432