

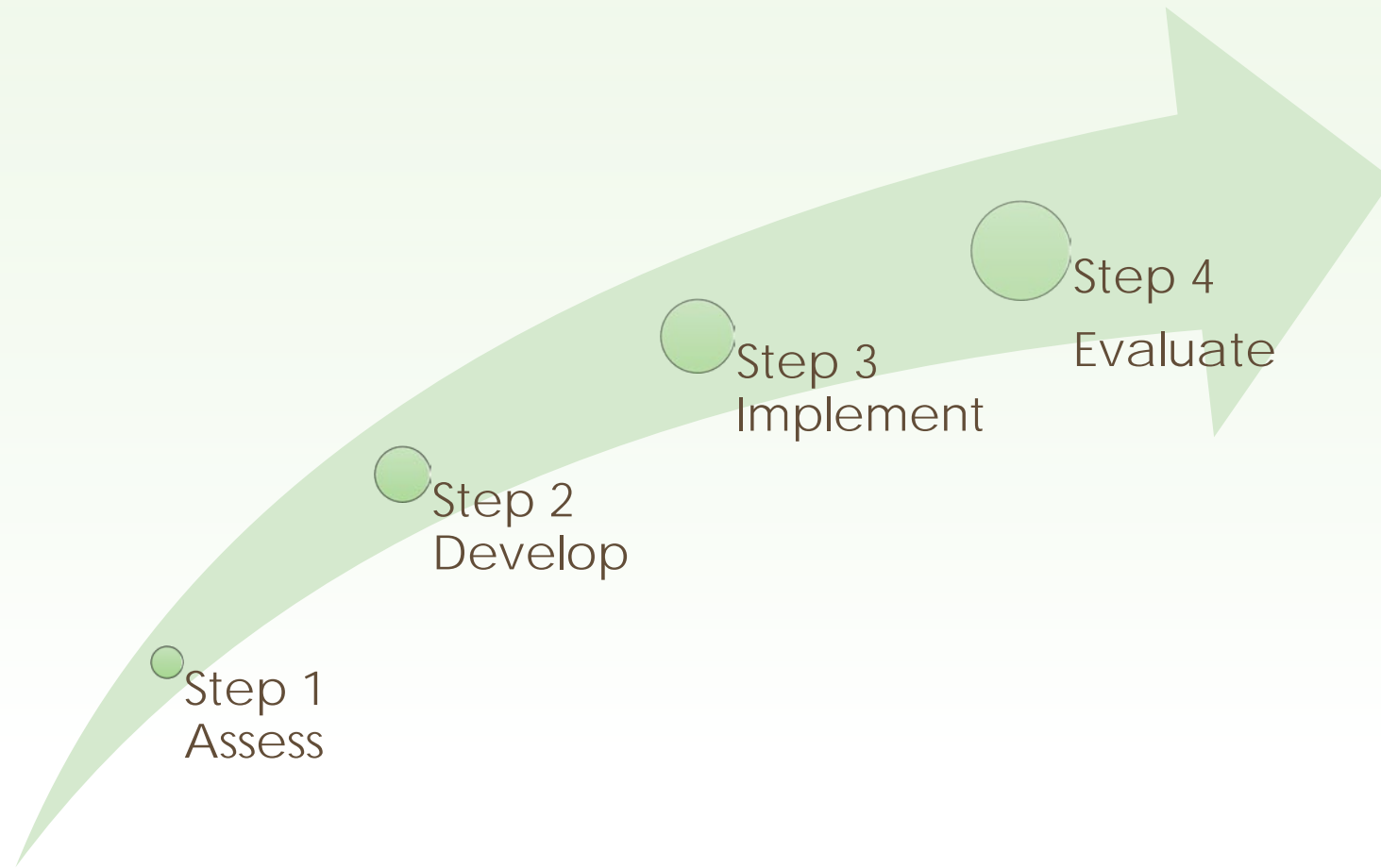
# Creating Child & Youth Protection Policies

KEEPING CHURCH SAFE

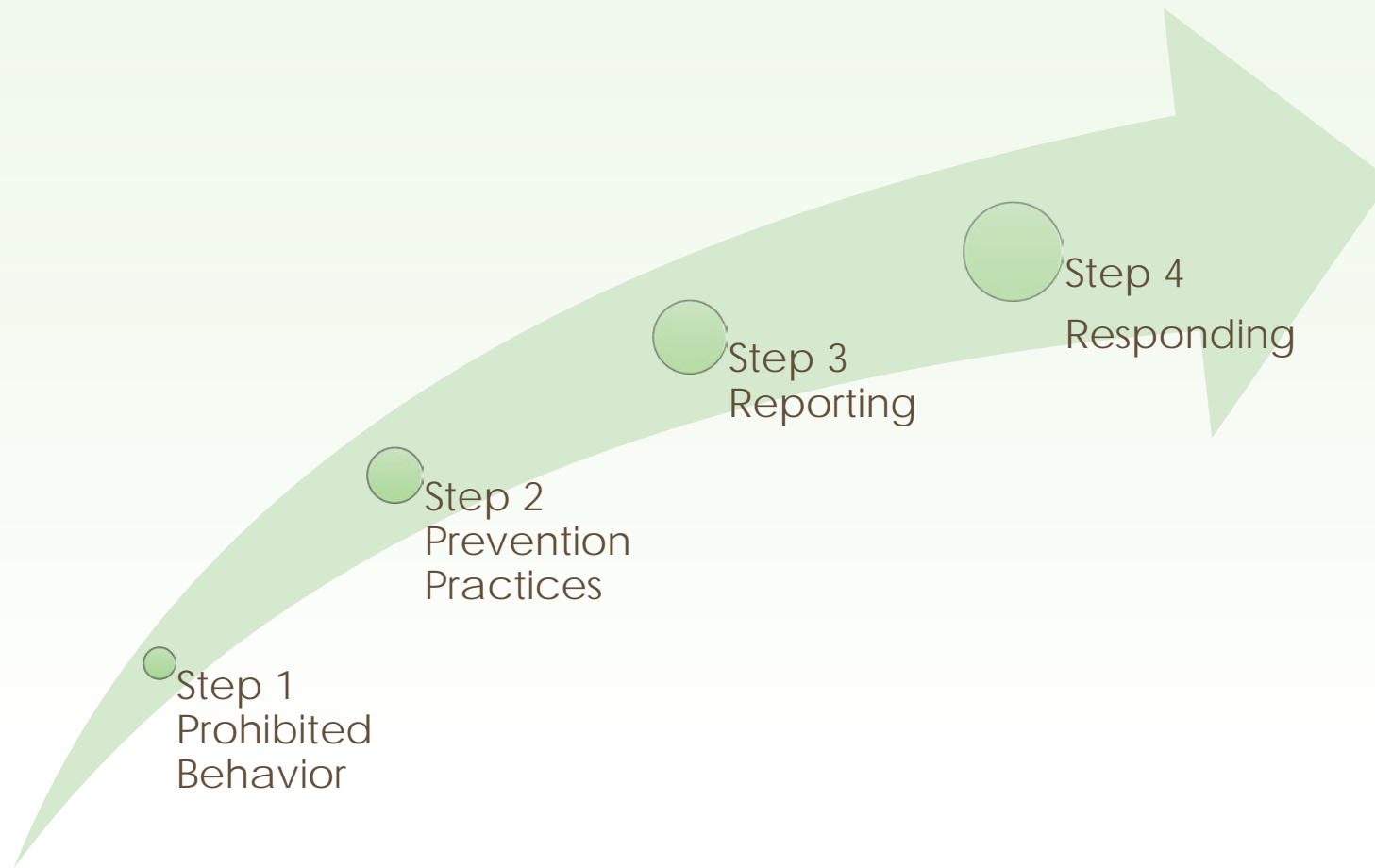
# Why Create Child & Youth Policies?

- 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, Youth and children?
4. Financial Persons - Trustees

# Develop Policies

TO PROTECT CHILDREN AND YOUTH



# Develop Policy

- Theological Background & Prohibited Practices
- Prevention Procedures
- Reporting Procedures
- Responding Procedures
- 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
- Constitution

# 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
  - Screening
  - 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
- 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

# 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](http://www.insuranceboard.org/safetyresources/SafeConductWorkbench)
  - Background Checks, Creating Policies, 800# for response and reporting

# Resources

- PCUSA
- Creating Safe Ministries
- [www.presbyterianmission.org/legal-resources/creating-safe-ministries](http://www.presbyterianmission.org/legal-resources/creating-safe-ministries)