Writing a Protection Policy that Works for Children, Youth, & Vulnerable Adults

• It safeguards our children, youth, and vulnerable adults.

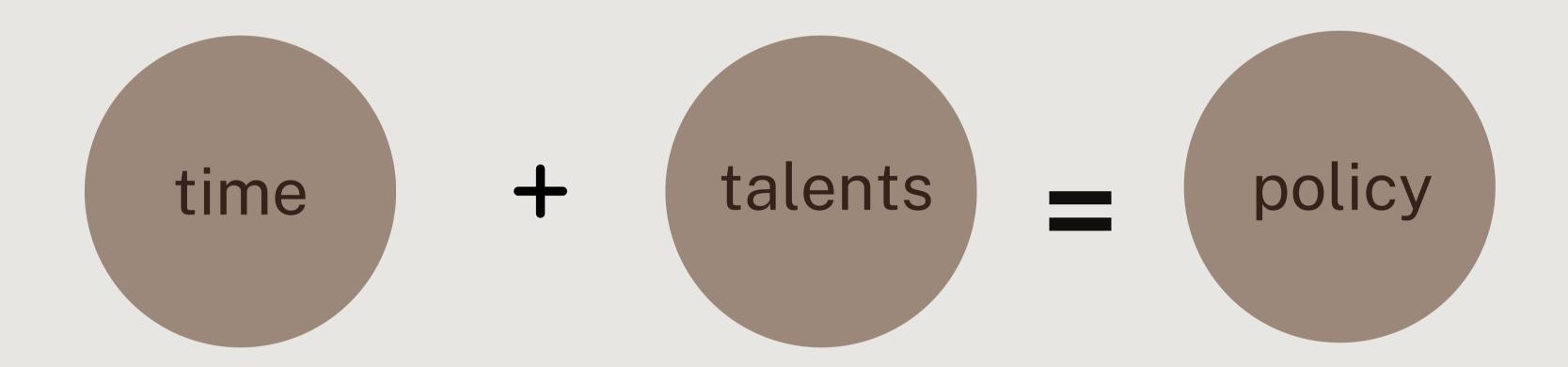
• It safeguards our volunteers and staff.

 It safeguards our resources for mission and ministry.



- Scriptural support
- Doctrine support
- Estimated cost per victim, non fatal: over \$800,000 (2015 USD)
- Estimated cost per victim, fatal: over \$16,000,000 (2015 USD)





#### Who are the victims?

girls and boys

all ethnicities

all ages



#### Who are the victims?

usually known by the victim

male and female, all ages

 various social, ethnic, economic, and religious backgrounds



### Types of offenders

non offender

situational offender

preferential offender/predator

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### What your policy provides

new ways of thinking

risk-reducing behaviors and practices

appropriate procedures

specific rules for your congregation



#### What IS it?

 policy that governs behaviors and practices of staff and volunteers

policy that creates new ways of thinking



#### What IS it? continued

a policy to reduce the risk of abuse by:

- reducing isolation
- increasing accountability
- reducing imbalances of power and authority
- eliminating specific activities that enhance the potential for abuse
- policy that creates new ways of thinking



#### basic format

- general statement
- attachments that include:
  - basic procedures
  - other issues
  - response plan
  - forms, including applications and covenant



### What are the basic procedures?

#### for staff and volunteers

- two unrelated, non cohabitating adults
- no leaders under 18 years old
- 5 years older rule
- six month rule
- first aid/CPR training
- participation covenant



# Considerations for your physical plant

windows in all classroom doors

- appropriate equipment and supervision
- open-door counseling



# Considerations for your digital spaces

- transparency
- appropriate equipment and supervision
- passwords and waiting rooms



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 \_\_\_\_, and vulnerable adults.

It safeguards our \_\_\_\_\_
 and staff.

 It safeguards our resources for \_\_\_\_ and ministry.



## When will your policy be in effect?

- upon entry to property
- upon sign-in



# Thinking through some spaces:

restrooms

- playgrounds
- hallways
- arrivals and dismissals



# Thinking through some spaces:

- babysitting
- photography
- driving
- retreats and mission trips



# Thinking through some spaces:

- nursery school ministries
- outside groups and ecumenical events
- cyber safety
- immigration issues
- elder issues
- building issues
- bullying



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 \_\_\_\_, and vulnerable adults.

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 and staff.

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## What your policy provides:

- advanced preparation
- clear lines of authority
- clear reporting procedures



### What is a response plan?

preparation to respond to an incident or accusation

created before any incidents or accusations

 regardless of who the individuals involved might be



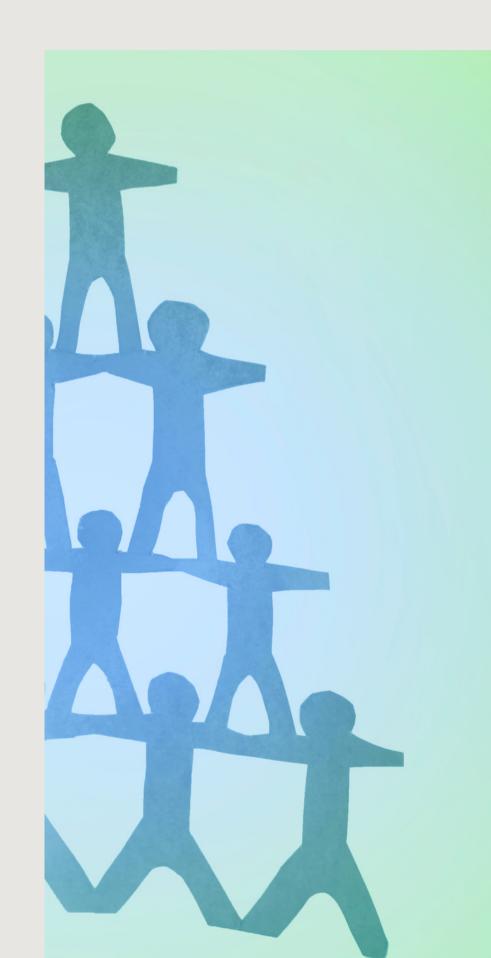
### Choosing a coordinator:

receives all information

acts on all information

makes all contacts

the only spokesperson



## Coordinator works with a team

- chair of property committee
- chair of Christian Education

- chair of youth
- HR chair
- anyone else in relevant ministry areas



#### Follow two tenets

confidentiality

transparency



## What if the pastor is accused

follow procedures from your governing body



It safeguards our \_\_\_\_\_,
\_\_\_\_\_, and vulnerable adults.

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 and staff.

 It safeguards our resources for \_\_\_\_ and ministry.





Form your committee, consider various recommendations, write policy, and present proposal to the property committee



Property committee considers, discusses, and approves the policy (with appropriate editing) AND THEN presents it to the church council.



Church council shares the information with the congregation, allowing for discussion time. THEN the church council approves the policy.



Consider having a lawyer review your policy.

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#### What to expect

- possible conflicts
- acknowledge
- empathize
- don't allow them to derail

