

MOUNT PARAN PREVENTIVE GOALS

The Mount Paran Preventive Goals for reducing child abuse and communicable diseases are threefold:

1. To provide protective care for our children and youth.
2. To maintain proper supervision and training for both compensated and volunteer youth and children's workers.
3. To provide every precaution to protect Mount Paran Church of God against any liability with regard to child abuse and communicable diseases.

Screening Procedures

I. Volunteer Workers

A. Church Membership

All volunteers who provide supervision and discipline of minors must be members of Mount Paran Church of God for at least six (6) months prior to volunteer services. The initial step of the membership process will be the requirement to attend the membership orientation class and successfully complete the Ministry Inventory questionnaire.

B. Application for Ministry Involvement

All volunteers who provide supervision and discipline of minors shall complete in entirety an Application for Ministry Involvement. In this application, persons will be asked to provide photo identification, personal references, and authorization for Mount Paran Church of God to request background name checks from law enforcement agencies.

C. Pastoral Interview

After favorable verification of all references and background checks, an interview is scheduled with the appropriate ministry supervisor. Upon a positive interview, the applicant's intent to engage in ministry will be made known to the Mount Paran administrative staff for consultation regarding any possible unknown present situations or questionable past behavior.

D. Formal Commissioning

Once the applicant has successfully completed and been approved in all screening procedures, he or she will be allowed to function in the capacity as a volunteer leader who supervises and disciplines minors. Indication is made by the leadership body and existing departmental ministry team by the appropriate ministry supervisors.

II. Compensated Workers

A. Application for Ministry Involvement

All compensated workers who provide supervision and discipline of minors shall complete in entirety an Application for Ministry Involvement. In this application, persons will be asked to provide photo identification, personal references, and authorization for Mount Paran Church of God to request background name checks from law enforcement agencies.

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B. Pastoral Interview

After favorable verification of all references and background checks, an interview is scheduled with the appropriate ministry supervisor. Upon a positive interview, the applicant's intent to engage in ministry will be made known to the Mount Paran administrative staff for consultation regarding any possible unknown present situations or questionable behavior.

C. Formal Commissioning

Once the applicant has successfully completed and been approved in all screening procedures, he or she will be allowed to function in the capacity as a compensated worker who supervises and disciplines minors. Indication is made by the leadership body and existing departmental ministry team by the appropriate ministry supervisors.

III. Parachurch Ministries

A. Application for Ministry Involvement

All parachurch ministry workers who provide supervision and discipline of minors shall complete in entirety an Application for Ministry Involvement. In this application, persons will be asked to provide photo identification, personal references, and authorization for Mount Paran Church of God to request background name checks from law enforcement agencies.

B. Pastoral Interview

After favorable verification of all references and background checks, an interview is scheduled with the appropriate ministry supervisor. Upon a positive interview, the applicant's intent to engage in ministry will be made known to the Mount Paran administrative staff for consultation regarding any possible unknown present situations or questionable behavior.

C. Formal Commissioning

Once the applicant has successfully completed and been approved in all screening procedures, he or she will be allowed to function in the capacity as a compensated worker who supervises and disciplines minors. Indication is made by the leadership body and existing departmental ministry team by the appropriate ministry supervisors.

Training

I. On-Site Training

All compensated and volunteer workers with minors will be required to attend all training sessions regarding child abuse and communicable diseases. Workers especially need to know the following:

- The definition of child abuse
- Sexual and physical abuse symptoms
- What constitutes inappropriate conduct
- Church policies that govern working with children and youth
- The civil and criminal consequences of misconduct
- Rationale behind screening procedures

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Periodic training sessions will be provided to update workers of any changes to Mount Paran Church policies or state regulations. All compensated and volunteer workers are expected to attend all specially called departmental meetings and the total leadership meeting with the senior pastor.

All compensated and volunteer nursery workers shall adhere to the policies prescribed in the *Mount Paran Ministry Procedures for Nursery and Children's Workers Manual*. All youth leaders shall adhere to the policies and guidelines prescribed in the Youth Ministry Leadership Manual.

II. Off-Site Training

Mount Paran Church of God requires that all compensated workers with minors be trained in CPR and health-related procedures that are necessary for their safety and care while working with minors. All volunteer workers with minors will be provided an opportunity for training advancement in CPR and health-related procedures. Mount Paran will also update all workers with current state policies and laws regarding working with minors, especially in the areas of child abuse protection and communicable diseases.

Supervision and Reporting Procedures

Churches can use reasonable care in selecting workers, but still be liable for injuries sustained during church activities on the basis of negligent supervision. Negligent supervision refers to a failure to exercise reasonable care in the supervision of church workers and church activities. The following are supervisory policies and reporting procedures for Mount Paran Church of God:

I. Supervision Procedures

A. The Two-Adult Rule

Two adult supervisors should be present during any church activity. Preferably one of these adults would be a parent of one of the participating youth or children, or at minimum, someone over eighteen years of age.

B. Obtaining Parental Permission

Church staff or volunteer workers should obtain consent of the child's parent or guardian before going out alone with that child or spending time with a child in an unsupervised situation. Parental permission is needed for all church-sponsored programs or activities involving minors that would require leaving the church property. This is documented with a Liability Release Form.

C. Discussion of Any Suspicious Behavior

Any inappropriate conduct or relationship between an adult volunteer worker and a member of the youth group or a child should be confronted immediately and reported to the associate pastor and investigated by the associate pastor or his designee.

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D. Windows in All Classroom Doors

E. Observe an Overnight Rule

All adult chaperones and supervisors should be cleared in advance with proper department directors.

F. Male Leaders and Children

Male leaders shall not be permitted to be alone for any reason with female children or youth. This includes rides to and from church and in an unsupervised situation on the church grounds and off the church property.

II. Reporting Procedures

An effective reporting procedure enhances the effort to protect children. Child molesters will not remain in a church where workers are trained to identify symptoms of child abuse and are encouraged to report suspicious behavior.

- A. All suspicious behavior or observed incidents should be reported directly to the youth or children's pastor.
- B. The youth or children's pastor will need to report the incident within twenty-four hours to the associate pastor for consultation.
- C. State or local authorities will be contacted by the senior pastor or associate pastor before forty-eight hours, in verbal or written contact. A formal written report should be done for liability reasons.
- D. All workers will, at the Covenant Renewal meeting, review training materials describing possible indicators and symptoms of child abuse.
- E. All workers should report unhealthy symptoms (such as vomiting, open sores, bleeding). All reports should be documented in writing and brought immediately to the attention of the nursery or preschool coordinator.
- F. Reporting procedures will be periodically taught to all workers and staff who work with minor at the Covenant Renewal meeting.
- G. The church will check state child abuse reporting laws regularly because these laws are amended often.