

# Red Mountain United Methodist Church

## Safe Sanctuaries Guidelines for Church-Sponsored Meetings and Events

**Matthew 18:5** “And whoever welcomes one such child in my name welcomes me.”

As Christians and United Methodists, we are concerned for the care and well-being of the children and youth in our care. It is critical that we model best practices for the care and protection of these children and youth. In order to do so, we will operate with the following guidelines for their health and safety while participating in programs, activities, and meetings of Red Mountain United Methodist Church.

The goal of these guidelines is threefold: first, to prevent abuse from happening to the children and youth in our care; second, to prevent false allegations of abuse against individuals and the church; third, to enable staff and volunteers to recognize and report suspected abuse.

There is no **one** thing that we can do to prevent the abuse of the children and youth in our care. A multi-pronged approach that includes annual training and continual practice will provide the best results.

### 1. Group of Three Rule

A child or youth should not be alone with another unrelated adult, child, or youth at any time for any reason. Everything should be done in groups of at least three; at least two adults and a young person, or two young people and an adult. The ideal to strive for is that at least two unrelated adults be with children or youth at all times.

- **Rationale:** Should an adult desire to do harm to a child, it is much more difficult to do so with another witness present. The purpose of a second unrelated adult is to provide a second adult who is not in a position to be intimidated by the first. A second rationale for the Group of Three Rule is to prevent false allegations of abuse. A child or youth seeking revenge for discipline, or perhaps simply seeking attention could accuse an adult or another participant of abuse. With no witness, it is one person’s word against another’s.
- **Implications:** Counseling situations should be managed in a manner that provides privacy of conversation, but, if at all possible, visual contact with others. An office with a window into other populated office areas is one option; sitting in an outside area at the edge of a field or building where you may be seen but not heard is another option. At the very least, a door should be left ajar where other than normal conversation could be heard by others. The wise leader will ask another person to stay in visual range to ensure the safety of all involved.

- When restroom facilities are separate from classrooms or meeting areas, or from sleeping areas at overnight events, plans should be made for two persons to accompany any trips to the restrooms.
- For overnight events where children or youth of both genders are included, adult leaders of each gender will be provided. Having separate shower times for children or youth and adults is advisable, as is having an adult available outside the restroom door to hear any disturbance. Volunteers and staff need to be alert to their situation at all times so that they're not inadvertently left alone with a child or youth participant. Child on child abuse is also possible, so again, participants should be in groups of at least three at all times.
- Youth leaders, teachers, and clergy should be careful not to be in a vehicle alone with a child or youth. Any volunteers transporting children or youth should arrange their trips so that the first they pick up and the last they drop off are two children or youth rather than one. At meetings, plans should be made to prevent one child or youth from being alone with an adult as parents are picking up or dropping off children and youth. If it is impossible for a second adult to be present, perhaps another child or youth and their ride can wait until the last arrives. If this not possible, the adult should invite the child or youth to wait with them outside the building where they are at least visible to the public.

## 2. Background Checks-Involvement:

No volunteer worker candidate will be considered for any ministry position involving contact with children, youth, or vulnerable adults until the candidate has been worshipping at Red Mountain United Methodist Church on a regular basis for at least six (6) months. Annual background checks should be performed on all staff and volunteers that have contact with children and youth. An unrelated Staff Person should perform the background check on the person who performs the bulk of the checks. The minimum check is the National Sex Offender Database, available at [www.nsopr.gov](http://www.nsopr.gov). Driver's license checks should be made of adults transporting children and youth on behalf of the Church; this excludes parents driving their own children and youth to and from meetings or events. Staff and volunteers may be asked not to drive or volunteer with children's and youth events if undesirable results appear on these checks. National Criminal File checks should be performed annually on paid staff personnel who work with children and youth. These checks may be performed at [www.screennow.com](http://www.screennow.com) through affiliation with Church Mutual.

- **Rationale:** Someone who has been convicted of a sexual offense against children, youth or adults has no place as a volunteer at church events. Further, we desire to not place our children and youth at undue risk by placing them in a vehicle with a driver with recent serious violations on their record. The very act of being asked for a background check may deter a potential abuser from volunteering, or from acting on their desires. Finally, we need to know that the staff that work with our children and youth day in and day out are without a recent criminal background.

- **Implications:** Additional staff time will be required to run checks on all volunteers and to maintain those records. A system will need to be set up to ensure that checks are performed annually and that problems are reviewed and resolved quickly. (See Appendix A for tentative checklist)
- Anyone convicted of child or sexual abuse will be denied the opportunity to work with our children and youth.
- DUI's and other serious violations happening within the last decade would be cause to restrict someone from driving children and youth. Likewise, a pattern of multiple continued smaller violations would also be cause for restriction. Lesser issues will be at the discretion of the person performing the checks, in consultation with the Senior Pastor. The seriousness of these issues could be a consideration in denying a person the opportunity to volunteer.
- Privacy of information will need to be at the forefront of those performing the checks. Records should be kept in a secure location, and the person performing the checks will need to protect the confidentiality of those being checked.

### 3. Appropriate Age Difference Between Leaders and Participants

Leaders of children and youth (teachers, youth workers, etc.) should be at least four years older than the participants that are under their immediate supervision.

- **Rationale:** Leaders whose age is within four years of the participants may not exercise appropriate boundaries in their relationships with those in their care. They may not have developed the level of judgment needed to be placed in responsible situations with children and youth. Finally, they may not command the respect of those they are entrusted to supervise.
- **Implications:** Church leadership should work to provide younger volunteers the opportunity to volunteer in situations where this age difference can be maintained.

### 4. Appropriate Age Range Among Participants

Events should not be planned that include only youth and young adults as participants.

- **Rationale for Active Adult Participation:** While little developmental difference may be observed between a 17 year old and a 19 year old, there is in the United States a vast legal difference. An adult in an intimate relationship with a minor could be charged with child abuse or rape. There is a further discomfort in U.S. culture with high school youth building relationships with legal adults, even college students.
- Some meetings and events attended by children and youth will be multi-generational and among unscreened adults. Flexibility and intentionality will be

required to enable the children and youth to participate fully in these events while maintaining safe boundaries for their time at the event.

## **5. Appropriate Written and Electronic Communication Between Youth and Adults**

Written and electronic communications between adults and children or youth should be as open and public as possible. Persons wishing to post information on the Internet may do so only with permission of the sponsoring organization.

- **Rationale:** Private conversation between a child or youth and an adult, whether written, texted, e-mailed, phoned, or otherwise sent could signify or be construed as an inappropriate relationship between the adult and the young person. Staff and volunteers may take appropriate photographs and movies of children and youth, but do not have legal authority to post those on-line. Finally, web pages, blogs, social networking sites, etc. that are not maintained by the church are beyond the church's control and could confer false information.
- **Implications:** Adults needing to communicate by phone with children or youth about a meeting or similar issue should try to talk to the parents or guardians either at the beginning or end of the phone call; likewise, they should copy electronic communications such as e-mails to the parents. A good strategy is to include several issues in a single message, and copy both youth and adults on the message. Adults should avoid private communication with individual children and youth where they can't be observed by others (see counseling suggestions in group of three rule).
- Permission granted to the church to use photos of the participants in printed and electronic materials does not confer permission to individuals to post pictures on their own websites, MySpace pages, etc. Participants, volunteers and staff should covenant to not post information about church events online without the express permission of our church.
- Volunteers and staff should be aware of what their own "web presence" is. We ask volunteers and staff to covenant to maintain an appropriate web presence.

## **6. Reporting Suspected or Known Child Abuse or Neglect**

We are both morally and legally responsible to report actions that surround suspected or known child abuse.

When we suspect that a child or youth in our care has been subjected to abuse or neglect in their home, we should notify Child Protective Services. In Arizona, report suspected abuse 24 hours a day at 1-888-SOS-CHILD.

When it is alleged that a child or youth in our care has been subjected to abuse by someone in the church or church event setting, the following contacts should be made immediately:

local law enforcement authorities, pastor, and the District Superintendent. In consultation with the District Superintendent, the pastor or trustees chair will call the church's insurance company.

- **Rationale:** Our fundamental goal is the protection and well being of the children and youth in our care. Abuse or neglect cannot remain a secret, nor can it be tolerated; if it is, then we are helping to perpetuate it in this child/youth and possibly other children or youth. We are not to be concerned about "getting someone else in trouble." We are not responsible for the actions of others outside of our realm of supervision. We are, however, responsible both morally and legally to promptly report actions that surround suspected child abuse.
- **Implications:** Staff and volunteers will need to be trained and resourced in recognizing and reporting signs of suspected child abuse and neglect. Health and registration forms will provide helpful information to state agencies or law enforcement. Once reported, trained professionals from state agencies or law enforcement will conduct interviews to determine if abuse actually has or has not occurred, and will determine further steps to be taken.
- A person making a good faith report cannot be sued for doing so, and their identity will be kept confidential by those receiving the report.
- If abuse has occurred while a child or youth is in our care, providing the Pastor on Call, Superintendent and Conference with notifications—along with local law enforcement authorities—will ensure appropriate communications among church officials.