

**ABUSE PREVENTION PROGRAM
FOR CHRIST LUTHERAN CHURCH
201 FRONTAGE ROAD, NW
BYRON, MINNESOTA 55920**

May 21st 2013

CHILD AND YOUTH ABUSE PREVENTION PROGRAM FOR CHRIST LUTHERAN CHURCH

Introduction

To help protect children, **Christ Lutheran Church** has adopted the following Child and Youth Abuse Prevention Program. It is important that all **Christ Lutheran Church** paid staff and volunteers understand and implement these guidelines to help prevent sexual abuse against children. The following includes the Purpose and Definitions for these guidelines, the outlines of Protection and Prevention, and an Acknowledgement to be signed by those people working with children.

Purpose

These procedures are designed to reduce the risk of child sexual abuse in order to:

1. Provide a safe and secure environment for children, youth, adults, members, volunteers, visitors, and paid staff.
2. Assist **Christ Lutheran Church** in evaluating a person's suitability to supervise, oversee, and/or exert control over the activities of children and youth.
3. Satisfy the concerns of parents and staff members with a screening process for paid staff and volunteers.
4. Provide a system to respond to alleged victims of sexual abuse and their families, as well as the alleged perpetrator.
5. Reduce the possibility of false accusations of sexual abuse made against volunteers and paid staff.

Definitions

The following terms used herein and are defined as follows:

1. *Paid Staff*: Any pastor, minister, preacher, cleric, or employee who is paid.
2. *Children/Youth/Minor*: Any person who has not reached his/her 18th birthday or the age of majority as defined by state law.
3. *Adult*: Any person who has reached his/her 18th birthday or as defined by state law.
4. *Volunteer*: Means any unpaid person engaged in or involved in activities and who is entrusted with the care and supervision of minors or a person who directly oversees and/or exerts control or oversight over minors or adults.

5. *Sexual Abuse*: The employment, use, persuasion, inducement, enticement, or coercion of any minor or adult to engage in, or assist any other person to engage in, any sexually explicit conduct or any simulation of such conduct for the purpose of producing any visual depiction of such conduct or rape, and in cases of caretaker or inter-familial relationships, statutory rape, molestation, prostitution, or other form of sexual exploitation of minor or adult, or incest with a minor or adult, or as defined by federal and state law. This includes and is not limited to unwelcome sexual remarks, jokes, advances, leering, whistling, or sexual gestures; sexual touching, fondling, molestation, assault, or other intimate physical contact; compelling another person to engage in a sexual act by threats or fear or undue influence; and providing or displaying pornographic materials to another person.
6. *Child Emotional Abuse*: Verbal or nonverbal conduct including mental exploitation, degrading communication, or humiliating or threatening conduct that may or may not include bullying or as defined by state law.

Protection and Prevention

Volunteer and Employee Screening Procedures

The following screening procedures are to be used with paid staff and volunteers who are entrusted with the care and supervision of minors or a person who directly oversees and/or exerts control or oversight over minors. All information collected should be maintained in confidence.

1. *Employment Application and Volunteer Application*: Any paid staff and volunteers who will work with a minor must complete the Employment Application and/or the Volunteer Application. The Authorization for Background Check must be signed by the individual completing the Application to apply for and qualify for service.

Our Employment Application includes questions regarding:

- Current and previous residence addresses.
- Current and previous employment, including addresses, dates, duties, titles, and reasons for leaving.
- Names and addresses of schools attended and degree(s) earned.
- References from previous employers and organizations that serve children.
- Criminal history information.

Our Volunteer Application includes questions regarding:

- Current address.
- Volunteer experience.
- Criminal history information.
- Personal references.

Applications include a statement, which the applicant should acknowledge in writing, certifying that statements provided in the application are true and complete, and any misrepresentation or omission may be grounds for rejection of the applicant or for dismissal if he or she is employed. This statement authorizes **Christ Lutheran Church** to contact any individual or organization listed in the application.

2. Review all statements made in the application, paying specific attention to any gaps in time and irregular employment patterns or unexplained absence. Pursue these gaps with employers listed and in a subsequent interview.
3. Conduct interviews with qualified applicants.

If detrimental information is uncovered but the applicant remains desirable, discuss this information with the applicant. In the event the applicant is ultimately hired or accepted as a volunteer, document the reasons for overriding the prior information.

Whenever possible, **Christ Lutheran Church** will have an associate participate in the interview.

4. Contact all listed references for volunteers. Contact each of the volunteer applicant's references and ask for any information that might help determine the applicant's suitability for the position. If a response is not received within a reasonable period of time, follow up and keep notes if possible.
5. Contact all listed references and employers for paid staff. Inquire as to the reason the applicant left and ask for any information that might help determine the applicant's suitability for the position. If a response is not received within a reasonable period of time, follow up and keep notes if possible.
6. *Criminal Background Check*: **Christ Lutheran Church** will conduct a criminal background check on all paid staff and volunteers who are entrusted with the care and supervision of minors or a person who directly oversees and/or exerts control or oversight over minors. All criminal background checks will be updated periodically.

Confidentiality

Information obtained through the screening, application, reference check, interview, and criminal background check will be kept in confidence, unless otherwise required by law. All information discovered or obtained through the above-referenced means will be kept in a secure location and access to it will be restricted if possible. These materials will be archived.

Supervision Procedures

Unless an extenuating situation exists, **Christ Lutheran Church**:

1. Will have adequate number of screened and trained paid staff or volunteers present at events involving minors. Supervision will increase in proportion to the risk of the activity.
2. Will monitor facilities during activities involving children.
3. Will release minors only to a parent or guardian.
4. Will obtain written parental permission, including a signed medical treatment form and emergency contacts, before taking minors on trips and should provide information regarding the trip.
5. Will use two paid staff or volunteers when transporting minors in vehicles.
6. Will require that young children be accompanied to the restroom and the paid staff or volunteer wait outside the facility to escort the child back to the activity. Whenever possible, the escort will be the same sex as the minor.
7. Will encourage minors to use a "buddy system" whenever minors go on trips off of **Christ Lutheran Church** property.
8. Will screen all paid staff and volunteers and approve those individuals in advance for any overnight activities.
9. Will designate a "confidential counselor" to whom any minor can go at any time, without special permission, to discuss any problems he or she is having.

Behavioral Guidelines for Religious Organization Paid Staff and Volunteers

All volunteers and paid staff will observe the following guidelines:

1. Do not provide alcoholic beverages, tobacco, drugs, contraband, or anything that is prohibited by law to minors.
2. To the extent possible, **Christ Lutheran Church** events that are co-educational will have both male and female chaperones.
3. Whenever possible, at least two unrelated paid staff or volunteers will be in the room when minors are present. Doors will be left fully open if one adult needs to leave the room temporarily and during arrival to the class or event before both adults are present. Speaking to a minor or minors one-on-one should be done in public settings where paid staff or volunteers are in sight of other people.

4. Avoid all inappropriate touching with minors. All touching shall be based on the needs of the individual being touched, not on the needs of the volunteer or paid staff. In the event a minor initiates physical contact and/or inappropriate touching, it is appropriate to inform the minor that such touching is inappropriate.
5. Never engage in physical discipline of a minor. Volunteers and paid staff shall not abuse minors in any way, including but not limited to physical abuse, verbal/mental abuse, emotional abuse, and sexual abuse of any kind.
6. If you recognize an inappropriate relationship developing between a minor and adult, maintain clear professional boundaries and refer the minor to another individual with supervisory authority.
7. If one-on-one pastoral care is necessary, avoid meeting in isolated environments.
8. Anyone who observes abuse of a minor will take appropriate steps to immediately intervene and provide assistance. Report any inappropriate conduct to the proper authorities and officials of **Christ Lutheran Church** for handling.

Disqualification

No person may be entrusted with the care and supervision of minors or may directly oversee and/or exert control or oversight over minors who has been convicted of the offenses outlined below, been on a probated sentence or received deferred adjudication for any offense outlined below, or has presently pending any criminal charges for any offense outlined below until a determination of guilt or innocence has been made, including any person who is presently on deferred adjudication. The following offenses disqualify a person from care, supervision, control, or oversight of minors:

1. Any offense against minors as defined by state law.
2. A misdemeanor or felony offense as defined by state law that is classified as sexual assault, indecency with a minor or adult, assault of a minor or adult, injury to a minor or adult, abandoning or endangering a minor, sexual performance with a minor or adult, possession or promoting child pornography, enticing a minor, bigamy, incest, drug-related offenses, or family violence.
3. A prior criminal history of an offense against minors.

Sexual Offender at Christ Lutheran Church

Christ Lutheran Church may allow a person known to be a sexual offender to remain or become a member of the congregation but they must adhere to specific guidelines. However, first check with the offender's probation/parole officer for any restrictions regarding attending services or other functions where children are present. Ask the probation/parole officer to put any restrictions in writing. If restrictions don't prohibit participation, implement the following four guidelines.

1. A known sexual offender cannot participate in any of the child or youth programs in anyway nor can the sexual offender hold any leadership roles;
2. A known sexual offender can only participate in a predetermined service each week and will not be allowed to attend any social functions; and

Response to Sexual Abuse

Christ Lutheran Church will respond promptly to investigate any accusation of sexual abuse. All accusations of sexual abuse will be taken seriously. It is important to be appropriately respectful to the needs and feelings of those who allege sexual abuse and those who have been accused of sexual abuse.

When an allegation is made involving sexual abuse, the person reporting the complaint is to be told about the guidelines and the procedures to be followed. The Senior Pastor or an appointed person will begin investigating the allegations and may use the assistance of legal counsel or other consultants. If the Senior Pastor is the individual accused of sexual abuse, then the president of the church council will contact the Bishop of the Southeastern MN Synod ELCA, according to the Policy statement on Dealing with Allegations of Sexual Misconduct Against Clergy and Associate in Ministry/MN Chapter 148A. The investigation will be conducted as follows:

1. Report the incident to appropriate authorities in accordance with the state mandatory reporting laws.
2. Report the matter to **Christ Lutheran Church's** insurance carrier.
3. Cooperate with authorities and the insurance carrier.
4. **Christ Lutheran Church** may suspend (with pay for paid staff) the alleged offender while a confidential investigation is being conducted.
5. An official of **Christ Lutheran Church** (and legal counsel or other consultants) will then meet with the governing body of **Christ Lutheran Church** and present a report on their investigation, which will include findings and recommendations of actions.
6. An official of **Christ Lutheran Church** will meet with the alleged perpetrator and notify him/her of the results of the investigation and recommendations for actions.
7. An official of **Christ Lutheran Church** will meet with the alleged victim, along with his/her parents or guardians, and notify them of the results of the investigation and recommendations for actions.
8. During the investigation, an official of **Christ Lutheran Church** shall maintain contact with the alleged victim and his/her parents or legal guardian, and inform them of the actions taken and assist them in their process of healing.
9. An official of **Christ Lutheran Church** (and legal counsel or other consultants) may meet with the alleged perpetrator, the alleged victim, and any others with knowledge of relevant facts.
10. Communicate with criminal and civil legal counsel of **Christ Lutheran Church**.
11. Communicate with those affected by the ministry of the alleged perpetrator.
12. Hire a consultant or assign a spokesperson to respond to media or prepare a statement for the media if the need shall arise, subject to the approval of **Christ Lutheran Church's** attorney.

Child and Youth Abuse Prevention Program Acknowledgment

These guidelines have been designed to guide and assist you when working with minors. The information establishes general practices and guidelines and should not be construed in any way as a contract of employment or continued employment. **Christ Lutheran Church** reserves the right to make changes in the content or application of this program and to implement those changes with or without notice.

The terms defined herein are defined for the purposes of the program and do not suppose or establish a legal relationship. These terms are not defined for the purposes of creating a legal relationship with the **Christ Lutheran Church** or any related or associated entity and instead are to be used with this document.

I have received a copy of the **Christ Lutheran Church's** Child and Youth Abuse Prevention Program. I understand it is my responsibility to become familiar with and adhere to the information contained herein. I understand that these policies are the property of the **Christ Lutheran Church**.

Print Name

Signature

Date

Child/Youth Worker Registration
Christ Lutheran Church Ministries

CONFIDENTIAL

Name: _____ Date: _____

Address: _____

Have you ever been convicted of a violent crime, sexual misconduct or abuse or related offenses?

Yes No If yes, please explain: _____

Have you ever been convicted of a DUI ?

Yes No If yes, explain: _____

Have you ever been convicted of a felony drug related offense?

Yes No If yes, explain: _____

List your volunteer experiences working with minors.

CONFIDENTIAL

Because leaders of children and/or youth are role models, smoking and the possession and/or use of alcohol is inappropriate while supervising minors. Thus, if you smoke or drink, even occasionally, would you be willing to agree that you would abstain from any use of tobacco or alcohol while in the presence of children and youth in church sponsored or related activities?

Yes No

Your comments:

Please provide the names, addresses, and phone numbers of two contacts (individuals, agencies or organizations) which are acquainted with your work with children.

All the information I have provided in the process of applying to work with the children/youth of Christ Lutheran Church is true and correct to the best of my knowledge. I voluntarily and knowingly authorize any person named herein as a contact to give to the staff or Christ Lutheran Church any information they may have regarding my character and fitness for working with children and youth. I voluntarily release and agree to hold harmless from liability (a) all such agents, that provide information in connection with this form, and (b) Christ Lutheran Church and its officers, employees and volunteers in connection with the verification of any information provided in this form.

I have read and understood the information contained in Christ Lutheran Church's Safe Church Community Policy, and will comply with the procedures and policies described.

Signature: _____ Date: _____

Signature of Reviewing Staff Person: _____

Date: _____

EMPLOYMENT APPLICATION
(Please Print)

Name: _____ Date: _____
 First Middle Last

Present Address: _____
 Street/Box City State Zip How Long?

Social Security No.: _____ Phone _____

Form of Transportation to be used if Employed? _____

Contact in case of an emergency: _____
 Name & Relationship Phone No.

Education: H.S. Graduate? Y/N College Graduate? Y/N Attend School Now? Y/N

Military Service: Dates of Active Duty _____ National Guard? Y/N

Have you ever been convicted of a violent crime, sexual misconduct or abuse or related offenses?

_____ No _____ Yes If yes, please explain: _____

Have you ever been convicted of a DUI?

_____ No _____ Yes If yes, please explain: _____

Have you ever been convicted of a felony drug related offense?

_____ No _____ Yes If yes, please explain: _____

Previous Employment: **(Please begin with the most recent, including present)**

Employer's Name _____ Position _____
Address _____ Phone _____
Dates of Employment _____ Supervisor _____
Pay: \$ _____ Week/Month Reason for Leaving _____

Employer's Name _____ Position _____
Address _____ Phone _____
Dates of Employment _____ Supervisor _____
Pay: \$ _____ Week/Month Reason for Leaving _____

Employer's Name _____ Position _____
Address _____ Phone _____
Dates of Employment _____ Supervisor _____
Pay: \$ _____ Week/Month Reason for Leaving _____

Fair Credit Reporting Act Disclosure: In making this application it is acknowledged that we may request information regarding your character, employment, and background. Upon written request, information concerning the above will be obtained. False or incomplete information in this application is grounds for termination of employment consideration or employment, if already employed.

I CERTIFY THAT THE ABOVE INFORMATION IS ACCURATE AND COMPLETE:

Signature