



Centreville Presbyterian Church

Safe Church Policy

Jesus said, "Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these." Matt. 19:14(NIV)

Statement and Purpose

Centreville Presbyterian Church (CPC) is establishing this policy to protect children and students participating in church activities from sexual abuse, sexual misconduct and other forms of harm (verbal, physical and emotional). CPC will make every effort to assure that the persons working with CPC children and students are deserving of that trust and responsibility. The policy also directs that activities involving children and students be conducted in a manner to minimize the risk of abuse or allegations of abuse. This policy is for all CPC activities involving children and students, on CPC grounds or off site and for all outside groups using CPC facilities.

Standards of Conduct

Volunteers are responsible for following the Safe Church Policy. Failure to routinely follow the policy will result in the removal from a position of responsibility or job termination.

Volunteers are expected to conduct themselves in a way that upholds Christian values and reflect positively on the church, the presbytery and the Covenant Order of Evangelical Presbyterians (ECO).

All volunteers working with children and students will:

- Submit a written volunteer application form with references.
- Sign a consent form allowing a background check to be completed.
- Personal interview by the ministry director or associate pastor.
- Read and sign this policy to acknowledge the willingness to abide by it.

Common expressions of affection (hugs), affirmation (pats on the back), support (prayer), or physical care taking (changing diapers, etc.) are appropriate. Care must be taken that physical expressions of affection are not excessive or imposed upon another individual.

Volunteers will use appropriate communication with students and children at all times including phone calls, text messages and all forms of computer-based communication.

Appropriate discipline includes establishing clear expectations and providing incentives for acceptable behavior as well as using verbal disapproval, loss of privileges and redirection. Corporal punishment of any kind (striking, spanking, shaking, etc.) is unacceptable. Derogatory remarks or comments will not be used. Refer children or students that continually misbehave to the Director of Children Ministry or the Director of Student Ministry.

All nursery workers, teachers, and other volunteers will work in pairs. At no time should any volunteer or staff person be left alone with a child, youth or group of children.

Children and students must be under direct, age-appropriate supervision at all times when on CPC grounds or attending any CPC activity. Volunteers also will take appropriate measures to ensure the physical safety of all participants during CPC events.

PERMISSION SLIPS ARE REQUIRED FOR SPECIFIED CHURCH ACTIVITIES.

All activities must have an appropriate child/adult ratio as determined by the Senior Pastor and Director involved. For mixed gender student overnights, there must be both a male and female volunteer present.

All van use must be planned to have 2 drivers that are screened and at least 25 years of age.

An employee or volunteer will transport children and students in groups for church activities. Parental permission by phone is required if a child or student is traveling with only one employee or volunteer.

Any person who believes that misconduct governed by this policy has occurred will immediately report the information to a pastor or responsible staff member. Allegations of physical and sexual abuse will be reported immediately to the appropriate government authority as required by law.

Volunteer Signature:

Date:
