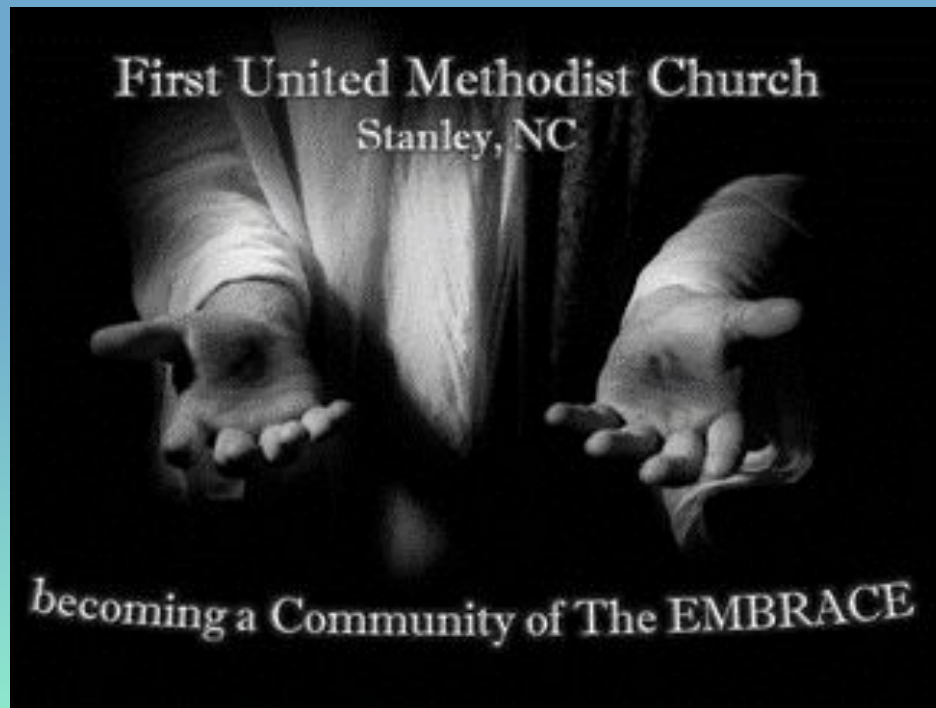


Welcome to:



First United Methodist Church Becoming a Community of The EMBRACE





“At that time the disciples came to Jesus and asked, ‘Who is the greatest in the kingdom of heaven?’ He called a child, and had him stand among them. And he said, ‘Truly I tell you, unless you change and become like children, you will never enter the kingdom of heaven. Therefore, whoever humbles himself like this child is the greatest in the kingdom of heaven. And whoever welcomes a little child like this in my name welcomes me.

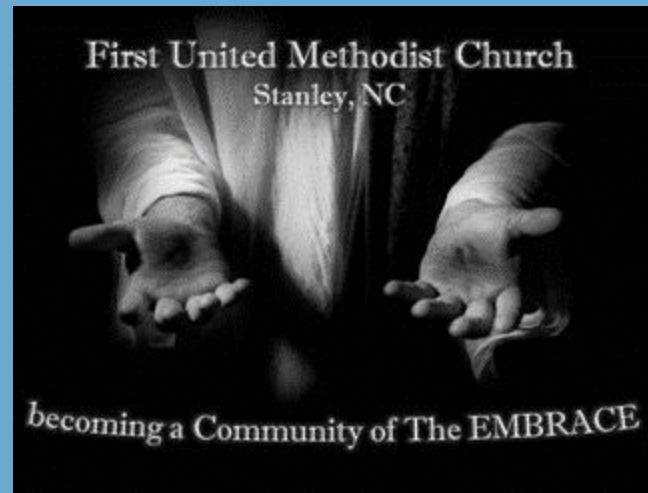


But if anyone causes one of these little ones who believe in me to sin, it would be better for him to have a large millstone hung around his neck and to be drowned in the depth of the sea.” (Matthew 18:1-6)



PURPOSE

- Children and youth are a vital part of the United Methodist Church and our community of faith. We take the responsibility given to us by Christ to include and provide for them. This includes accepting the serious responsibility of providing a safe and secure place for them to develop as Christians.



We are Dedicated to the Emotional, Physical, and
Spiritual

Health and Safety of all children and Youth
entrusted to our care.



STATEMENT OF **COVENANT AND POLICY**

- **As a Christian community of faith First United Methodist Church-Stanley pledges to conduct the ministry of the gospel in ways that assure the safety and spiritual growth of our children, youth, and adults as well as all workers with children, youth and adults. We as a congregation pledge our utmost to protect all who enter our doors by adopting the following procedures.**



SUPERVISION AND **CONDUCT:**

- All teachers and those who supervise directly or indirectly children/youth must be a church participant in good standing for at least six months. The exception to the church participation rule could be the scouting programs, which have their own set of requirements.



SUPERVISION AND **CONDUCT:**

- All teachers supervising children/youth must have a criminal background check completed from local and, when appropriate, state and national law enforcement agencies.
- (These background checks may be provided by law enforcement agencies, approved investigative agency, or an attorney)



SUPERVISION AND **CONDUCT:**

- Results of the criminal background check will be kept in strict confidence and under lock and key.
- The pastor, chairperson of staff-parish committee, and Administrative Council Chair will be the only persons allowed to review this information.



SUPERVISION AND **CONDUCT:**

- It will be the responsibility of the Pastor or their designee to insure that annual training takes place.
- All adult volunteers and staff shall sign a pledge to follow this policy and these procedures prior to being permitted to participate in activities with children/youth.



SUPERVISION AND **CONDUCT:**

- All volunteers and employees are required to take training on the reality of child abuse and sexual misconduct, risk factors that lead to child abuse, and prevention strategies.
- Please go to the following link for such training:
- https://youtu.be/ONbGml_Af1I

Training Resources

- https://www.umcdiscipleship.org/leadership-resources/safe-sanctuaries?group=61&limit=10&cat=865%25257C2324&sortBy=resource_date%25257Cdate&sortDirection=desc



SUPERVISION AND **CONDUCT:**

- All classrooms or areas being used by children/ youth should have a glass panel in the door to allow for outside monitoring. This glass panel must not be covered and should allow monitoring of all spaces within the classroom or area.



Minimum Age of Volunteer:

- 1. Volunteers and staff must be at least 18 years old and must be 5 years older than the age of persons that they will be working to serve. Persons not meeting this requirement may not be left alone with children.**
- 2. Youth volunteers working with children must be at least 12 years of age and be supervised at all times by an Adult Leader or staff person.**



Two-Adult Rule:

Two adults are to be utilized in all programming with children and youth.

Where it is impossible to staff two adults in every room have an additional adult to serve as a floater with visual and physical access to all areas (requiring either doors to be open or having prominent windows in the doors).



SUPERVISION AND CONDUCT:

- Parents shall always be given advance notice and information regarding any activity in which their child/youth will be participating which deviates from the traditional classroom instruction offered at the church during Sunday school, God's Kids, UMY or youth Bible Study, or Vacation Bible School. Parents may be required to give permission for their child/youth before the child/youth's participation in divergent activities.

- Overnight youth retreats or mission trips

- All counselors must be twenty-one (21) years of age. On an overnight retreat where there are both male and female youth, there must be both male and female counselors. Youth will not share a bed with an adult. A minimum of three persons shall be assigned to a room; males and females are to be housed in separate rooms, with the exception of married couples. Visitation between male and females in bedrooms is prohibited unless directly supervised in a group setting with the counselors for devotional or group discussion times.

Bathroom Policy

- • It is encouraged that a parent or guardian accompanies any child/youth needing assistance in the restroom. When this is not possible the door to the restroom should be kept open or ajar with as much privacy as possible provided for the child/youth.

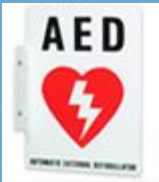
Sunday Morning Security:

- All doors except sanctuary front doors will be locked 5 minutes after worship begins to insure the safety of our children and teachers in the nursery and children's church

SAFETY AND FIRST AID:

- The church will offer a course for CPR/First Aid for staff and volunteers annually.
- Strongly encouraged for those working with children/youth and older adults

SAFETY AND FIRST AID:



- Defibrillator
- Go to link for training
- <https://youtu.be/7LRP1zbsdO0>
- CPR every two years





Registering Participating Children:

All children in the nurseries must be registered by a parent or guardian.

All children left at events at the church must all be registered each visit by a parent or guardian.

McMannen UMC Sunday School & Church Nursery

ATTENDANCE LOG

DATE April 30, 2016

Child's NAME & Nickname (First & Last)	Birthdate (MO/YR)	Parent's Name Visitors: Please Give Address	Special Requests for your child
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			
11.			
12.			



On-campus pickup:

All children and youth 8th grade and younger must be picked up by a parent or guardian. Emergency cases will be decided on an as needed basis. No child may be released to a sibling or other older child.

Exception: We will release children to brothers or sisters who drive and have previously arranged with the staff permission from parents.



SUPERVISION AND CONDUCT:

- **Conclusion :**
- In all of our ministries with children and youth, this congregation is committed to demonstrating the love of Jesus Christ so that each child and youth will be ...surrounded by steadfast love, ...established in the faith, and confirmed and strengthened in the way that leads to life eternal“
- (From "Congregational Pledge 2," "Baptismal Covenant II," in *The United Methodist Hymnal*, p. 44).



Unsupervised Children and Youth:

Any person or group using, attending, or visiting any area of the church cannot leave their children under the age of 12 unsupervised.

Children may not be left in a room by themselves or allowed to roam the church campus.

This includes the playground and outdoor open areas.



Scheduled Free Play:

Scheduled events or programs.


Two adults and one youth leader must be present for scheduled free play. Children under 12 must be accompanied by an adult or guardian at least 18 years of age.



Use of Social Networking Sites:

Adult volunteers are discouraged in having social media contact with youth and encouraged to screen their posted content.

Youth media release form

Volunteer Applicant Reference Form 

Name of Applicant _____

List two references **not related to you** with full contact information.
The application process cannot be completed without full contact information.

Reference #1 _____	Phone(s) _____
Address _____	
City, State, Zip _____	
Best time to contact: <input type="checkbox"/> Daytime <input type="checkbox"/> Evening	

Reference #2 _____	Phone(s) _____
Address _____	
City, State, Zip _____	
Best time to contact: <input type="checkbox"/> Daytime <input type="checkbox"/> Evening	

Signature of Volunteer Applicant Date

Volunteer Request for Records Form

Our own experiences of abuse and/or neglect can impact our ability to care for others who are vulnerable. If you would like to talk with one of our pastoral staff about your experiences, or about any answers you have provided, we encourage you to do so.

Have you ever been convicted of, or pled guilty to a crime, either a misdemeanor or a felony, including but not limited to drug-related charges, child abuse, other crimes of violence, theft, or motor vehicle violations?

Yes No

If yes, please explain: _____



Off Campus social or casual contact between Youth workers, volunteers and Youth or children:

Line between being a Friend or Youth Worker.

Often parents have two different relationships with youth in the church, that of family friend and that of a regular youth/children program volunteer.

These two different relationships may make it difficult to determine whether or how Safe Sanctuary Policies apply in particular situations.



Off Campus social or casual contact between Youth workers, volunteers and Youth or children:

During official youth or children functions where you are acting as a volunteer, then SS Policies should apply.

In other situations, you should ask yourself the question: would I be in this situation if I were NOT a volunteer in the youth or children's program? If the reasonable answer is NO, then Safe Sanctuary Policies should apply.



Transportation for Church-Organized Events:

Always have more than one child and one adult in a vehicle. (While transporting children or youth.)

Exceptions to this rule are allowed only in emergency situations.





Lodging During Church Sanctioned Events:

In situations where adults must room with youth or children in a hotel, cabin, or other similar situation, *there should be two adults either in the same room or adjoining rooms with the door left open between them and at least three persons per room.* These adults must be the same sex as the children or youth. Adults cannot sleep in the same bed with youth or children unless they are the parent or guardian of that child.



North Carolina Statutes

§ 115C-400 School personnel to report child abuse

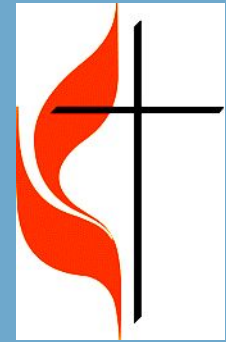
Any person who has cause to suspect child abuse or neglect has a duty to report the case of the child to the Director of Social Services of the county, as provided in Article 3 of Chapter 7B of the General Statutes. (1981, c. 423, s. 1; 1998-202, s. 13(bb).)



Reporting Abuse:

If an incident of child abuse is alleged, it is crucial that it be dealt with immediately and in a clearly outlined manner with compassion.

The person who observed alleged abuse or to whom such alleged abuse is reported shall report the incident immediately to the person in charge of the children's or youth activity, who shall notify Pastor and Gaston County Social Services Department of Children's Protective Services (CPS)



Review Reporting Abuse

- 1. All reporting, after being received verbally, should be documented
 - in writing. Documentation in writing should follow through the entire process.
- 2. The first line of reporting is the pastor or department leader
 - responsible for the program where the abuse occurred.
- 3. The second line of reporting is the Senior Pastor.
- 4. The third line of reporting is to the Chairperson(s) of the Staff Parish
 - Relations Committee.



Review of Key Point -1:

- 1. Volunteers will be screened.**
- 2. Volunteers must be 18 or older.**
- 3. Volunteers must be in the church 6 months.**
- 4. Volunteers will receive training.**
- 5. Minimum 2 adults with children rule applies.**
- 6. Open doors or open visibility rules applies.**
- 7. Children will be released only to appropriate adult.**



Review of Key Point -2:

- 9. Sign-in/Sign-out will be used for nurseries.**
- 10. Children under the age of 12 must be supervised at all times.**
- 11. 12. Lodging will be assigned by assessing least risk.**
- 13. Allegations of allegedly abuse will be reported promptly and appropriately.**
- 14. Only Authorized personnel may speak to the Media.**

After taking quiz please inform Church that you received taring via e-mail:

jmnorton1950@gmail.com

Time for a Pop Quiz!



Question 1

- At the very least, how many adults must be present with preschoolers and children during school and church activities?
- One
- Two
- Three or more
- Does not matter—whomever is available at the time.

Question 2

- How long should a teacher or volunteer need to be a member or regular attender of FUMC to work with preschool or elementary-aged children?
- One year
- Six months
- Three years
- Does not matter as long as they are religious

Question 3

- Must an adult always supervise a helper between the ages of 12-17?
- Yes
- No
- It is okay to be unsupervised if the helpers are regular church attenders.

Question 4

- Any suspected or reported case of neglect or abuse (physical, sexual, or other abuse) should be reported immediately to:
 - Pastor
 - Sunday School Teacher
 - Staff Parish Chairperson
 - Council Chairperson

Question 5

- All workers should have a background check.

1. yes

2. No

Question 6 – 12

-Please answer True or False to each statement below:

6 _____ All classrooms or areas being used by children/ youth should have a glass panel in the door to allow for outside monitoring.

7 _____ Child sexual abuse always involves physical contact with children

-Please continue to answer True or False to each statement below:

8- _____ Most child molesters are male.

9- _____ Child molesters are usually strangers.

Please continue to answer True or False to each statement below:

- 10- _____ Most churches screen workers for potential molesters.
- 11- _____ An adult who claims to be religious no longer presents a threat to children.
- 12- _____ A 50-cent coin is about the same diameter as a young child's throat.



Send any questions to : Johnny Norton
jmnorton1950@gmail.com





Safe Sanctuary Training FUMC Stanley

January 22, 2017

Please sign and indicate that you understand and accept responsibility as outlined in this training.

Name

Accept Responsibility (Yes or No)

1	
2	
3	
4	
5	
6	
7	
8	

Volunteer Applicant Reference Form



Name of Applicant _____

List two references **not related to you** with full contact information.
The application process cannot be completed without full contact information.

Reference #1 _____	Phone(s) _____
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City, State, Zip _____	
Best time to contact: <input type="checkbox"/> Daytime <input type="checkbox"/> Evening	

Reference #2 _____	Phone(s) _____
Address _____	
City, State, Zip _____	
Best time to contact: <input type="checkbox"/> Daytime <input type="checkbox"/> Evening	

Signature of Volunteer Applicant

Date

Volunteer Request for Records Form

Our own experiences of abuse and/or neglect can impact our ability to care for others who are vulnerable. If you would like to talk with one of our pastoral staff about your experiences, or about any answers you have provided, we encourage you to do so.

Have you ever been convicted of, or pled guilty to a crime, either a misdemeanor or a felony, including but not limited to drug-related charges, child abuse, other crimes of violence, theft, or motor vehicle violations?

Yes No

If yes, please explain: _____

ACCIDENT REPORT FORM

(Please print all information.)

Date of accident: _____ Time of accident: _____

Name of child/youth injured: _____ Age: _____

Address of child/youth: _____

Location of accident: _____

Parent or guardian: _____

Name of person(s) who witnessed the accident:

Name: _____ Phone: _____

Name: _____ Phone: _____

Name: _____ Phone: _____

Describe accident: _____

**This is a sample form. Please tailor it to fit your congregation's specific needs.*

EDWARDS & ASSOCIATES LLC
P.O. BOX 805
MOUNT AIRY, NORTH CAROLINA 27030
PHONE: 336-786-1962
FAX: 336-789-6779
edwardsassoc@surry.net

Please complete the information on this form and fax or email to Edwards & Associates to have each order filled.

Associate Name: JANICE DEMCIO Phone: 336-786-1962
janice@cbackground.com Fax: 888-722-9221

Information Requested On:

FULL NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

COUNTY: _____ DATE OF BIRTH: _____

SOCIAL SECURITY #: _____ DL#: _____ ST: _____

REPORTS TO BE COMPLETED:

_____ SOCIAL SECURITY TRAC

_____ CREDIT REPORT

_____ STATE CRIMINAL (Indicate State)

_____ DRIVERS LICENSE (Indicate State & D.L. Number)

_____ FEDERAL CRIMINAL

_____ NATIONAL CRIMINAL

_____ OTHER

Order Approved By: _____ Date: _____

Name of Company: _____

Phone Number: _____ Fax Number: _____

The FUMC of Stanley photographs, videos, slides, or illustrations of children for many purposes. Such photographs, videos, or any illustrated materials may be used in our church newsletter, or on our web page or in publications produced by FUMC of Stanley. They also may be used by the news media in the church related coverage news coverage, in video productions aired on television produced by FUMC of Stanley or in other similar forms of communication.

This form allows you as the parent or guardian to choose whether your child may be in a video, photograph, webpage, or other illustrations used by FUMC of Stanley.

Check ONE:

_____ I give permission to FUMC of Stanley to make photograph, video, or other illustrations to be used by the news media and/or by FUMC of Stanley of my child.

_____ I do not give permission to FUMC of Stanley to make photograph, video, or other illustrations to be used by the news media and/or by FUMC of Stanley of my child.

NRSC Safety Training Videos -
Depending On You - Child Abuse
Prevention (Safety Video) - D190

https://youtu.be/wpHW-EY_VvY