

Member Information Meeting
January 13, 2016
Children and Youth Protection Policies and Practices

1. Why are we so intentional about protection policies and practices at Grace?
 - To protect our children and youth
 - To protect our volunteers
2. Why do we discuss this topic often?
 - Awareness
 - Education
 - Cooperation
3. What do we do to protect our children and youth and prepare our volunteers?
 - Vetting (application, background check, reference check, policy on sexual activity for volunteers)
 - Training (required annually, policy and practice manual)
 - Campus monitors
 - Reporting
 - Nighttime security guard
4. What are the key policies and practices for protecting our children and youth?
 - No adult should ever be alone with a child or youth who is not their own.
 - Parents should supervise their children at all Grace functions unless their children have been entrusted to an approved and designated child-care worker.
 - Parents should not allow their children to leave the worship service without them.
 - All children and youth workers must follow all the policies and practices of Grace at all times.
 - A minimum of two volunteers are required in children's classrooms at all times.
 - Only approved and designated adult workers are allowed in children's classrooms.
 - The sign-in, sign-out procedure for children must be followed.
 - Men are not permitted to change diapers or take children to the bathroom.

- Parental permission must be given before an approved and designated youth worker is allowed to transport or meet with a youth. All meetings must be in public. Youth workers should never be alone with a youth.
- Except for changing diapers according to policy, there must be no touching of children under clothing. There should be no touching of children on chest, buttocks, or sexual organs outside their clothing.
- No physical discipline of children is allowed at Grace. No child should be restrained except for that time necessary to prevent self-harm or harm to others. Parents are to be called immediately if a child is physically violent, at risk to self, or at risk of harming others.
- No verbal abuse, belittling, or yelling is allowed at Grace.
- No volunteer is allowed to have discussions of a sexual nature or to refer to sexual body parts among the children at Grace. Discussion of sexuality among youth is only appropriate in the context of the youth program and under the direction of the youth ministry staff member at Grace.
- The policies and practices for child and youth protection apply to all Grace events (Sunday programs, Community Groups in homes and on campus, VBS, child-care for events and classes, youth discipleship groups, trips, etc.).

5. What will happen if there is an allegation of child abuse at Grace?

- Report to proper authorities. (Grace will not attempt to investigate allegations of child abuse.)
- No attempts to silence reporting by appeals to church unity or threats of church discipline or any other means.
- No attempts at reconciliation sessions between victims of abuse and perpetrators of abuse.

6. What is the responsibility of every parent and member at Grace?

- Attend to your children at all times, unless your children are with approved and designated child-care workers in the programs of the children's ministry.
- Cooperate with the children and youth protection policies and practices.
- Make child and youth protection a personal priority.
- Speak up if you see something that needs the attention of the church leadership.