

Child Protection Program



Building a Safe Sanctuary of Transformation



CHURCH OF THE
RESURRECTION

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CHILD PROTECTION AT CHURCH OF THE RESURRECTION

Child and Youth Safety Takes Priority

As a church, we believe that the spiritual, emotional, and physical well-being of children is vital. Our policies ensure that church activities involving children are consistent with the teachings and example of our Lord Jesus Christ and with the Christian tradition of nurturing children.

The primary purpose of our policies is to promote the safety and well-being of children and youth by providing clear instructions about the operation of children and youth ministries at Church of the Resurrection. The leaders of Church of the Resurrection request the cooperation of the adults in our church who must abide by all guidelines.

A Higher Standard

As ambassadors of Jesus Christ, we must strive to be worthy of a very high standard of trust. For this reason, everyone at Church of the Resurrection must avoid even the appearance of inappropriate behavior. All adults must diligently avoid any conduct that appears wrong to a reasonable observer, even if no actual misconduct takes place. I Thessalonians 5:22- "Abstain from all appearance of evil."

CHILD PROTECTION SCREENING PROCESS

Adults working directly with children in any ministry must complete the following:

Application Forms

Applicants must complete and sign an application and the related waivers giving permission to check references and background information.

Criminal Background Check

This will be kept in strict confidence and will only be available to Church of the Resurrection professional ministry staff.

References

The references will be done by phone, mail, or email. The three references include: one person who has known the applicant well for two or more years, a current or former supervisor, and a member of the applicant's immediate family (sibling, parent, spouse, or child).

Online Training

Online training includes watching a training video, reading the Child Protection Policies and completing a comprehension quiz.

Six-Month Rule

All applicants must have attended the Church of the Resurrection for a minimum of six months. This time of interaction between ministry leaders and the applicants allows leaders to better evaluate the suitability of an applicant for children's work. In some situations this rule is not feasible and may be waived in such cases as church employees or interns. If the six-month rule is waived, program leaders may take additional steps to screen the applicant at their own discretion.

Auto Safety

Persons who are asked to drive vehicles for transporting children will be asked to show a valid driver's license and complete an "Auto Safety" form.

Confidentiality of Information

Confidentiality will be maintained. The contents of the application, references, and the results of the criminal background check will be kept confidential. Information will be marked as such and stored with limited access files afforded only to church staff.

CHILD MALTREATMENT & ABUSE

Child maltreatment is any type of harm to a child by a caretaker. This includes acts of commission (assault) as well as acts of omission (failure to protect). This could mean injuries to a child by unsafe driving, poor judgment on a field trip by an inexperienced leader, an understaffed nursery where a child falls from a changing table as well as sexual abuse or molestation.

As defined by the state of Illinois, **child abuse** is “the mistreatment of a child under the age of 18 by a parent, caretaker, someone living in their home or someone who works with or around children. The mistreatment must cause injury or must put the child at risk of physical injury. Child abuse can be physical (such as burns or broken bones), sexual (such as fondling or incest) or emotional (such as verbal aggression)” (www.state.il.us/dcf).

Sexual abuse is any form of sexual contact or exploitation in which a minor is being used for the sexual stimulation of a perpetrator. According to the National Resource Center on Sexual Abuse, it is “any sexual activity with a child whether in the home by a caretaker, in a day care situation, a foster/residential setting, or in any other setting, including on the street by a person unknown to the child. The abuser may be an adult, an adolescent, or another child, provided the child is four years older than the victim.” Sexual abuse does not have to involve physical contact, or be violent. It is any behavior that involves children in sexual behaviors for which they are not personally, socially and developmentally ready.

Examples of sexual abuse involving touching are: fondling, rape

Examples of sexual abuse not involving touching are: inappropriate sexual comments, obscene phone calls, inappropriate pictures

CHILD ABUSE PERPETRATORS

Child molesters cannot be identified by appearance, intelligence, dress or even membership in a church.

There are two types of child molesters.

Situational— an individual who gives in to temptation and acts on impulse. The tendency for abuse may never exist until the opportunity arises. This person is deterred by minimizing situations that are ripe for abuse by training, strong supervision and emphasis on guidelines.

Preferential— an individual who abuses children repeatedly and will work to gain access to vulnerable children. Many are adept at living a “hidden life” and appear completely normal to others. Be aware of “grooming behaviors”: a pattern of behavior by a child molester that makes a child more vulnerable to molestation. This person is deterred by a six month rule, criminal background checks and protection policies.

“Grooming Behaviors” may include providing gifts, trips or money. Be aware of excessive attention given to selected children and fostering reliance on or an emotional attachment to an adult. Take note of anyone creating a “guru” syndrome- a ministry focused on the personality of the ministry worker. Be alert should a ministry worker initiate “secret activities”. There are no secret activities or meetings closed to parents.

Our main priority is the welfare of our children. Our children’s ministry program is to serve, uplift, instruct and protect kids. Working with children is a privilege and it is the responsibility of the church leadership to select the best qualified people.

RECOGNIZING CHILD ABUSE & MALTREATMENT

Recognizing Sexual Abuse

Physical signs of abuse may include:

- Lacerations and bruises
- Nightmares
- Irritation, pain, or injury to the genital area
- Difficulty with urination
- Discomfort when sitting
- Torn or bloody underclothing
- Venereal disease

Behavioral signs may include:

- Severe anxiety inappropriate for age
- Nervous or hostile behavior toward adults
- Sexual self-consciousness
- Withdrawal from activities and friends

Verbal signs may include the following statements:

- “I don’t like [a particular ministry/volunteer worker]”
- “[A ministry/volunteer worker] does things to me when we’re alone”

Recognizing Neglect:

- A child appears to be undernourished
- A child is dressed inappropriately for the weather
- A young child has been left alone

REPORTING CHILD ABUSE

If you ever see anything that appears suspicious or see any inappropriate behavior by another adult, please **report it immediately to the Children’s Pastor, Youth Pastor, or Executive Pastor**. Church of the Resurrection employees are mandated reporters and will report abuse to the Department of Child and Family Services (DCFS).

Under Illinois law, as a volunteer at the church you are not a mandated reporter, but you need to report to a church staff member.

REDUCING THE RISK OF CHILD ABUSE

Three controllable factors that affect the risk level of child abuse are:

1. Isolation:

- Risk increases as isolation increases.
- Most cases of sexual abuse occur in isolated settings.
- Four factors affect isolations: (1) the number of people present, (2) the time of the activity, (3) the location of the activity, and (4) the physical arrangements.

2. Accountability:

- Risk increases as accountability decreases.
- Child sexual abuse always occurs in settings where proper accountability or checks are not in place, especially without the accountability of another adult in the room.

3. Power:

- Risk increases when there is an imbalance of power, authority, influence and control between a potential abuser and a potential victim.
- Children are vulnerable to sexual predators because of the imbalance of power related to age, size, strength and control.
- Most child victims know and trust their abuser. Once abuse occurs, perpetrators will use their power, authority and influence to promote silence.

VOLUNTEER GUIDELINES

- All adults working directly with children must have attended Church of the Resurrection for at least six months.
- A room cannot only have volunteers from the same family.
- Anyone over 14 must complete the Child Protection Program.
- Older children who want to serve must have completed 5th Grade and must complete the Youth Helpers class.
- Any group providing childcare on church property or at a church-sponsored function are responsible to see that the childcare workers have completed Church of the Resurrection's Child Protection Program.

Adult to Child Ratios

Church of the Resurrection has a goal of maintaining the following Ratios of ministry workers to children whenever feasible. These ratios are goals. The church recognizes that in some circumstances achieving these ratios may not be feasible such as an unexpected number of children showing up for an event.

Program	Adults	Children
Nursery	1	3-5
Preschool	1	6-8
Elementary	1	10-12
Jr. High / High School	1	15

CHILD PROTECTION POLICIES

Touching Policy

Children want and need physical affection, but for the safety of all, touching should:

- Always be done in the presence of other adults. It should be in public.
- Initiated by the child for the benefit of the child.
- Be non-demanding. Gentle touch of shoulders, hands, arms, back is OK.
- Touching behavior should not give even the appearance of wrongdoing; it should be above reproach.
- A child's preference not to be touched should be respected. Do not force affection upon a reluctant child.

Bathroom Policy

Nursery:

- Diaper changes are only done by the child's parent.

Preschool:

- When a child is going to the bathroom in the room bathroom, stand outside the door, facing away from the bathroom. Leave the bathroom door slightly open.
- If a child needs help using the bathroom, a same-gendered adult can help while another adult waits outside the partially open door.

Elementary:

- Before the child enters the bathroom, identify and be aware of any other adults in the bathroom.
- 2 adults must take a child to the bathroom.

Security

- Parents must check-in and pick-up their children from all ministries or child care. Siblings under the age of 18 are not allowed to check-in or pick-up.
- All children entering a room must have checked-in at one of the two electronic check-in stations and must be wearing a nametag.