



Revised Feb 2025

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# Topics



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# Mission



The church is to be a holy place of sanctuary where all can gather for worship, study, service, and fellowship with the assurance that they are safe and secure in the community of faith. As Christians we are called to love, care for, and protect all people, especially children. We seek to ensure a physically and emotionally safe environment that nurtures spiritual growth for children, youth and adults who work with them.

# Guidelines



- Code of Behavior and Covenant
  - Numbers matter
  - Barriers to abuse
- Volunteer & Staff training
- Reporting
- Volunteer Covenant Forms → ~~Background checks~~

# Code of behavior



- Adults provide supervision and model adult Christian behavior for the youth in their care and should endeavor to see that the example they set is consistent with the value and expectations of the church community.
- There is no church-sanctioned event in youth ministry that permits one adult to be alone with one youth. There must always be a minimum of two adults present.
- We do not tolerate any kind of abuse or bullying

# Numbers



## 2-Adult Rule

- Whenever possible, at least two non-related adults shall be involved in any youth activity.
- When two adults cannot be present in a youth activity, random checks by another unrelated adult shall occur.

## 6-month rule

- All church members and friends who wish to volunteer in programs for infants, children and youth shall have been active participants at Salem United Church of Christ for at least 6 months

## 5-year rule

- All staff or adult volunteers working with children or youth shall be at least five (5) years older than the group with which they will work.

# Outside Groups



- This training and covenants apply for regular users
  - Adults in Chartered / sponsored orgs for youth and children
    - Scouting America leaders must be current with and follow YPT/ SYT
  - Adults in other orgs with a specific purpose to support children or youth
- Other Building Use
  - e.g. weddings, funerals, one-off dinners part of the building use form (special section for youth-focused events)

# Digital Environments



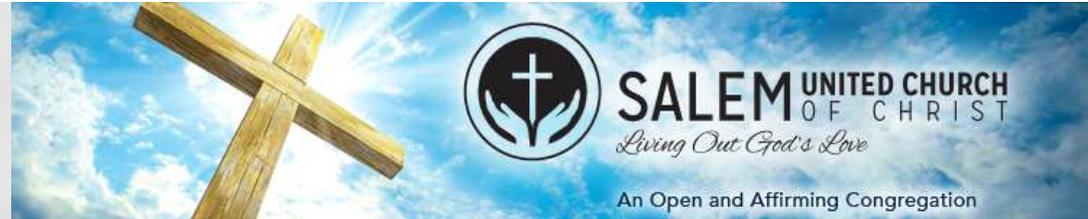
- Electronic communications
  - Email, Zoom, Mighty networks, X, etc
- Social media platforms- closed or protected groups and tools
- Staff/ arms-length interactions
  - Public vs private accounts
- Same rules apply: 2-adult, 6-month, 5-year
- No personally-identifying info posted for public consumption

# Volunteer Reporting



- Safe Church concerns
  - Complete Incident Report form
  - Any inappropriate conduct or relationship between a person and a child, youth or adult shall be promptly reported to the Pastor or the Director of Christian Education.
  - They will guide any next steps

# Emergencies

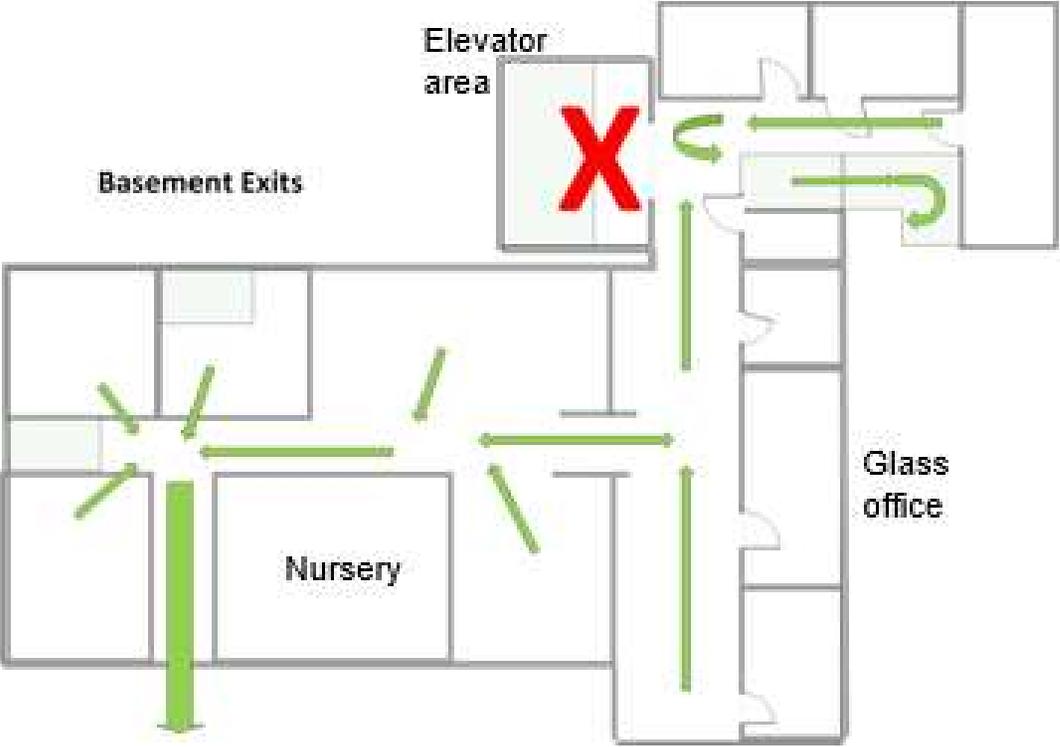


- Severe Weather
  - Seek basement shelter, 1 person sweep all levels
- Shelter-in-place (local authorities)
  - Follow guidance
- Fire or gas leak
  - For Gas, DO NOT pull alarm or use light switches
  - Pull alarm only for Fire
  - Evacuate, call 911
- Active shooter
  - Run, Hide, Fight

# Exits



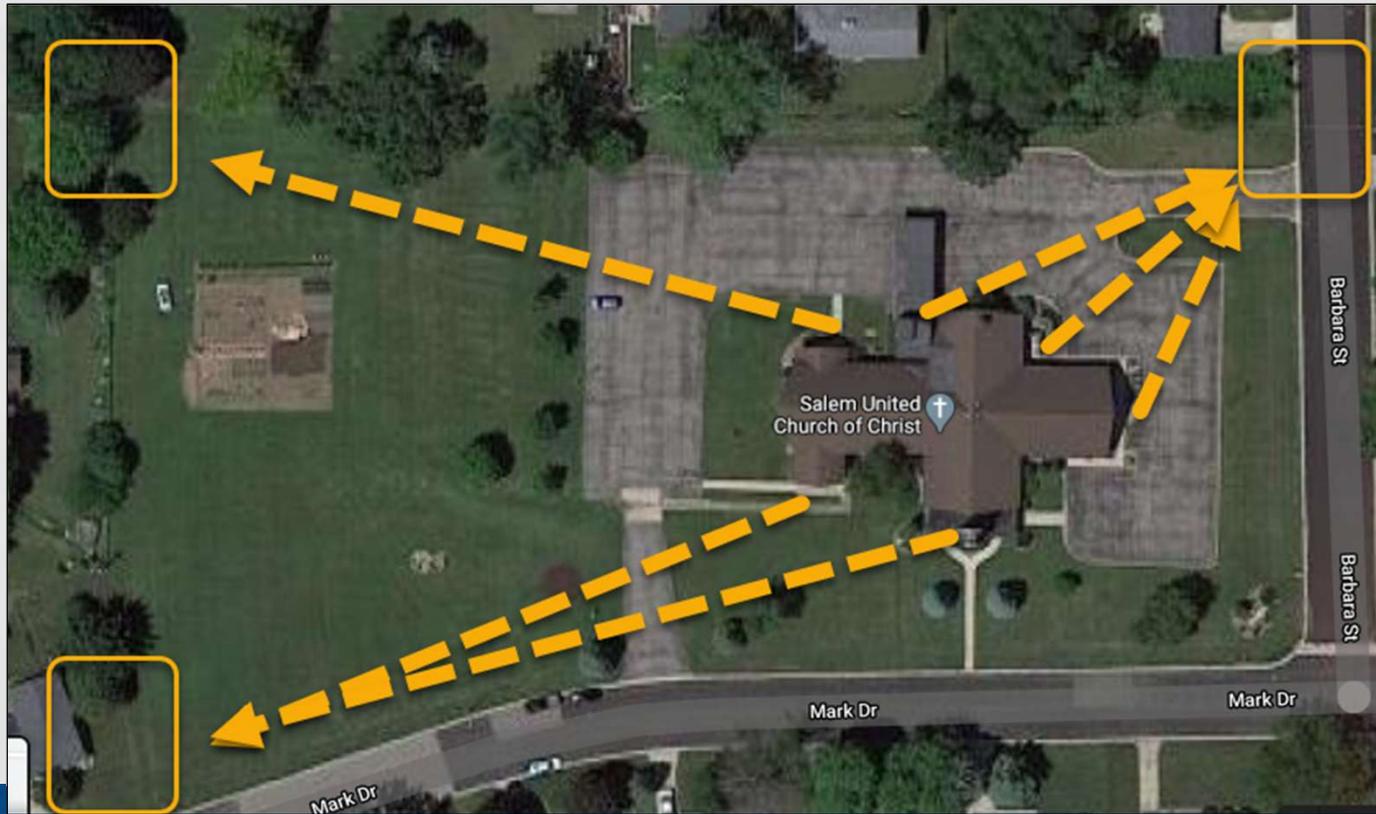
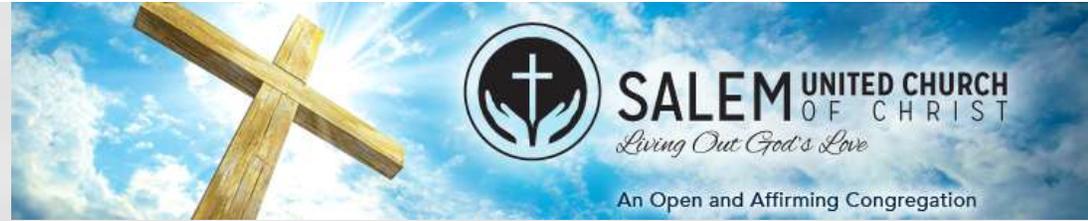
## BASEMENT EXITS and SHELTERING LOCATIONS



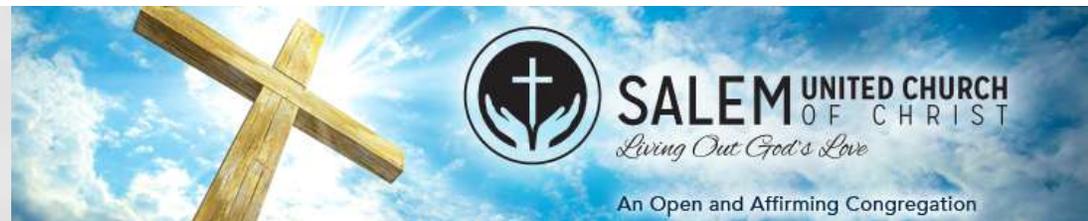
# Shelter



# Muster



# Reminder of key points



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# Thank you!



- Read and sign
  - Training Record
  - Covenant Form
- See you in 3 years!
  - Today's training expires Aug 31, 2028