

Child Protection Policy and Procedure for Franconia United Methodist Church

Biblical Foundation

Franconia United Methodist Church (FUMC) seeks to express God's love of young persons and to provide for their personal wholeness. This caring faith community seeks to provide an environment which is caring and secure for all persons. FUMC further seeks to prevent child abuse of any form and to be in ministry to families where abuse may occur. The Bible is foundational to our understanding upon which all policies, procedures and ministries must stand.

And they were bringing children to Him, that he might touch them, and the disciples rebuked them. But when Jesus saw it He was indignant, and said to them, "Let the children come to me, do not hinder them; for to such belongs the kingdom of God. Truly, I say to you, whoever does not receive the kingdom of God like a child shall not enter it." And He took them in His arms and blessed them, laying His hands upon them.

Mark 10:13-16

Jesus teaches us explicitly that young persons have the right and the keys to the Kingdom of God. He demonstrated this through blessing and touch. Our goal in response to this Biblical mandate is to maintain a safe, secure and loving place where children may grow.

As Christians, we must establish and maintain a nurturing, loving, safe and secure Christian environment, providing support and assistance to our children, youth, and at-risk adults, remembering that our mandate is not only a responsibility, but an opportunity and a privilege.

"A new commandment I give you: Love one another.

As I have loved you, so you must love one another."

John 13:34 (NIV)

Child Abuse Law in the Commonwealth of Virginia

A copy of the entire document is located in the FUMC Church Office **during normal business hours** for reference at any time.

Types of Child Abuse

Definition

Child abuse refers to an act committed by a parent, caregiver or person in a position of trust (even though he/she may not care for the child on a daily basis) which is not accidental and which harms or threatens to harm a child's physical or mental health or welfare. The following definitions and explanation in this section are from the Virginia Department of Social Services

Types of Abuse

1. Physical Abuse: A physical injury, threat of injury or creation of a real and significant danger of substantial risk of death, disfigurement or impairment of bodily functions. Such injury or threat of injury, regardless of intent, is inflicted or allowed to be inflicted by non-accidental means. Examples: asphyxiation, bone fracture, brain damage, skull fracture, subdural hematoma, burns, scalding; cuts, bruises, welts, abrasions, internal injuries, poisoning, sprains, dislocations, gunshot, and stabbing wounds.
2. Physical Neglect: The failure to provide food, clothing, shelter, or supervision for a child if the child's health or safety is endangered. Physical neglect may include multiple occurrences or a one-time critical or severe event that results in a threat to health or safety, such as a toddler left alone. Other types of neglect include abandonment, inadequate supervision, inadequate clothing, inadequate shelter, inadequate personal hygiene, inadequate food, and malnutrition.
3. Sexual Abuse: Sexual abuse includes any act defined in the Code of Virginia which is committed, or allowed to be committed, upon a child by his/her parent or other persons responsible for the child's care. Examples of such abuse are: sexual exploitation, sexual molestation, fondling, verbal comments, intercourse/sodomy, pornographic pictures, exhibitionism, and other sexual abuse.
4. Medical Neglect: Refusal or failure by caretaker to obtain and/or follow through with a complete regimen of medical, mental, or dental care for a condition, which if untreated, could result in illness or developmental delays
5. Failure to Thrive: A syndrome of infancy and early childhood, which is characterized by growth failure, signs of severe malnutrition, and variable degrees of developmental retardation. Children are considered to be in this category only when the syndrome is diagnosed by a physician and is caused by non-organic factors.
6. Mental Abuse/Neglect: A pattern of acts or omissions, by the caretaker, which result in harm to a child's psychological or emotional health or development.
7. Educational Neglect: The child's caretaker is directly responsible for the failure of the child to attend school or an approved alternative program of study.
8. Bizarre Discipline: Any actions, in which the caretaker uses eccentric, irrational or grossly inappropriate procedures or devices to modify the child's behavior.

Reporting Child Abuse

According to the law of the Commonwealth of Virginia, all observed and suspected cases of child abuse must be reported. At FUMC these reports will be made immediately to the pastor. In the pastor's absence, reports shall be made to the appropriate social services personnel, law enforcement officers, and personnel in attendance at the church (in their capacity as mandated reporters). These notifications shall be subsequently relayed to the pastor immediately.

The pastor will immediately follow these procedures:

1. Treat any allegation of child abuse seriously.
2. Pray for the church and all persons affected by the allegation.
3. Immediately begin the documentation of all procedures observed in handling this allegation.
4. Immediately notify the District Superintendent. According to the Virginia Annual Conference Policy on Sexual Misconduct, the District Superintendent will contact the Conference Response Team. The Response Team will send a representative to the church within 24 hours to conduct an investigation.
5. Immediately notify the Virginia Department of Social Services of the allegation.
6. Immediately notify the parents if it is not known that they have previous knowledge of the alleged event.
7. Immediately notify FUMC's insurance company.
8. Do not confront the accused with the allegation unless and until advised by the Response Team to do so. If the accused has assigned duties within the church, that person must be temporarily relieved of his /her duties until the investigation is completed.
9. The pastor should extend whatever care and resources necessary, but under no circumstances should the pastor or any church leader or member investigate the allegation. In providing care to the principals (alleged victim and the accused) and their families, the pastor or church leader should under no circumstances be drawn into a discussion of the truth or falsity of the allegation which could contaminate the investigation. Do not assign blame or take any steps that involve establishing or refuting the allegation.
10. It is appropriate to show care and comfort for the alleged victim. This should be the pastoral objective from the moment the allegation is received or otherwise made known.
11. Observe confidentiality for both the alleged victim and the accused until advised to the contrary by the Response Team.

Procedure

In an effort to create the safest possible environment within the setting of FUMC, and in accordance with both the United Methodist Church Book of Disciplines and the law of the Commonwealth of Virginia the following abuse prevention measures are being utilized:

1. Staff Screening: Volunteer persons desiring to minister to children or youth shall be members or active participants within the Body of Christ at FUMC for at least one (1) year. The one-year requirement shall only be modified if the volunteer wishes to serve in an assisting capacity while at the same time meeting screening requirements as listed below.
2. Before beginning ministry with children or youth, each employed or volunteer children's teacher, child care worker, and/or youth worker will be required to sign a statement indicating that he/she has never been convicted of child abuse. This screening form will include the following: general personal information such as address, place of employment, criminal convictions, prior church membership and volunteer work. Anyone refusing to sign the statement will not be permitted to work with children and/or youth in any capacity.

- a. The screening form, once approved by the pastor and the SPPRC chair in the instance of employed personnel, will be submitted for a formal criminal background check. In the case of volunteers, the pastor shall review the form, in conjunction with appropriate lay leadership, and then submit the form for the formal criminal background check.
- b. Pursuant to receipt of a completed and satisfactory criminal background check, ministry will begin. Should criminal background checks be returned and deemed unsatisfactory, no further participation by the individual screened will be permitted. These decisions will be made by the pastor.

ProActive Steps to Protect Our Children

1. Staff Training

- a. All paid and volunteer childcare workers, children and youth Sunday School teachers and workers, and all youth leaders are required to read and sign FUMC's Child Protection Policy indicating compliance.
- b. All children and youth workers will also be required to attend a minimum of one (1) training session related to the FUMC's Child Protection policy at least once a year. These training sessions are offered twice a year by trained personnel.

2. Vacation Bible School and Special Events

- a. Vacation Bible School teachers and workers at FUMC will be required to read the policy and sign the acknowledgment form before being able to participate in the program. This protocol also applies to all other church sponsored children and youth events.
- b. Leaders of community groups of children and/or youth who use the church facilities will be required to read and sign the Child Protection policy and the hold harmless agreement. Church facilities will not be available to groups whose leaders refuse to read and sign said policy.

3. Adult/Child Supervision

- a. Children/youth leaders will be assigned in teams of two or more unrelated persons whenever there is an in-person function involving children/youth.
- b. Should there be an overnight event at church involving children/youth, or should such a group leave the church premises, the gender of leadership must reflect the gender mix of the group. At no time will there be a single adult with a segment of the group.
- c. Community groups of children/youth which meet at FUMC will comply with the Adult/Child Supervision policy.
- d. At no time will FUMC be out of compliance with the United Methodist Church Book of Discipline and the Commonwealth of Virginia Adult/Child Supervision Ratio.

4. Classroom Discipline:
 - a. All teachers and workers will use the following discipline measures:
 - i. If a child is behaving inappropriately, the teacher or worker will tell the child specifically what he/she is doing that is not acceptable and state the appropriate behavioral expectations.
 - ii. If this measure proves ineffective, the child will be guided to another activity. If inappropriate behavior continues, the child may be placed at a table to work alone, yet remain in the room.
 - iii. If the child's disruptive behavior continues after such measures have been taken, parents or guardians will be notified and asked to remove the child.
 - iv. No physical punishment or verbal abuse of any kind will be tolerated.
5. Open Classrooms: Classroom and/or child care rooms may be visited without prior notice by church staff, parents and/or other volunteer church workers at any time.
6. Signing In and Signing Out: In keeping with the law of the Commonwealth of Virginia, all children under the age of 10 must be supervised, therefore the following sign in/sign out policy must be followed:
 - a. Teachers and leaders of children between the ages of 6 and 10 years of age must be provided a signed statement of release as to how the children are to be released from FUMC supervision.
 - b. Children under the age of 6 years must be physically signed out of an event by a parent or other designated individual.
 - c. In the case of older children, ages 10 and above, parents must physically take custody of child from staff/volunteers or present a signed permission form stating that the child may leave on his or her own recognizance.
7. Electronic Media: All teachers and workers when contacting students or children via electronic means will include parents or guardians on communication. This will include texting, emails, and social media.
8. Reporting of Child Abuse: see above section on the protocol to be followed. The Church Council shall review the Child Protection Policy and Procedures of FUMC annually prior to charge conference. A verification follow-up report will be made each year at Charge Conference to ensure the integrity of the policy and procedures.

FRANCONIA UNITED METHODIST CHURCH
6037 Franconia Road
Alexandria, Virginia 22310

Please answer the following, sign, date, and return this form to indicate you have read, understand, and accept the Child Protection Policy and Procedures of Franconia United Methodist Church.

Name: _____
Present Address: _____
City: _____ State: _____ ZIP: _____
Home Phone: _____
Cell Phone: _____

Current Driver's License Number: _____ State Issued: _____
Expiration Date: _____

Name/s and address(es) of church/es you have attended regularly during the past five (5) years:

List all previous non-church work involving children or youth (please include referenced name and address of organization, name of supervisor if applicable)

List two Personal References (please do not include names of former employers or names of relatives)

Name: _____ Telephone: _____

Name: _____ Telephone: _____

I have read and understand the policy and agree to abide by it. I have no convictions or child abuse. I authorize and release any references or church/es listed to provide any information and insights they may have regarding my work with children and/or youth.

Signature

Print Name

Date