

APPENDIX K
Evangel Church PCA
Child Protection First!
(abbreviated policy)
Revised 2016

PURPOSE: It is the purpose and intent of Evangel Church PCA to provide a safe, secure environment to teach and care for the children and students of our community.

GOAL: Our goal is to protect children from sexual abuse or child molestation by employees or volunteers in this church and to protect employees and volunteers from false accusations.

The complete **Child Protection First!** child abuse prevention policy can be found in the church office and must be read in its entirety by new volunteers or new employees. This abbreviated form may be signed thereafter.

WORKER APPROVAL AND IDENTIFICATION:

- Employees and volunteers must have no record of arrests or convictions for child abuse, or any crime dealing with the welfare of a minor.
- Employees and volunteers must be free of any and all accusations or allegations of child abuse.
- Upon employment, employees are required to have a background check.
- Employees and volunteers must read, sign, and adhere to the **Child Protection First!** policy or abbreviated policy every year and must have a background check.
- All volunteers must be a member of Evangel Church PCA for 6 months. Volunteers must be active and in good standing with the church.
- High school employees/volunteers must be at least 14 years old to serve as helpers in the nursery.
- Persons under 14 years of age may accompany 2 adults in the nursery and will be considered “in training.” The adults are responsible for the children and the room.

CHILDCARE AND ACTIVITIES:

- Every effort will be made to staff all rooms with at least 2 adults (age 18 and up) with children age infant through 2nd grade.
- A husband and wife working in the same room will typically be considered 1 adult for purposes of this policy.
- Age-group ministry directors and deacons will be present and will check on rooms/areas with children and workers in them.
- Window blinds are to be kept open unless it is necessary to darken the room for showing videos, etc. or nursery needs such as sleeping babies or bad weather that frightens the children.
- One adult should never be left alone with one minor.

- When possible, women should take children to the restroom and the children should have as much privacy as possible.
- Diapers are only to be changed by women in designated areas and in the presence of other workers.
- Inappropriate touching or inappropriate physical contact with the children will not be tolerated.
- Verbal abuse or yelling will not be tolerated.

GUIDELINES FOR MINISTRY TO YOUTH (AGE 13-18):

- Any verbal or non-verbal sexual behavior with the youth is inappropriate.
- Dating any of the youth is inappropriate.
- Discretion should be used in dealing with all youth regarding physical contact.
- Sexual gestures to staff by youth should be reported to the Youth Minister.
- If a one-on-one conversation should occur it should be in a public place.
- Driving alone with a youth should be avoided as much as reasonably possible.
- All suspicions of child abuse/sexual abuse should be reported to the Youth Minister immediately.
- Please see Appendix D in the **Child Protection First!** policy for more detailed information.

I have read, will adhere to, and am in no way in violation of the abbreviated policy above and the Child Protection First! policy in its entirety.

Signature _____

Print Name _____

Date _____