

Unitarian Universalist Church of Ellsworth Safer Congregation Policy

April 8, 2008 (third rev. ed.)

For consideration at the Board of Trustees Meeting on April 10, 2008

I. Purpose of Policy

NOTE: The subcommittee is offering three versions of the “purpose” statement: one is the original, one is an edited version of the original, and the third is more of a just-the-facts-ma’am approach. We will graciously live with whatever the Board prefers. We think the rest is cleaned up to the point where everyone can live with it, so we had to give you something to weigh in on...

Version 1: We gather in community, welcoming all who approach us at face value. We strive to create an environment that creates bonds between people regardless of generation. Our openness is conscious and often rewarding; it can, however, be desecrated. We have a responsibility to assure that children, youth, and adults will be safe within our boundaries, free from sexual abuse, assault, exploitation, or harassment.

This policy is to help us create a safe community for everyone, through education, prevention, and guidance in a time of concern. We will screen and supervise those who work with our children and youth; we will provide a method to report and investigate an allegation of mistreatment; and, we will limit the ability of anyone at risk to access our children and youth.

The congregation will be made aware of this policy and the reason for its development. Training will be required for all those working with our children and youth, and made available to anyone else who would like to participate.

It may be amended by the Board of Trustees as needed.

Version 2: We gather in community, welcoming all who approach us at face value. This policy is to help us create a safe community for everyone, through education, prevention, and guidance in a time of concern. It may be amended by the Board of Trustees as needed.

Version 3: The purpose of the Unitarian Universalist Church of Ellsworth Safe Congregation Policy is to protect our children and youths against inappropriate or criminal behaviors - insofar as possible - while they are on church grounds or participating in church programs and functions. Such behaviors include nonaccidental injury, sexual abuse (touching or not touching),

exploitation, harassment, threat, bullying, or neglectful treatment or maltreatment of a child, youth, or adult.

II. Selection and Training of Staff and Volunteers

This policy applies to all UUCE paid staff and volunteers who work with children and youth under the auspices of the Unitarian Universalist Church of Ellsworth, including any district events held at the UUCE. This does not apply to someone who has been asked to work with or make a presentation to a class while the regular teacher is present.

For each person we will require:

- A fully completed Application to Volunteer form (see Appendix A for the form for volunteers and Appendix B for the form for paid staff);
- a signed Code of Ethics form (see Appendix C);
- completion of a training course on the subject of sexual abuse (see Appendix D for suggested course); and,
- a personal interview by the supervisor or supervising committee, with written notes by the interviewer kept in a personnel file.

The Director of Lifespan Education (DLE) shall be responsible for overseeing the application process and retaining the paperwork. A criminal background check will be performed for all paid staff. The DLE will keep the Minister informed of relevant information learned about volunteers; all screening information will be kept confidential unless there is a need to restrict someone's access to the children or youth. (See the end of Section IV, Responding and Reporting, below for this process.)

Anyone expressing an interest in working regularly with our children and/or youth must have attended our church services regularly for six months. Adults or youth who have legal charges pending regarding child sexual or physical abuse or who have been convicted or pled guilty to child sexual or physical abuse will not work with children or youth.

III. Training and Supervision of Staff and Volunteers

Everyone with responsibility for children or youth shall receive a copy of this policy, and will complete the screening and training processes before they will be allowed to volunteer.

We will strive to have two approved adults, or one approved adult and one approved youth, present at all times in Religious Exploration classes or other activities. When this is not possible, the DLE will serve as a "roaming" backup. No child under age five will be dismissed from class without an appropriate supervisory parent or guardian. A child or youth may meet alone with a teacher, a member of the congregation, the DLE, or Minister with the permission of a parent or guardian.

All children, youth, and volunteers working with them in our congregation will participate annually in a session (suitable to their level of understanding) to make them aware of unacceptable behavior, the consequences of it, and how to report a concern.

IV. Responding and Reporting Procedures

For the purpose of this policy abuse is defined as any incident which involves the nonaccidental injury, sexual abuse (touching or not touching), exploitation, harassment, threat, bullying, or neglectful treatment or maltreatment of a child, youth, or adult.

Anyone who becomes aware of an incident of abuse or of inappropriate conduct or an inappropriate relationship by an employee, volunteer, member or attendee of the UUCE should notify the Minister, the DLE, or the President of the Board of Trustees. Whoever is notified should report the charge to the others. If the charge involves the Minister, the procedure followed is outside of this policy and requires the Board President to contact the District Executive of the Northern New England District or the UUA Department of Ministry.

For any other charge the Minister, Board President and DLE will collect and review all the pertinent facts regarding the incident or charge; review the personnel file records; determine what action should be taken; carefully document all meetings, conversations, information, etc. regarding this matter, and keep all this information confidential as the circumstances warrant. After this policy is adopted the Board will supervise the development of a checklist to be followed in such a situation. All people involved in any investigation of abuse of any sort will be treated with dignity and respect

Maine State Law (22 MRSA Chap. 1071, Child and Family Services and Child Protection Act, subsection 4011-A) requires a report be made to either DHHS or the District Attorney when there is a suspected case of child abuse. An excerpt from the complete section of the State Law is in Appendix E. Additional resources are listed in Appendix F [NOTE: This still needs to be developed.]

If it is determined that the UUCE has reason to be concerned that contact with children and/or youth by any individual within the congregation potentially puts him or her at risk of an incident or accusation, then that person may be asked to sign a Limited Access Agreement (see Appendix G). The person may also be required to have a member serve as an escort when children or youth are present.

V. Appendices

Some of these are currently in varied formats since they were cut and pasted from the UUA and State websites. When the final version is produced all those variabilities in type-size and style and format will be ironed out. The appendices are provided in a reduced type-size, since they

take up so much space. If you have trouble reading them, please let Ruth Eveland know and she will send along an easier-to-read version.

Appendix A: Volunteer application and voluntary disclosure form

[to be formatted appropriately - this is just draft version]

Date _____
 Name _____
 Mailing address _____
 Home phone _____ Other phone _____
 Email address _____
 Birth date _____
 Experience/education relating to Religious Exploration (parenting is experience)

Valid Maine driver's license? (circle) yes no Current chauffeur license? yes no
 Commercial driver's license? yes no

Criminal record:
 Have you ever been convicted of a crime, other than a minor traffic offence? yes no
 Have you ever been convicted of a crime relating to children, youth or vulnerable adults? yes no
 Have you ever been adjudged liable for civil penalties or damages involving sexual or physical
 abuse? yes no
 Are you or have you been subject to a court order involving sexual abuse? yes no
 Have your parental rights ever been terminated for reasons involving sexual or physical
 abuse? yes no

If the answers to any of the above questions were "yes," please explain:

I understand that this information is subject to verification and that I will be asked to update the information yearly.

Signed _____
 Date _____
 For youth volunteers, signature of minor's parent or guardian _____

Appendix B: Application for paid staff (all positions, not just RE)

[NOTE: this has not changed from prior versions; it is directly from the UUA]

[cover letter to application]

Dear Applicant:

The Unitarian Universalist Association and its member congregations are committed to ensuring the safety of their community members. It is our practice, therefore, to require all prospective staff members and all volunteers who are likely to work with children, youth, or vulnerable adults to provide information that will help us fulfill this desire. There are four parts to this effort:

- 1) The first involves completing a fairly standard "Application for Paid or Volunteer Employment". Please note that this form must be completed and signed – attaching a resume is not sufficient.
- 2) The second involves completing a "Voluntary Disclosure Statement". This form requires answering explicit questions to raise the comfort level of congregational leaders that children, youth, and vulnerable adults are being protected from potential harm.

3) The third part involves signing a release that authorizes church leaders to explore your background sufficiently to document that there is no cause for concern about your suitability for paid employment or volunteer work within our congregation.

4) The fourth part involves reference checks being conducted by church staff or church volunteers. Your only role will be to provide contact information for those references in your application form. Be aware that individuals other than those whose names you give as references may be contacted.

To ensure the safety of our children, youth, and vulnerable adults, completing these steps are required to serve in certain roles in our congregation. In most instances, members of the governing board of the congregations will have already submitted themselves to this same process, as a way of “modeling” the importance of the effort. We thank you for your willingness to serve our congregation, and for your role in assuring it is a safe and nurturing place.

Title: _____

Application for paid employment

Date of application _____

Name _____

Birth Date ___ / ___ / ___

Home Address _____

Social Security # ___ - ___ - ___ E-mail _____

Home Phone () ___ - ___ Alternative/Fax () ___ - ___

I can begin work: _____

What type of position or role are you applying for? _____

Salary desired (if paid employment)? _____

Past work history: Provide a full record of all employment — paid and volunteer — and explain any gaps in employment. (use a separate sheet if needed)

Dates Employer/Supervisor Address & Phone Nature of Work Reason for Leaving
On the clean, formatted version there is a box provided for the above information.

Indicate any employer you do not wish us to contact, and the reason:

References: Give names and addresses of three persons [not relatives] having knowledge of your character, experience, work habits, and ability. (use a separate sheet if needed)

Name Address Phone

On the clean, formatted version there is a box provided for the above information.

Education: Beyond High School

Year School City and State Degree Granted

On the clean, formatted version there is a box provided for the above information.

Answer these questions only if applying for a position r requiring driving:

Do you have a valid driver’s license? Yes No State _____

Do you have a current chauffeur’s-type license? Yes No

Do you have a commercial driver’s license? Yes No

Criminal Record: Have you ever been convicted of a crime, other than a minor traffic offense?

If yes please describe. (note: a prior conviction is not an automatic bar to employment. The type of conviction and when it occurred will be evaluated by the congregation before any decision is made.)

Yes No — Explain: (use a separate sheet if needed.)

Applicant’s Statement and Release

I certify that the information in the Application for Paid or Voluntary Employment and in the Voluntary Disclosure Statement is true and complete and I understand that misrepresentation and/or withholding of information will result in the rejection of this application or my discharge if discovered after employment begins. I authorize the Unitarian Universalist

congregation or related organization to make inquiries regarding my history and character of prior employers, schools, etc. and hereby release employers, schools or individuals from all liability in responding to inquiry in connection with my application and release the employer from all liability with respect to such inquiries. I understand that if employed, and unless my employment is under a contract or agreement or covenant that indicates otherwise, I will be an employee "at will" and may terminate my employment at any time with or without cause or notice and that the employer also has that right. I also understand that no representative of the congregation or related organization, other than _____, has any authority to enter into any agreement for employment for any specified period of time or to make any agreement contrary to the foregoing and that such agreement must be in writing. If I am employed, I agree to abide by the employer's policies, rules and procedures and any changes thereto.

Applicant signature _____ Date _____

Voluntary Disclosure Statement

Date of application _____

Name _____ Birth Date ____ / ____ / ____

Home Address _____

Social Security # ____ - ____ - ____ Other names used (e.g. birth name) _____

Home Phone () ____ - ____ Alternative () ____ - ____

Drivers Lic. # _____ State issued _____

Expiration ____ / ____ / ____

1. Previous residence(s) for last 7 years (include college and home residences):

Address _____	State _____	Years _____
Address _____	State _____	Years _____
Address _____	State _____	Years _____
Address _____	State _____	Years _____

(continue on a separate sheet if needed)

2. Have you ever been convicted of any crime relating in any manner to children, youth, or vulnerable adults and/or your conduct with them?

Yes No

If yes, please explain: (use a separate sheet if needed.)

3. Have you ever been convicted of any crime whatsoever involving children, youth or vulnerable adults? Yes No

If yes, please explain: (use a separate sheet if needed.)

4. Have you ever been adjudged liable for civil penalties or damages involving sexual or physical abuse of children, youth, or vulnerable adults? Yes No

If yes, please explain: (use a separate sheet if needed.)

5. Are you now or have you ever been subject to any court order involving sexual or physical abuse of a minor, youth, or vulnerable adult, including, but not limited to a domestic order for protection? Yes No

If yes, please explain: (use a separate sheet if needed.)

6. Have your parental rights ever been terminated for reasons involving sexual or physical abuse of children? Yes
 No

If yes, please explain: (use a separate sheet if needed.)

I understand that:

a. The congregation may deny employment, paid or volunteer, to any person who answers “yes” to any one of questions 2-6. If hired and the congregation later discovers circumstances that would indicate a “yes” answer to any of the above questions, employment may be terminated immediately.

b. The congregation may terminate employment or volunteer services of any person if that person is found, regardless of when discovered, to:

- 1) have a history of complaints of abuse of a minor;
- 2) have resigned, been terminated or been asked to resign from a position whether paid or unpaid, due to complaint(s) of sexual abuse of a minor, youth, or vulnerable adult; and/or
- 3) have falsified or omitted information in this disclosure statement.

c. The information provided on this form is subject to verification, which may include a criminal history check and request from any central registry of child abusers.

d. This disclosure must be updated yearly.

Signed _____ Date _____
Signed by Minor’s Parent or Guardian _____ Date _____

Appendix C: Code of ethics for those working with children and youth

From the UUA:

Adults and older youth who are in leadership roles are in a position of stewardship and play a key role in fostering spiritual development of both individuals and the community. It is, therefore, especially important that those in leadership positions be well qualified to provide the special nurture, care, and support that will enable children and youth to develop a positive sense of self and a spirit of independence and responsibility.

The relationship between youth and their leaders must be one of mutual respect if positive potential is to be realized. There are no more important areas of growth than those of self-worth and the development of a healthy identity as a sexual being. Adults play a key role in assisting children and youth in these areas of growth. Wisdom dictates that children, youth, and adults suffer damaging effects when leaders become sexually involved with young persons in their care; therefore leaders will refrain from engaging in sexual, seductive, or erotic behavior with children and youth. Neither shall they sexually harass or engage in behavior with youth that constitutes verbal, emotional or physical abuse.

Leaders shall be informed of the code of ethics and agree to it before assuming their role. In cases of violation of this code, appropriate action will be taken.

I have read and understand the above statements of position, expectations, and actions.

Name (printed):

Name (signed):

Date:

Appendix D: suggested training course

For a free, online course developed by the Unitarian Universalist Association, offered through the New England Adolescent Research Institute, see <http://archive.uua.org/cde/ethics/balancing> . If another course is to be used instead, it must be approved by the Director of Lifespan Education.

Appendix E: Maine State law

Excerpt of Maine State Law regarding mandatory reporting:

Title 22, Chapter 1071, CHILD AND FAMILY SERVICES AND CHILD PROTECTION ACT

§4011-A. Reporting of suspected abuse or neglect

1. Required report to department. The following adult persons shall immediately report or cause a report to be made to the department when the person knows or has reasonable cause to suspect that a child has been or is likely to be abused or neglected:

A. When acting in a professional capacity:

- (1) An allopathic or osteopathic physician, resident or intern;
 - (2) An emergency medical services person;
 - (3) A medical examiner;
 - (4) A physician's assistant;
 - (5) A dentist;
 - (6) A dental hygienist;
 - (7) A dental assistant;
 - (8) A chiropractor;
 - (9) A podiatrist;
 - (10) A registered or licensed practical nurse;
 - (11) A teacher;
 - (12) A guidance counselor;
 - (13) A school official;
 - (14) A children's summer camp administrator or counselor;
 - (15) A social worker;
 - (16) A court-appointed special advocate or guardian ad litem for the child;
 - (17) A homemaker;
 - (18) A home health aide;
 - (19) A medical or social service worker;
 - (20) A psychologist;
 - (21) Child care personnel;
 - (22) A mental health professional;
 - (23) A law enforcement official;
 - (24) A state or municipal fire inspector;
 - (25) A municipal code enforcement official;
 - (26) A commercial film and photographic print processor;
 - (27) A clergy member acquiring the information as a result of clerical professional work except for information received during confidential communications;
 - (28) A chair of a professional licensing board that has jurisdiction over mandated reporters; and
 - (29) A humane agent employed by the Department of Agriculture, Food and Rural Resources;
- [2003, c. 599, §8 (rpr); §§9, 14 (aff).]

B. Any person who has assumed full, intermittent or occasional responsibility for the care or custody of the child, regardless of whether the person receives compensation; and [2003, c. 210, §3 (amd).]

C. Any person affiliated with a church or religious institution who serves in an administrative capacity or has otherwise assumed a position of trust or responsibility to the members of that church or religious institution, while

acting in that capacity, regardless of whether the person receives compensation. [2003, c. 210, §4 (new).] Whenever a person is required to report in a capacity as a member of the staff of a medical or public or private institution, agency or facility, that person immediately shall notify either the person in charge of the institution, agency or facility or a designated agent who then shall cause a report to be made. The staff also may make a report directly to the department. [2003, c. 599, §8 (amd); §§9, 14 (aff).]

2. Required report to district attorney. When, while acting in a professional capacity, any person required to report under this section knows or has reasonable cause to suspect that a child has been abused or neglected by a person not responsible for the child, the person immediately shall report or cause a report to be made to the appropriate district attorney's office. [2001, c. 345, §5 (new).]

3. Optional report. Any person may make a report if that person knows or has reasonable cause to suspect that a child has been or is likely to be abused or neglected. [2001, c. 345, §5 (new).]

4. Mental health treatment. When a licensed mental health professional is required to report under subsection 1 and the knowledge or reasonable cause to suspect that a child has been or is likely to be abused or neglected comes from treatment of a person responsible for the abuse or neglect, the licensed mental health professional shall report to the department in accordance with subsection 1 and under the following conditions.

A. The department shall consult with the licensed mental health professional who has made the report and shall attempt to reach agreement with the mental health professional as to how the report is to be pursued. If agreement is not reached, the licensed mental health professional may request a meeting under paragraph B. [2001, c. 345, §5 (new).]

B. Upon the request of the licensed mental health professional who has made the report, after the department has completed its investigation of the report under section 4021 or has received a preliminary protection order under section 4034 and when the department plans to initiate or has initiated a jeopardy order under section 4035 or plans to refer or has referred the report to law enforcement officials, the department shall convene at least one meeting of the licensed mental health professional who made the report, at least one representative from the department, a licensed mental health professional with expertise in child abuse or neglect and a representative of the district attorney's office having jurisdiction over the report, unless that office indicates that prosecution is unlikely. [2001, c. 345, §5 (new).]

C. The persons meeting under paragraph B shall make recommendations regarding treatment and prosecution of the person responsible for the abuse or neglect. The persons making the recommendations shall take into account the nature, extent and severity of abuse or neglect, the safety of the child and the community and needs of the child and other family members for treatment of the effects of the abuse or neglect and the willingness of the person responsible for the abuse or neglect to engage in treatment. The persons making the recommendations may review or revise these recommendations at their discretion. [2001, c. 345, §5 (new).] The intent of this subsection is to encourage offenders to seek and effectively utilize treatment and, at the same time, provide any necessary protection and treatment for the child and other family members. [2001, c. 345, §5 (new).]

5. Photographs of visible trauma. Whenever a person is required to report as a staff member of a law enforcement agency or a hospital, that person shall make reasonable efforts to take, or cause to be taken, color photographs of any areas of trauma visible on a child.

A. The taking of photographs must be done with minimal trauma to the child and in a manner consistent with professional standards. The parent's or custodian's consent to the taking of photographs is not required. [2001, c. 345, §5 (new).]

B. Photographs must be made available to the department as soon as possible. The department shall pay the reasonable costs of the photographs from funds appropriated for child welfare services. [2001, c. 345, §5 (new).]

C. The person shall notify the department as soon as possible if that person is unable to take, or cause to be taken, these photographs. [2001, c. 345, §5 (new).]

D. Designated agents of the department may take photographs of any subject matter when necessary and relevant to an investigation of a report of suspected abuse or neglect or to subsequent child protection proceedings. [2001, c. 345, §5 (new).]

[2001, c. 345, §5 (new).]

PL 2001, Ch. 345, §5 (NEW).

PL 2003, Ch. 145, §2 (AMD).

PL 2003, Ch. 210, §3,4 (AMD).

PL 2003, Ch. 510, §E3 (AMD).

PL 2003, Ch. 510, §E4 (AFF).

PL 2003, Ch. 599, §8 (AMD).

PL 2003, Ch. 599, §9,14 (AFF).

§4012. Reporting procedures

1. Immediate report. Reports regarding abuse or neglect shall be made immediately by telephone to the department and shall be followed by a written report within 48 hours if requested by the department. [1979, c. 733, § 18 (new).]

2. Information required. The reports shall include the following information if within the knowledge of the person reporting:

A. The name and address of the child and the persons responsible for his care or custody; [1979, c. 733, § 18 (new).]

B. The child's age and sex; [1979, c. 733, § 18 (new).]

C. The nature and extent of abuse or neglect, including a description of injuries and any explanation given for them; [1979, c.733, § 18 (new).]

D. A description of sexual abuse or exploitation; [1979, c. 733, § 18 (new).]

E. Family composition and evidence of prior abuse or neglect of the child or his siblings; [1979, c. 733, § 18 (new).]

F. The source of the report, the person making the report, his occupation and where he can be contacted; [1979, c. 733, §18 (new).]

G. The actions taken by the reporting source, including a description of photographs or x rays taken; and [1979, c. 733, §18 (new).]

H. Any other information that the person making the report believes may be helpful. [1979, c. 733, § 18 (new).][1979, c. 733, § 18 (new).]

PL 1979, Ch. 733, §18 (NEW).

§4014. Immunity from liability

1. Reporting and proceedings. A person, including an agent of the department, participating in good faith in reporting under this subchapter or participating in a related child protection investigation or proceeding, including, but not limited to, a multidisciplinary team, out-of-home abuse investigating team or other investigating or treatment team, is immune from any criminal or civil liability for the act of reporting or participating in the investigation or proceeding. Good faith does not include instances when a false report is made and the person knows the report is false. Nothing in this section may be construed to bar criminal or civil action regarding perjury or regarding the abuse or neglect which led to a report, investigation or proceeding. [1987, c. 395, Pt. A, § 89 (amd).]

2. Photographs and x rays. A person participating in good faith in taking photographs or x rays under this subchapter is immune from civil liability for invasion of privacy that might otherwise result from these actions. [1979, c. 733, § 18 (new).]

3. Presumption of good faith. In a proceeding regarding immunity from liability, there shall be a rebuttable presumption of good faith.

[1979, c. 733, § 18 (new).]

PL 1979, Ch. 733, §18 (NEW).

PL 1983, Ch. 783, §5 (AMD).

PL 1987, Ch. 395, §A89 (AMD).

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For the complete law, see <http://janus.state.me.us/legis/statutes/22/title22ch1071.pdf>

Appendix F: Additional resources - to be developed

We will need to create and distribute a referral list of community organizations and therapists who specialize in sex abuse prevention and treatment. These connections include your local mental health clinic, ChildHelp USA, National Children's Advocacy Center, and The Association for the Treatment of Sexual Abusers (ATSA).

We will also provide links to State and National registries.

Appendix G: Limited Access Agreement

From the UUA: <http://www.uua.org/leaders/leaderslibrary/balancingacts/appendices/23514.shtml>

Limited Access Agreement—Confidential

Checklist Format

Introductory paragraph in cases of allegation:

A serious complaint or allegation, now under review, has been made about you to the Sexual Misconduct and Abuse Response Team. While this complaint is being investigated, in order to protect the children and youth in our programs from potential risk, and in order to protect you from further suspicion, we ask you to abide by this interim agreement. Signing this document in no way constitutes a presumption or confession of guilt. This is a routine safety precaution, activated without prejudice toward particular individuals or circumstances. This document will be made known only to the Minister, the Religious Educator and the members of the Sexual Misconduct and Abuse Response Team. It will be kept in a locked file in the office

Introductory paragraph in cases of convicted sex offender:

The NAME OF CONGREGATION affirms the dignity and worth of all persons. We are committed to being a religious community open to those who choose to worship with us, especially in times of serious personal troubles. However, based on your background, we have concerns about your contact with children and youth in our congregation. The following guidelines are designed to reduce the risk to both you and them of an incident or accusation. We welcome you to our congregation and our membership but your participation will be limited in ways to ensure the safety of our children and to assure that you will not be subject to future accusations.

Agreement:

You understand that you will not be allowed to volunteer or chaperone events for children and adolescents, including children's religious education classes, talks with children/adolescents during worship, youth group, children's and adolescents' activities during intergenerational events, and driving children and young people.

The following activities checked "Yes" are activities that we feel are appropriate for your participation.

- Worship services
No () Yes () With support person* No () Yes ()
- Coffee Hour
No () Yes () With support person* No () Yes ()
- Adult meetings with children in building, such as choir
No () Yes ()
- Adult meetings without children in building
No () Yes ()
- Have a key to the building
No () Yes ()

- Intergenerational church activities
No () Yes () With support person* No () Yes ()
- Intergenerational group outings such as ice skating, baseball games, etc
No () Yes () With support person* No () Yes ()
- Alone in building with minister or other staff
No () Yes ()
- Access to church computer
No () Yes ()
- Social activities in other member's homes with children present
No () Yes () With support person* No () Yes ()
- Other:
 - Activity:
No () Yes ()
 - Activity:
No () Yes ()
 - Activity:
No () Yes ()

*A support person is a person who knows about your history/situation and has been designated by you with our approval to accompany you to activities where children and youth may be present.

I accept that the following people will be told of my circumstances in order for them to protect the children/young people for whom they care: INSERT NAMES AND/OR POSITION IN CONGREGATIONAL LEADERSHIP.

I have reviewed this covenant and agree to abide by its provisions. I agree that if I violate this agreement, I will be denied access to future church functions and church property.

I understand that this contract will be reviewed regularly every six months and will remain for an indefinite period.

Signature:

Date:

Witness:

Date:

Minister:

Date:

Director/Minister of Religious Education:

Date:

Board Chair:

Date: