

**NEXT GEN
SAFE GATHERINGS**

PURPOSE OF THIS TRAINING

1. Prevent abuse
2. Raise awareness about the prevalence of abuse
3. Establish and communicate transparency and accountability
4. Provide the best trainings and practices possible
5. Equip volunteers with information to protect children and vulnerable adults.

WHO IS A CHILD AND WHO IS A VULNERABLE ADULT?

A child is defined as child/children (ages birth-5th grade) and youth (6th-12th grade) who are registered, enrolled, attending or otherwise participating in an event, activity, program, or class sponsored by Good Shepherd or Little Lambs Preschool.

Persons over 18 years of age are considered to be **vulnerable people** if they have needs that require continual adult supervision and/or periodic monitoring.

RATIOS & GENERAL RULES

- Volunteer to child: **1:4** for nursery age, **1:6** for preschool and **1:8** for elementary and up.
- Paid staff must be **16** years old.
- Regular volunteers must be **13** years old, but a leader above the age of **18** must be present.
- **2** Safe Gatherings certified adults must be at any church sponsored event. **The two adults cannot be married or cohabitating.**
 - *If this isn't possible, then the event must be in clear view of other adults and must be periodically checked in on.*

RESTROOM GUIDELINES

A volunteer must remain **OUTSIDE** the doors of the restroom while a child is using it. If the child is in need of assistance, **the door must remain open** and a **second adult** needs to be contacted.

Adults are **not allowed** to use bathrooms designated for children on any campus. Adult restrooms are available throughout the facility for your convenience.

TRAVELING AND OVERNIGHT EVENTS

A person must be over the age of **25** to drive, have a valid license and insurance.

- **1** adult can be in a vehicle if there are multiple children/youth also in the vehicle.
- Equal male:female ratios need to be maintained in volunteers if there are students of different sex.

Either **2** adults will be in a sleeping room with students or no adults.

TRAVELING AND OVERNIGHT EVENTS

Students must be picked up and dropped off for all overnight events, unless a separate permission slip is signed.

Separate sleeping rooms and showers are required for males and females.

DISCIPLINE AND GENERAL GUIDELINES

- Students and children will **NEVER** be physically discipline by a volunteer or staff member.
 - The child should be redirected or placed in a separate safe place. If behavior problems persists, a parent will be contacted to pick up the child.

DISCIPLINE AND GENERAL GUIDELINES

- Drugs, alcohol and tobacco are not allowed on the Good Shepherd Campus.
- If a leader or student is found under the influence, they will be asked to leave. Transportation will be contacted if needed.
- If a student is found in possession, the items will be confiscated and a parent will be contacted to pick up the student. If it occurs **3+** times, a parents will be asked to stay at any event the child participates in.
- Weapons of **any kind** (including pocket-knives) are prohibited.

TECHNOLOGY AND SOCIAL MEDIA

- Volunteers **will not** privately communicate with students on social media.
- All pages for the church must have a staff member on administration to monitor the page.
- Volunteers **will not** add/follow students first, **students must make the initial contact.**
 - *By being friends with students on social media, you accept the responsibility to keep your page clean and without derogatory posts or comments.*

EMERGENCY AND INJURY

Always make every effort to contact a parent in case of **any** injury. Follow the procedures outlined in your medical release waiver. **If a parent is unavailable, reach out to your ministry staff supervisor to determine the appropriate level of care and next steps.**

Ensure that you are familiar with emergency exits at each campus. You are also responsible for knowing the tornado, fire, and active shooter drill protocols for each location. *Contact your ministry staff supervisor to obtain this information.*

BOUNDARIES AND APPROPRIATE TOUCH

A Boundary is an invisible protective fence around our personal space. Our service to others is guided by respecting their boundaries and honoring their trust.

The gift of touch is one that can offer healing, support and comfort. Touch can also be perceived as an invasion of privacy, too forward, unwanted, and frightening.

- ***A leader should NEVER initiate touch and only use it as a form of comfort.***

CRITERIA FOR APPROPRIATE TOUCH

- **Location on the body:** Avoid intimate or private areas.
- **Duration and intensity:** Keep it brief and gentle.
- **Relationship with the individual:** Appropriate with long-time friends or peers of equal status.
- **Initiation:** The child, youth, or vulnerable adult should always initiate contact.
- **Cultural considerations:** Recognize that traditions and interpretations of touch vary across cultures.
- **Age appropriateness:** Rocking is suitable for toddlers but not for older children.
- **Intent of the touch:** The purpose should be to convey God's love, never for personal gratification.

TYPES OF TOUCH

APPROPRIATE TOUCH

- **Shaking hands, high fives, fist bumps.**
- **Lightly touching shoulder or the top of the head.**
- **Light hand hold for smaller children, used as comfort or guidance.**
- **A-frame or side hugs.**

INAPPROPRIATE TOUCH

- **Sitting in laps**
- **Full frontal hugs**
- **Any prolonged touch**
- **Touch on “hot spots”**
- **No kissing (even if culturally appropriate)**
- **Standing in someone’s personal space**

BODY LANGUAGE THAT SAYS NO

- Arms crossed in front of chest.
- No eye contact
- Rigid Body
- Stepping away or squirming to get away
- Hands in front of body
- Turning to the side
- Making a face or sound of dislike.

ABUSE AND MANDATED REPORTING

WHY WE NEED TO BE AWARE

- 3 million reports of abuse were filled in 2018. An estimated 6 million went unreported. 80% of children know their abusers.
- 70% of abused children are under the age of 3.
- Girls and boys report physical abuse at about the same rate.
- Girls reports a higher percentage of sexual abuse.

TYPES OF ABUSE

- **Physical**

Any non-accidental physical injury to the child. Can include striking, kicking, burning, squeezing, biting the child, or any action that results in a physical impairment of the child.

- **Emotional**

Verbal or non-verbal assaults that inhibit the psychological growth and development of a child, including belittling, rejection, constant unequal treatment, verbal assaults, excessive demands on a child's or youth's performance or intentional isolation from normal social activities.

TYPES OF ABUSE

- **Sexual**

Any sexual contact or sexually explicit language, gestures, or images by a volunteer or staff person with, or directed to, a participant. Sexual exploitation includes allowing the child to engage in prostitution or in the production of child pornography.

- **Neglect**

Failure to provide for a child's need of food, clothing, shelter, medical care, or supervision to the degree that the child's health, safety, and well-being are threatened with harm.

YOU ARE A MANDATED REPORTER

*If a childcare worker . . . teacher . . . **or other person with responsibility for the care of children** has reasonable cause to suspect that a child has been or may be subject to abuse or neglect or observes a child being subjected to conditions or circumstances which would reasonably result in abuse/neglect, he/she shall immediately report or cause a report to be made to the Divisions of Family Services. . . . Evidence of sexual abuse or sexual molestation of any child less than eighteen years of age shall be turned over to The Division of Family Services within twenty four hours by those mandated to report.*

YOU ARE A MANDATED REPORTER

- **PLEASE NOTE:** It is not your job to determine the validity of the claim. It is your job to report and do what you can to protect a child.
- You will be asked to file a report within **24 hours** of receiving the information.
- You will need to collect certain information, *like the child's school, address and full name. You will also need to know the parents full names.*

STEP 1 TO REPORTING

- Move the alleged victim to a safe and secure area.
- Determine if there are injuries requiring first aid, and if necessary, contact emergency medical personnel to manage the injuries.
- Notify the parents of the child/youth immediately.
- Contact immediate supervisor
- Supervisor will contact the proper law enforcement agency or the Missouri Child Abuse

STEP 2 TO REPORTING

- We will contact the Missouri State Division of Family Services and report the alleged abuse incident within 24 hours of receiving the allegation.
- Be prepared to provide: alleged victim's name and location, parent's name, alleged abuser's name and location.
- Complete a written detailed report of the incident within 24 hours of receiving the allegation and give to the lead pastor.

The lead pastor will share **all reports** with appropriate local, state, and Missouri Conference representatives to support the investigation of the abuse allegation. Any and all written reports concerning investigations of questionable and inappropriate conduct will be considered confidential and will be filed in such a manner as to protect the reporter's confidentiality to the fullest extent as is reasonably possible.

IF AN ACCUSATION IS MADE AGAINST YOU

- You **will** voluntarily remove yourself from all volunteer positions.
- You will be **unable** to volunteer in any capacity until the allegations are resolved.
- You are **NOT** permitted to make a public statement.
- For you list of rights, please refer to the safe gatherings handbook.

THANK YOU FOR COMMITTING
YOURSELF TO THE SAFETY OF ALL
GOOD SHEPHERD CHILDREN AND
VULNERABLE ADULTS.