



PROTECTION POLICY

*(For children, youth,
persons with disabilities, and
those who work with them)*

- Volunteer Version -

Updated August 2006

(To be reviewed by Board of Christian Education in April 07)

*College Church, 332 E. Seminary Avenue
Wheaton, IL 60187*



COLLEGE CHURCH PROTECTION POLICY

(For children, youth, persons with disabilities, and those who work with them)

Christian Education Board Policy #13

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The intention of this policy is to provide guidelines for our paid staff and volunteers in order to promote a safe and nurturing environment for all who lead and participate in College Church Christian Education Ministries. Everyone who teaches, helps, or cares for children, youth, and persons with disabilities under the sponsorship of College Church, whether paid or volunteer, must follow these policies and procedures. This document represents minimum requirements. Individual programs may impose additional guidelines as appropriate to their ministry settings after approval by the Pastor/Ministry Director of that particular ministry.

I. GENERAL GUIDELINES FOR CHILDREN'S, YOUTH AND STARS MINISTRIES

A. Definitions

For purposes of this document the following definitions will apply:

Adult: a person 18 years of age or older who is not known to be mentally disabled.

Child/Children: a person or persons age birth through grade 6 who are not known to be mentally disabled.

College Student: a person between the ages of 17 and 24 who attends college and is actively enrolled in at least 8 hours of college classes per semester, excluding the summer months.

Inclusion: a program allowing persons with disabilities to participate in Christian Education (CE) activities designed for children or youth without disabilities.

Pastor/Ministry Director: the paid staff member in charge of the particular ministry being addressed.

Program Participants: any child, youth, or STARS participant participating in a College Church CE program designed to benefit persons in their age group or persons with similar special needs.

Regular Attenders: persons who have been attending College Church services/ministries on a regular basis for 6 months or more.

STARS: name of the College Church Disability Program, designed for children and adults with cognitive disabilities, who, as a result, are not their own guardians.

STARS participants: any child, youth, or person with a cognitive disability who is not their own guardian, who participates in a STARS disability ministry.

Student Volunteers: persons between the ages of 8 and 15 who assist the Volunteers and Supervisors of children, youth and STARS ministries on an unpaid basis.

Supervisors: Pastors, Ministry Directors, or any other adult so designated by the Christian Education Board or holding a College Church elected position as identified in the College Church Bylaws.

Volunteer(s): Adults and youth age 16 and over involved in supervising, guiding, helping, directing, and teaching in the Children s, Youth, and STARS Ministries.

Youth: persons in grades 7-12 who are not known to be mentally disabled.

B. Screening Process

1. As a general rule, Volunteers and Student Volunteers who work on a regular basis with children, youth, or STARS participants at College Church, should be members, or Regular Attenders of College Church or, in the case of the STARS Program, parents of current STARS participants. College Students may have the membership and Regular Attender requirement waived, though they are subject to all other screening criteria.

Other exceptions to the membership and Regular Attender requirement may be granted on an individual basis by the CE Board.

2. Volunteers must complete and sign a Volunteer Release Form and a Volunteer Profile Form.
3. Volunteers must submit to a screening process which will always include a background check, and may include (at the discretion of the Pastor/Ministry Director in charge of the ministry), a reference check and/or personal interview.
4. Upon review of the background check and any other information required and received by the Pastor/Ministry Director, each Volunteer applicant will be approved or declined by the Pastor/Ministry Director.
5. If approved by the Pastor/Ministry Director, the Volunteer's name will be submitted to the Christian Education Board (CE Board) for review. If the Volunteer's name is not selected for further investigation by a member of the CE Board, it will be included in a list of names to be voted on as a group by the CE Board at their next meeting.
6. Names of those with exceptions to these requirements must be approved by the CE Board at their next meeting.
7. If the applicant is a relative of the Pastor/Ministry Director in charge of the ministry, the approval will be made by the Director of Administration and ratified by the CE Board at their next meeting.

C. Staffing

1. Adequate and appropriate supervision is required to ensure the safety of the program participants and maintain a viable learning environment. To that end, College Church will do its best to follow these preferred staffing ratios for Christian Education programs at College Church. **Please note that a minimum of two Volunteers is always required regardless of the number of program participants present.**

Nursery	One adult per 3-5 children
Pre-School	One adult per 6-8 children
Elementary	One adult per 10-12 children
Jr. High	One adult per 15 students
High School	One adult per 20 students
Younger STARS (up to age 12)	One adult per 2 STARS participants *
Teen STARS (ages 12-17)	One adult per 3 STARS participants *
Older STARS (age 18 +)	One adult per 4 adults *
Inclusion	One adult per 1 child/student

* Some program participants with disabilities may require one-to-one assistance. These instances will be identified by parents, STARS staff, and ministry staff.

2. For purposes of supervision, adult staff may be used in place of Volunteers to accommodate and supplement the guidelines listed above. In that case, the guidelines that apply to Volunteers will apply to staff as well.

D. Classroom Supervision

1. Children, youth, and persons with disabilities must be under adult supervision during the scheduled ministry program time.
2. Supervisors will make regular visits to the classrooms and nurseries to ensure that the requirements outlined in this Policy (policy #13) are adhered to.
3. Two-deep supervision is essential, meaning that Volunteers should serve in teams of two so that at least two Volunteers are in the room at all times. Of the two Volunteers, at least one must have undergone a background check with satisfactory results and must have been approved by the Pastor/Ministry Director.

Exceptions:

- a. In the rare event that an unusual circumstance arises requiring one Volunteer to leave the room before a substitute is available, a second Volunteer will be found to assist in that room as soon as is practicable.
 - b. A room that is divided into smaller areas and is used by more than one group concurrently, or a room that is visible to the public and is regularly visited by a supervisor, may be staffed with one approved Volunteer.
4. Although College Church encourages family ministry, at no time shall the Volunteers in one room be entirely from the same family. Volunteers from the same family may work together only as long as other Volunteers outside of the family are present or the class is in a public place, visited regularly by roving supervisors.
 5. If a class does not meet the preferred staffing ratios set forth above, and the Pastor/Ministry Director or Supervisor believes that the safety and/or learning of the program participants would be compromised if the program continued without the preferred staffing, the following steps will be taken:
 - a. **Combining Classes:** Two classes may be combined, if practical, to meet the staffing requirements. When necessary, a notice will be posted at each classroom door alerting everyone about the changes.
 - b. **Using Parent Helpers:** If combining classes is not an appropriate option, a parent or other responsible adult may be asked to stay to meet the preferred staffing ratios before additional students will be admitted to the classroom. An authorized Volunteer who has undergone a background check with satisfactory results will assume responsibility for informing the parent of pertinent policies (example: bathroom policy).
 - c. **Canceling Class:** Programs without adequate staffing will not commence. Additionally, programs which continually experience staffing deficiencies will be subject to review by the Pastor/Ministry Director and the CE Board and possible cancellation.
 6. Every effort will be made to staff rooms for children ages 0 – 4 with at least one Volunteer who is a woman.
 7. Any child or youth between the ages of 8 and 15 who wants to serve in Children's Ministries or STARS Ministries must fill out a Guidelines for Student Volunteers Form, as outlined in Appendices B, C, and D (Guidelines for Student Volunteers in Nursery, Guidelines for Student Volunteers in Children's Ministries, and Guidelines for Student Volunteers in STARS Ministries.)

E. Proper Display of Affection

Touch is essential in nurturing lives. However, physical contact should be age and developmentally appropriate. Staff, Volunteers, Student Volunteers and anyone else working with children, youth and/or STARS ministries at College Church must be aware of and sensitive to differences in individuals' development, family backgrounds, personalities, and special needs. The following guidelines will help promote pure, genuine and positive displays of God's love:

1. **Hugs and Kisses:** Younger children are especially affectionate. Use discretion in initiating full contact, body-to-body hugs. Kissing on the lips is inappropriate. One arm side hugs or hand-to-arm hugs are appropriate, especially for the older children/youth.
2. **Lap Sitting:** Appropriate sitting on laps may occur with younger children. Do not allow lap sitting with older children and youth. Rather, encourage them to sit next to you.
3. **Casual Touch:** **Gentle** contact during activities may be on children's heads, shoulders, arms and hands. Rough-housing and physical discipline should never be used.

Supervisors should be especially vigilant to assure there is no improper contact between adults and children.

F. Special Events/Overnights

1. Field Trips and Special Events

- a. Church-sponsored off-campus activities **must** be pre-approved by the Pastor/Ministry Director. Parents should be notified at least one week prior to the outing.
- b. Proper **written** consent/medical release forms are required for each student participating in off-campus activities (See Appendices I and J, Sample Parent/Legal Guardian Consent for Domestic Trip and All-Year Participation Form for Student Ministries). These forms are available from the Pastor/Ministry Director, in the church office or teacher resource room.
- c. Appropriate adult/student ratios will be ensured by the staff member in charge (See Staffing Ratios listed above). Again, two-deep supervision is essential for any excursion.
- d. Appropriate gender ratios for supervision must be maintained; i.e., the number of women adult Volunteers to female children or youth and the number of men adult Volunteers to male children or youth.
- e. Be aware when transportation is involved in an activity, the Christian Education Board Transportation Policy (Policy #3) must be followed and Driver/Vehicle Information Form completed (see Appendix O).

2. Overnight Policy

- a. All overnight activities must be pre-approved by the appropriate Pastor/Ministry Director.
- b. No overnight activities for children younger than 3rd grade will be allowed (except for parent/child outings).
- c. All overnight activities must have a ratio of at least two Volunteers for every 10 participants.
 - i. Again, two-deep supervision is required, meaning that Volunteers should serve in teams so that at least two Volunteers are at the outing at all times. Of the 2 Volunteers, at least one must have undergone a background check with satisfactory results and have been approved by the Pastor/Ministry Director.

ii. Volunteers should be assigned a specific group of same-gender participants for whom they will be responsible for the duration of the overnight event.

d. Overnight Sleeping Arrangements

i. For the safety and reputation of program participants and Volunteers, dormitory style sleeping arrangements are preferred for overnight activities so that staffing requirements can be adhered to. In the event of a same-gender overnight activity, a hotel facility may be used only if adjoining rooms are used and connecting doors kept open so that the two-deep supervision rule will be met. The Volunteers must be of the same sex as the participants. Of the two Volunteers, at least one must have undergone a background check with satisfactory results, and been approved by the Pastor/Ministry Director.

ii. Camping/tents Camping events are permissible provided that the following staffing requirements are adhered to. For the safety and reputation of program participants and Volunteers, tents or camping arrangements must be suitable for 8-10 individuals, and two Volunteers of the same gender must be in each tent. Of the Volunteers, at least one must have undergone a background check with satisfactory results even if the reference check and personal interview have not been required or completed, and been approved by the Pastor/Ministry Director.

iii. Overnights involving both genders must be strictly supervised, taking precautions to keep genders appropriately separated.

iv. At no time should an adult be alone with a program participant unless clearly visible by others.

II. DISCIPLINE POLICY

The Christian Education program desires to encourage, stimulate and foster the Christian growth of all participants. Because of this, program participants will not be allowed to disrupt the classroom and/or hinder the growth and learning of others. The purpose of discipline is not punishment for wrongdoing, but assistance in doing what is right. All interaction regarding discipline needs to carefully consider a child's dignity and fragile life. Physical punishment or intimidation will not be used. For additional information on age-appropriate corrective measures, see the Christian Education Board Policy #4, Discipline Policy.

III. SPECIAL CONCERNS IN CHILDREN S MINISTRY (Birth 6th Grade)

A. Architectural Precautions

1. Interior windows shall remain unobstructed in order to provide easy viewing by parents and supervisors.
2. Rooms for children under age four shall use gates or Dutch doors to help keep children contained.
3. All doors, with the exception of hallway public restrooms, will continue to have windows or side windows. Sight lines through the windows should remain unobstructed at all times.
4. Preschoolers will use the rooms with adjoining toilets whenever possible, preventing the need for children to leave the room.
5. The doors into the nurseries should remain locked to prevent anyone from entering unnoticed. The swinging gate outside nurseries should have a childproof latch to prevent children from escaping.
6. Nursery changing tables shall be in full view of the other Volunteers in the room.

7. The nursery sleeping room provides two non-locking doors with windows and a radio monitor into another room. This monitor should be on at all times when there is a child in the sleeping room.

B. Drop Off Policy

Children and STARS should not be accepted into a classroom until at least two Volunteers are present. Of the two Volunteers, one must have had a background check with satisfactory results and be in or have completed the screening process, and have been approved by the Pastor/Ministry Director. Generally supervision will be provided beginning 10 minutes before a program starts.

C. Registration Policy

1. Programs for preschool-aged children provide a weekly sign-in sheet. Parents are required to complete the information requested.
2. Parents shall fill out a registration card for any child who attends any of the regular church programs (see Appendix G). These forms are available outside each classroom/nursery, at the Welcome Center, and from the church office.
3. Children and STARS participants should be registered and attend the class at their age, grade or development level. Temporary exceptions may be made at the discretion of a supervisor.

D. Security System (Infants and Preschoolers)

1. All children in nursery through pre-kindergarten will be issued a security number on a claim tag. The claim tag is used to release children back to their parents. The security number is used to call a parent from the sanctuary if necessary, using the digital number displays on the balcony in the sanctuary. Parents should be instructed to come directly to their child's room if the child's number is on the sanctuary monitor.
2. A child will be released only to the person with the child's security tag.
3. If the security tag is lost, verification of the identity of the person claiming the child will be needed before the child can be released. A Supervisor, Pastor/Ministry Director, or a Volunteer with personal knowledge of the child and the child's family will be required to verify an identity.
4. Parents should be advised not to enter the nursery/classroom when picking up their child unless requested to do so.
5. All Volunteers should wear an identifying name tag.

E. Child Release (Kindergarten – Third Grade)

Due to the large number of children involved in our kindergarten through third grade programs, parents are required to pick up their children at their classroom following any College Church program, unless the parent has authorized independent release of the child, meaning that the child may be dismissed from the program without an accompanying adult. (see Appendix G).

F. Communication

The orange cone inside children's classrooms is to be used to call for a Supervisor. When a Volunteer puts the cone in the hall outside the classroom door, a Supervisor will assist with discipline support, sickness, etc. Use of the cone will prevent leaving one Volunteer in the classroom alone.

G. Diaper Changing Policy

Due to the architectural safety precautions and staffing requirements, men and women may both change children's diapers using the changing pads provided. Children under the age of 14 should refrain from changing diapers. For more information, see the Nursery Handbook.

H. Bathroom Policy

1. Preschoolers

Only female adults should assist preschoolers with bathroom needs. An exception is granted to a male family member of the child's household who is available to assist his preschool family member with his/her bathroom needs.

Most classrooms for younger children have bathrooms located in the rooms. If a younger child needs assistance in the classroom bathroom, a female adult may enter to assist.

If a classroom for preschoolers does not have a bathroom, a child/children should be escorted to the hallway bathroom by an approved female Volunteer or a Supervisor. Volunteers may use the cone communication system to attract a Supervisor to escort the child/children to the hallway bathroom. The Volunteer or supervisor is to screen the bathroom prior to use to make sure that everything is in order. The Volunteer should remain outside the bathroom door in order to escort the child/children back to the classroom when they are ready. If a child is taking longer than seems necessary, the Volunteer should open the bathroom door and call the child's name. If a child requires assistance, the Volunteer should prop open the bathroom door (using the garbage can or any other suitable object) and leave the stall door open as the child is assisted.

A Volunteer should never be alone with a child in a bathroom with the door closed. Likewise, a Volunteer should never go into a bathroom stall with a child and shut the door.

2. Grade Schoolers

If a child is out of the classroom for any reason during class time, he or she should be escorted or supervised by a Volunteer at all times. Volunteers are required to keep track of any program participant in their care and follow the guidelines outlined above for hallway bathroom use.

Parents should be advised to take their children to the bathroom prior to class.

IV. SPECIAL CONCERNS IN YOUTH MINISTRY (Junior High Senior High)

Note: The definition of Volunteer within the context of Youth Ministry shall be limited to persons over the age of 18.

A. Backrubs: Although backrubs may seem harmless, at no time is a Volunteer to be involved in backrubs with youth. Furthermore, youth are to be discouraged from giving backrubs to one another.

B. Dating: At no time shall any adult working with youth pursue a dating relationship with a youth. Supervisors and Volunteers should discourage youth from developing crushes on Supervisors and adult Volunteers of the group.

C. Driving: Be aware when transportation is involved, the Christian Education Board Transportation Policy (Policy #3) must be followed and Driver/Vehicle Information Form completed (see Appendix O).

D. Appointments: One-on-one meetings between a youth and a Pastor/Ministry Director/Volunteer should be in a public place with parent s prior approval. If a youth has a problem with a parent, the meeting may occur without parental approval but only with another responsible adult present.

E. Meetings on Church Property: When meeting in an office or a room, the door should be kept at least partially open if the room does not have a window or sightline into it. At no time should a Pastor/Ministry Director/Volunteer meet with youth on-on-one in a private, non-visible place or in a public area without other adults nearby.

F. Small Groups Meeting in Homes: When small groups meet in homes, two-deep supervision is required. Parents may be counted as Volunteers in this situation.

G. Behavior: All those working with youth must refrain from coarse language and jokes including sexual innuendo and crude behavior.

H. A Volunteer should never be alone with a youth in a single stall bathroom with the door closed. Likewise, a Volunteer should never go into a bathroom stall with a youth and shut the door.

V. SPECIAL CONCERNS IN STARS MINISTRY

A. Registration

1. Parents or guardians shall complete a STARS Ministry Registration and Medical Form (see Appendix H). These forms are available from the Pastor/Ministry Director.
2. Children and adults with cognitive disabilities will only be released to an adult family member or caregiver unless given written authorization from the parent or guardian.
3. Children and adults with disabilities will wear name tags that include the following information: Allergies, pertinent medical information, fears, and contact information.

B. Bathroom Policy

1. Younger children with disabilities (under 12 years old) will use rooms with adjoining toilets whenever possible, preventing the need for children to leave the room. Windows on preschool bathroom doors enable the Volunteer to assist within view of other Volunteers.
2. STARS participants should use the bathroom closest to their classroom and must leave the classroom one at a time, escorted or supervised by an approved STARS ministry Volunteer. If able, the STARS participant will enter the bathroom independently; however, the Volunteer may need to close the door for them if the participant leaves it open (to protect their dignity). If the STARS participant requires personal assistance with undergarments, two approved Volunteers must be present. The one actually assisting the STARS participant must be of the same gender as the STARS participant.
3. An approved STARS Volunteer or approved Student Volunteer must escort the STARS participant back to the classroom.

C. Diaper Changing

1. Preschoolers with disabilities who need a diaper change should be changed in a Nursery room with a diaper changing facility, by an approved STARS Volunteer.

2. Two approved STARS Volunteers are needed to change an adult participant's diaper. One of the two STARS Volunteers changing the diaper must be of the same gender as the adult participant who requires the diaper change. The same gender Volunteer must be the one to change the diaper.
3. STARS participants requiring a diaper change must never be left in the bathroom unattended.
4. An approved STARS Volunteer must escort STARS participants back to their classroom.

D. Inclusion Policy

Some special needs program participants are integrated into our Bible School program and may have a one-on-one aide. These program participants should follow the procedures of the inclusion class. For more information, contact the Inclusion Coordinator.

VI. CHILDCARE FOR CHURCH-SPONSORED EVENTS

When childcare is provided for a church-sponsored event using church facilities and not defined as children's or STARS ministry (example: congregational meetings, small group brunches, etc.), the following childcare requirements must be met:

- A. A minimum of two Volunteers per room is required regardless of the number of children present.
- B. Of the two Volunteers one must have had a background check with satisfactory results and be in or have completed the Screening Process outlined on page 4 of the Protection Policy.
- C. Although College Church encourages family ministry, at no time should all Volunteers in one room be from the same family unless another Volunteer or a Student Volunteer is present.
- D. The number of Volunteers should be appropriate for the number of children present to ensure the safety of each child. See preferred Staffing Guidelines on page 4 of the Protection Policy.
- E. Children should not be accepted until at least two Volunteers are present.
- F. Guidelines on Proper Display of Affection must be followed, as outlined on page 6 of the Protection Policy.
- G. Physical punishment and intimidation are inappropriate disciplinary tools and are forbidden.
- H. The Bathroom Policy and Diaper Changing Policy, as outlined on page 9 of the Protection Policy, must be followed.
- I. Childcare Volunteers need to be familiar with and follow Our Ready Response to suspected Abuse outlined in Article VII of the Protection Policy.
- J. The event requiring childcare must be officially scheduled through the church office.

VII. OUR READY RESPONSE TO SUSPECTED ABUSE

The following outlines procedures are to be followed whether abuse is suspected in the ministry setting of College Church or during an off-site event sponsored by College Church.

A. Suspicion of Abuse:

Anyone working with children, youth, or STARS participants in the ministries of College Church shall immediately report to the designated Pastor/Ministry Director any suspicions of abuse or neglect which may indicate a need for further investigation. It is not the responsibility of the reporting person nor the Pastor/Ministry Director to substantiate any allegations or suspicions. Possible indications of abuse or neglect can include:

- a. pattern of injuries not typical for everyday accidents (i.e., marks or bruises on the back, buttocks or abdomen, symmetrical or patterned bites or bruises, skin markings or welts in the shape of a hand, belt or rope)
- b. very poor hygiene or obvious lack of medical care
- c. sexual knowledge or speech not appropriate for the developmental level
- d. overtly sexual behavior or demonstrations
- e. extreme reluctance to go to a particular place or be with a particular person
- f. withdrawal and depression
- g. allusion to incidents in writing or through prayer request

B. Child/Youth Initiated Allegations of Abuse or Neglect

Rather than a Volunteer observing signs of possible abuse, a program participant may approach a trusted Volunteer with testimony of abuse. In such a case, the Volunteer should take their words seriously and listen attentively and calmly, reassuring the child or youth that he/she is not at fault and was right to tell the Volunteer about the problem. The Volunteer should not promise that he/she will not tell anyone.

C. Report Form

In the event that a Volunteer becomes suspicious or is made aware of allegations that a program participant is the victim of abuse or neglect, the Volunteer must immediately contact the Pastor/Ministry Director. The Volunteer and Pastor/Ministry Director must together fill out a Suspicion of Abuse Report Form (see Appendix N).

D. Confidentiality

At all times the person(s) reporting suspicions or allegations of abuse or neglect must keep the information confidential. Such suspicions should be shared only the Pastor/Ministry Director, or in their absence, the supervising Associate Pastor or the Senior Pastor.

E. Summary of Steps

1. Gently affirm the participant with words of comfort.
2. Report to the appropriate Pastor/Ministry Director.
3. Fill out a Suspicion of Abuse Report Form (see Appendix N) with the Pastor/Ministry Director as soon as possible. Forms are available in the church office or Teacher Resource Room.
4. **Together contact the proper authorities.** The Pastor/Ministry Director, as a mandated reporter per the Abused and Neglected Child Reporting Act, is charged with calling the abuse hotline at 1-800-252-2873 when there is reasonable cause to suspect abuse or neglect.

F. Assessing the Report

The Pastor/Ministry Director, along with the supervising Associate Pastor, Director of Administration, or Senior Pastor) will make every effort to make an assessment within 24 hours of the report. A review committee consisting of a lawyer, doctor, and psychologist/psychiatrist, or social worker (preferably experienced in working with children) may also assist in assessing the report.

If after the review it is determined that the investigation should continue, the Council of Elders will be immediately informed. The Elders, Pastor/Ministry Director, and the review committee will determine how best to proceed.

VIII. CONTINUING THE INVESTIGATION RESPONDING TO ALLEGATIONS

A. Initial Response (The following steps should be handled by the Pastoral Staff and/or Council of Elders:

1. Ensure that the incident has been reported to the proper authorities.
2. Document all your efforts to handle the incident.
3. Report the incident to the church's insurance company and lawyer.
4. If the parents are **not** the alleged perpetrators, notify the parents.
5. Notify the accused only after the safety of the alleged victim is secured.
6. Appoint a spokesperson to handle communication both within and outside the church.
7. Prepare a public statement to answer the media and to convey the news to the congregation.

B. Responding to Alleged Victim

1. Do not minimize or deny the allegation or assess blame.
2. Assure the victim that the church is taking his/her allegations seriously.
3. Make sure the care and safety of the victim is the first priority.
4. Provide ongoing support and assurance of acceptance to the victim and the victim's family.
5. Help the family find professional counseling if the family so desires.
6. Commit to helping the victim and the family toward full healing and recovery.

C. Responding to Alleged Perpetrator

1. Treat the accused with dignity and support
2. Remove any accused Staff member or Volunteer immediately from his/her position until the investigation is finished.
3. Put in place a process of healing and restoration.
4. Future restoration to church fellowship should be handled with great care, taking the feelings of the victim and the victim's family into consideration.

5. If the accused is convicted, concern and support should be given, with the goal of forgiveness and restoration. However, no one who has ever been convicted of abuse of any kind or of any improprieties involving children or disabled persons should ever be placed in a position to work with children, youth, or persons with disabilities. Other appropriate places of service should be encouraged.

IX. PROTECTION POLICY SOURCES:

Better Safe Than Sued by Jack Crabtree. Loveland, Co: Group, 1998

The Focus on the Family Complete Book of Baby and Child Care by the Focus on the Family Physicians Resource Council. Wheaton, IL: Tyndale, 1997.

It Should Never Happen Here by Ernest J. Zarra III. Grand Rapids, MI: Baker, 1997

Reducing the Risk of Child Sexual Abuse in Your Church by Richard Hammar, Steven Klipowicz, and James Cobble. Matthews, NC: Christian Ministry Resources, 1993.

When Child Abuse Comes to Church by Bill Anderson. Minneapolis, MN: Bethany House, 1992

Facing The Issue of Child Sexual Abuse in the Church by Christian Service Brigade. Revised: January 2006

Protection Policy Revised: August 2006

Due Reconsideration: April 2007

ARTICLES OF FAITH

ARTICLE I

We believe that the Scriptures of the Old and New Testaments are given by inspiration of God, are without error in the original writings and are the only infallible rule of faith and practice.

"All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness: that the man of God may be perfect, thoroughly furnished unto all good works. 2 Tim. 3:16, 17; 1 Th. 2:13; 2 Pet. 1:19-21

ARTICLE II

We believe in one God – the Creator and Ruler of the Universe, existing in a divine and incomprehensible Trinity – the Father; the Son, Jesus Christ; and the Holy Spirit – each possessing divine perfection.

"The grace of the Lord Jesus Christ, and the love of God, and the communion of the Holy Ghost, be with you all. Amen. 2 Cor. 13:14; Mt. 28:19; Jn. 14:26, 15:26; 1 Pet. 1:2

ARTICLE III

We believe that our first parents were created holy and upright, that they fell from this condition; and that in consequence the whole human race is in their nature dead in trespasses and sins.

... by one man sin entered into the world, and death by sin; and so death passed upon all men, for that all have sinned. Rom. 5:12; Gen. 1:27, 28, 31; Eccl. 7:29; Eph. 2:1-5

ARTICLE IV

We believe in the incarnation, death, and bodily resurrection of the Son of God; and that salvation is attained only through repentance and faith in Him.

"In the beginning was the Word, and the Word was with God, and the Word was God . . . in Him was life, and the life was the light of men . . . and the Word was made flesh, and dwelt among us, and we beheld His Glory . . ." Jn. 1:1-14; 1 Cor. 15:3,4; Acts 4:10-12

ARTICLE V

We believe in the necessity of a radical change of heart and that this is effected through the truth, by the agency of the Holy Spirit.

". . . Except a man be born again, he cannot see the kingdom of God. Jn. 3:3; 1 Pet. 1:23; Ti. 3:5

ARTICLE VI

We believe that the Christian is called with a holy calling to walk not after the flesh, but after the Spirit.

"Therefore if any man be in Christ, he is a new creature: old things are passed away; behold, all things are become new. 2 Cor. 5:17; Gal. 5:22, 23; Jn. 15:10

ARTICLE VII

We believe that only those should be admitted to membership in the visible Church who have experienced a change of heart.

"Jesus answered, `Verily, verily, I say unto thee, except a man be born of water and the Spirit, he cannot enter the kingdom of God.' Jn. 3:5; 1 Cor. 5:6

ARTICLE VIII

We believe the ordinances of Baptism and the Lord's Supper together with the observance of the Lord's Day are of perpetual obligation in the church. Recognizing both immersion and affusion as valid, we leave the determination of the mode of adult baptism to the candidate. Provision shall always be made for the baptism or dedication of infants of believers.* Mt. 28:19;

1 Cor. 11:24-26; Ex. 31:16, 17, with Mt. 5:17, 18

*This article shall be either printed in the church bulletin or read before baptism services in College Church.

ARTICLE IX

We believe in the resurrection of the dead and future judgments from which the righteous go away into everlasting life and the wicked into everlasting punishment.

". . . many of them that sleep in the dust of the earth shall awake, some to everlasting life, and some to shame and everlasting contempt. Dan. 12:2; Mt. 25:31-46; Rev. 20:11-15: 21:26, 27

ARTICLE X

We believe in the personal, bodily return of Christ in power and great glory as King of Kings and Lord of Lords and in Christ's ultimate complete triumph and the establishment of "new heavens and a new earth, wherein dwelleth righteousness. *

... this same Jesus, which is taken up from you into heaven, shall so come in the like manner as ye have seen him go into heaven. Acts 1:11; 2 Pet. 3:10- 13; Rev. 19:16, 21:1-7



AMENDED AND APPROVED BY THE CONGREGATION 5/21/06

STANDARDS OF THE CHRISTIAN LIFE

We believe the Scriptures establish basic principles to guide the actions and attitudes of a Christian and that it is the responsibility of each Christian, through constant submission to Christ, to glorify God through the application of these principles.¹ We affirm the Scriptures as the Christian's final source of teaching and training for all of life's activities. Consistent reading and study of the Word of God is essential for growth in the Christian life.²

We believe the life of a Christian, empowered by the Holy Spirit, is characterized by love for and dependence upon God and love toward all people.³ A Christian loves God by worshiping Him,⁴ giving thanks for all He has done,⁵ obeying Him,⁶ and making Him known to others.⁷ A Christian loves others by sharing their burdens,⁸ remaining intolerant of their sin,⁹ forgiving their personal offenses yet seeking to restore them to fellowship with the Lord,¹⁰ demonstrating the fruit of the Spirit--love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self control,¹¹ and loving others as himself.¹²

We believe, for example, that the Scriptures call a Christian to be joyful,¹³ to trust in God,¹⁴ to live a life of holiness in the world,¹⁵ to exhibit humility and honesty,¹⁶ to deny self in submission to the sovereignty of Christ¹⁷ and to be a faithful steward of things God has given--mind, body, time, abilities, funds, and opportunities.¹⁸

We believe that a Christian must strive to live a life in which Christ is Lord of all thoughts, actions, and words. A Christian must recognize that there are actions and attitudes that are inconsistent and inappropriate, such as sinning against the body of Christ or one's own body. A Christian led by the Holy Spirit will, after prayer and studying the Scriptures, exercise freedom responsibly with loving regard for the sensitivities and weaknesses of others.¹⁹

We further believe that, based on Scriptural teaching and concern for our individual and corporate witness, we must refrain from such practices as sexual impurity and marital infidelity, as well as gossiping, drunkenness, and other excesses.²⁰

In addition, many believe that certain activities, though not specifically prohibited in Scripture, are detrimental to our individual and corporate lives and the witness of College Church in our community. These activities include selling and using all forms of habituating drugs, tobacco, alcohol, and narcotics except those used for medicinal purposes; viewing and participating in the activities of organizations which are inconsistent with the Gospel of Christ. Each member or anyone seeking membership in College Church is enjoined to prayerfully seek the guidance of the Holy Spirit with regard to these activities as well as all other aspects of individual witness.

1. Ex. 20; Mt. 5:16; Lk. 11:28; Acts 5:29; Mt. 6:33.
2. 2 Tim. 2:15; 3:16.
3. Phil. 1:9-11; Jn. 13:34-35; Rom. 12:9-10; 13:8; 1 Cor. 13:1; Eph. 5:1-2; 1 Th. 4:9; 1 Pet. 4:8.
4. Mt. 4:10.
5. Col. 3:17; 1 Th. 5:18; Eph. 5:20.
6. 1 Jn. 2:3-6.
7. Mk. 16:15; Rom. 1:16.
8. Gal. 6:2.
9. Rom. 13:14.
10. Mt. 18:21-22; Eph. 4:32; Col. 3:13; Lk. 6:27-28; 32-35; Rom. 12:17-21; 1 Pet. 3:9.
11. Gal. 5:17-23.
12. Rom. 13:9.
13. Neh. 8:10; Ps. 5:11; Jn. 15:11.
14. 1 Jn. 2:28; 2 Chr. 20:20; Isa. 26:4; Heb. 2:13.
15. Rom. 12:1; Eph. 1:4; 1 Cor. 3:21-23; 1 Jn. 2:15-17.
16. Col. 3:8-12; 1 Th. 4:12.
17. Mt. 16:24; Rom. 12:16; Eph. 4:1-3; Phil. 2:3-4.
18. 1 Pet. 4:10; Eph. 5:15-16, 18; Mt. 6:19-21; Rom. 12:1; 2 Cor. 6:16.
19. 1 Cor. 8:9,13; Rom. 14.
20. 1 Pet. 1:13-16; Gal. 5:19-21; Eph. 4:17-24; Jas. 3:2-10; Phil. 4:8-9.