

CHILD PROTECTION STANDARDS

FOR

Cross Lanes United Methodist Church

ENDORSED BY

THE CHURCH COUNCIL

SEPTEMBER 9, 2014

REVISED NOVEMBER 14, 2016

11/30/2018

Table of Contents

I.	Introduction	page 3
II.	Definitions	page 4
III.	Local Church Child Protection Standards Coordinator	page 6
IV.	Selection and Screening of Staff and Volunteers	page 7
V.	Supervision of Children and Youth in Ministries or Events of the Local Church	page 8
VI.	Response by Local Church Staff and Volunteers to Allegations of Abuse	page 9
VII.	Education of Staff and Volunteers	page 10
VIII.	Application to Work/Volunteer with Children and/or Youth	page 11
IX.	Reference Questionnaire for Applicant to Work/Volunteer with Children and/or Youth	page 15
X.	Report of Suspected Incident of Child/Youth Abuse	page 19

I. Introduction

“People were bringing little children to him in order that he might touch them, and the disciples spoke sternly to them. But when Jesus saw this, he was indignant and said to them, ‘Let the little children come to me; do not stop them; for it is to such as these that the kingdom of God belongs. Truly, I tell you, whoever does not receive the kingdom of God as a little child will never enter it.’ And he took them in his arms, laid his hands on them, and blessed them.” (Mark 10:13-16)

Our Christian faith calls us to offer both hospitality and protection to the little ones, the children. The Social Principles of The United Methodist Church state that “children must be protected from economic, physical and sexual exploitation and abuse.”

Tragically, churches have not always been safe places for children. Child sexual abuse, exploitation, and ritual abuse occur in churches, both large and small, urban and rural. The problem cuts across all economic, cultural and racial lines. It is real, and it appears to be increasing. Most annual conferences can cite specific incidents of child sexual abuse and exploitation in their churches. Virtually every congregation has among its members adult survivors of early sexual trauma.

Such incidents are devastating to all who are involved: the child, the family, the local church and its leaders. Increasingly, churches are torn apart by the legal, emotional, and monetary consequences of litigation following allegations of abuse.

God calls us to make churches safe places, protecting children and other vulnerable persons from sexual and ritual abuse. God calls us to create communities of faith where children and adults grow safe and strong.

Local churches should:

1. develop and implement an ongoing education plan for the congregation and its leaders on the reality of child abuse, risk factors leading to child abuse, and strategies for prevention;
2. adopt screening procedures (use of application forms, interviews, reference checks, background clearance, and so forth) for workers (paid and unpaid) directly or indirectly involved in the care of children and youth;
3. develop and implement safety procedures for church activities such as having two or more nonrelated adults present in classroom or activity; leaving doors open and installing half-doors or windows in doors or halls; providing hall monitors; instituting sign-in and sign-out procedures for children ages ten or younger; and so forth;
4. advise children and young persons of an agency or a person outside as well as within the local church whom they can contact for advice and help if they have suffered abuse;
5. carry liability insurance that includes sexual abuse coverage;
6. assist the development of awareness and self-protection skills for children and youth through special curriculum and activities; and
7. be familiar with annual conference and other church policies regarding clergy sexual misconduct.

(From *The Book of Resolutions of The United Methodist Church - 2012*. [pp 240-241])

In response to our commitment to all children and our desire to create safe places where they can grow in body mind and spirit the Cross Lanes United Methodist Church adopts the following policies.

II. Definitions

A. Abuse

Child abuse is a broad term encompassing a variety of acts perpetrated against a child/youth by an adult or significantly older or more powerful youth or child that results in intentional harm to the child/youth, or that negligently endangers a child's/youth's health, safety or welfare. The child/youth victim is never capable of consenting to abusive behavior, either legally or morally. In all circumstances, child abuse is morally wrong and the victim shares no responsibility for the abuse. Persons who have greater power or authority than the child/youth victim, and who misuse that power or authority to harm the child/youth physically, sexually, emotionally, or spiritually, perpetrate child abuse.

The West Virginia Code provides legal definitions of acts constituting criminal child abuse.¹ While we find these definitions informative, we believe the Church must hold itself to a higher standard. Our churches must be the safest and holiest of places for all of God's children/youth if we are to succeed in our efforts to live and serve as the Body of Christ in the world.

While it would be impossible to form an exhaustive list of actions constituting child abuse, the following definitions and examples serve as a guideline for the purposes of this policy:

1. Physical Abuse – Abuse in which a person deliberately and intentionally causes bodily harm to a child/youth. Examples may include violent battery with a weapon (knife, belt, strap, paddle, etc.), burning, shaking, kicking, choking, fracturing bones, and any of a wide variety of non-accidental injuries to a child's/youth's body.
2. Emotional Abuse – Abuse in which a person exposes a child/youth to spoken and/or unspoken violence or emotional cruelty. Emotional abuse sends a message to the child/youth of worthlessness, badness, and being not only unloved but undeserving of love and care. Children/youth exposed to emotional abuse may experience being locked in a closet, being deprived of any sign of parental affection, being constantly told they are bad or stupid, or being allowed or forced to abuse alcohol or drugs. Emotional abuse is often very difficult to prove, and it is devastating to the victim.
3. Neglect – Abuse in which a person endangers a child's/youth's health, safety, or welfare through negligence. Neglect may include withholding meals, clothing, medical care, education, and even affection and affirmation of the child's/youth's self-worth. This is perhaps the most common form of abuse.
4. Sexual Abuse – Child sexual abuse is a criminal act perpetrated by an adult (or an older and more powerful youth) that exploits and harms children/youth by exposing them to or involving them in sexual behavior for which they are unprepared, to which they cannot consent (either morally or legally), and from which they are unable to protect themselves. The child/youth victim is never capable of consenting to abusive behavior, and cannot be blamed for the abuse regardless of the child's/youth's conduct. Examples of sexual abuse may include fondling, intercourse, incest, and the exploitation of the child/youth for the purpose of or exposure of the child/youth to pornography or prostitution.
5. Hazing/Initiations/Bullying – Abuse that occurs when the child/youth is subjected to ridicule, harassment, or other emotional or physical harm as part of a rite of passage, initiation, punishment, or for the enjoyment of the participants or other bystanders. This type of abuse may be perpetrated by adults or by older or more powerful children or youth. While this type of abuse may not always constitute a crime, it serves no purpose in the Body of Christ and is not acceptable in our church.

¹ W.Va. Code, §§49-1-3 and 61-8D-1 through 61-8D-6.

B. Age Groups

Child – Persons up to approximately 12 years of age (generally persons from birth through the sixth grade, taking into account the grouping of youth in the public schools)

Youth – all persons from approximately 12 through 18 years of age (generally persons in the seventh grade through the twelfth grade, taking into account the grouping of youth in the public schools)

C. Staff/Volunteer

Local Church Staff - any person in the employ of the church in a professional, program, support, or other position or a volunteer elected to a position of leadership within the administrative structure of the local church

Volunteer - a person in any position of responsibility within a ministry program or at an event; any person who takes instruction and direction from a staff person in a ministry or at such an event.

III. Local Church Child Protection Standards Coordinator

In order for our church/charge to comply with the Conference Child Protection Standards, we will elect a local church Child Protection Coordinator or Child Protection Coordinators (CPCs). This person will be identified on the annual Charge Conference Form. The CPC will oversee the development and implementation of the congregation's Child Protection Standards. The CPC will be trained by the Conference Sexual Ethics Team.

The CPC will have three functions.

1. Collecting, processing and maintaining information on those who apply to work with children and youth at our church.
2. Educating staff, volunteers and event leaders in our Child Protection Standards and those of the Annual Conference where applicable.
3. Monitoring our programs and events to assure compliance with our Child Protection Standards.

IV. Selection and Screening of Staff and Volunteers

1. Application: Each person being considered to work with children/youth shall fill out an application form and covenant (VIII. Application to Work/Volunteer with Children/Youth),
2. Reference checks: Each person being considered to work with children/youth shall provide the names and contact information of three references.
3. Interview: Before approving an applicant, the CPC will review the written application and references (IX. Reference Questionnaire for Applicant to Work/Volunteer with Children or Youth) to determine if the applicant will be interviewed. Indications that an interview should take place include:
 - a. Applicant is new to the ministry or the event.
 - b. Applicant is new (less than 5 years) to the church.
 - c. Evidence indicates that the applicant has been charged with a crime against children or youth.
 - d. The application or references raise issues that require clarification.
4. The results of the interview, especially when sensitive areas have been discussed, should be kept confidential and disclosed only to those persons requiring this information in order to make a decision as to whether the applicant should be accepted for this or any other ministry.
5. Covenant Statement: Before beginning work with either children or youth, each staff or volunteer will sign a statement that they have read, understand and agree to abide by the Child Protection Standards of the local church. Such a signed statement is required of all persons and is prerequisite to beginning work in a ministry or at an event of the local church.
6. In the unfortunate situation where it has been determined that an applicant should not work with children/youth, the church will handle such a decision in a confidential manner which is sensitive to that person.

V. Supervision of Children and Youth in Ministries or Events of the Local Church

Cross Lanes United Methodist Church will strive to meet each standard that follows in all its ministries and events that include children and youth.

Two Adult Supervision – At least two unrelated adults (must be at least 21 years old) will be present for all activities involving children or youth. Youth should not be counted toward fulfilling Two-Adult Supervision.

Permission Forms – Permission Forms indicating a parent’s knowledge of the event and release for emergency medical treatment are required for each child/youth. The forms will be retained by the person responsible for the event for the duration of the event. If the event includes travel to another site, the forms will be kept by the leaders traveling with the group and copies will be kept at the church.

Co-ed Events – There will be at least one adult of each gender present at co-ed events. At single gender events, at least one of the two or more adults present will be of the same gender as the children/youth.

Transportation – When transportation is provided to, from, or as a part of an event:

1. Driver must be at least 21 years old.
2. Driver must have a valid US driver’s license for the vehicle being operated.
3. The vehicle must be insured. Driver must have proof of insurance in his/her possession.
4. Driver must be accompanied by at least 2 children/youth and be part of a caravan with other vehicles or be accompanied by another adult.

Open Door Policy – Parents, volunteers, or local church staff may visit and observe any part of any program at any time.

Sensitive Areas – Leaders of a program should avoid being in sensitive areas such as bathrooms, shower areas, and changing rooms with participants. No leader will ever be the only adult in such areas when children/youth are present.

Housing – The following standards will be followed when housing is provided as a part of the event:

1. Whenever possible, males and females will sleep in different areas (e.g., rooms, floors, cabins, etc.)
2. Adults must keep an appropriate distance from children/youth sleeping near them.
3. Whenever possible, separate bathrooms will be designated for each gender. When only one bathroom is available, privacy will be assured by means of a lock, a sign or a sentry.
4. Adults will not share a room with less than 4 children/youth.

Medical Support – Leaders will know the location of the nearest medical facility and have telephone access to emergency medical assistance.

Hazing/Initiations/Bullying – All forms of hazing will be avoided even when the young person targeted agrees to go along.

Participant Covenant Statement – All volunteers and staff, including drivers, shall have read and signed the Participant Covenant Statement (page 13).

VI. Response by Local Church Staff and Volunteers to Allegations of Abuse

As caring Christians, we are committed to protect and advocate for children/youth participating in the life of the church. The church is entrusted to provide an emotionally safe, spiritually grounded, healthy environment for children, youth, and adults in which they are protected from abuse of any kind. It is our legal and moral responsibility to report suspected abuse whenever it comes to our attention regardless of where that suspected abuse takes place. We shall report suspected abuse to stop potentially existing abuse and to prevent further abuse. To report suspected abuse is to be a witness to the world of the love and justice of God. Reporting abuse is a form of ministering to the needs of those crying out for help or too weak to help themselves.

If abuse is suspected by, observed by, or disclosed to a staff person or volunteer, that person shall report the incident immediately to the leader of the event as well as the West Virginia office of Child Protection Services and, in the instance of serious physical or sexual abuse, contact Law Enforcement.

In the event of any suspected abuse or neglect, the reporter will do the following:

- Immediately separate the alleged perpetrator from contact with children and youth. Be careful to realize this is a precaution and not a presumption of guilt.
- Immediately separate the alleged victim from other children and youth in the program. Take whatever steps are necessary to assure the safety of the alleged victim until the parents or guardians arrive.
- Immediately notify the proper authorities, i.e., West Virginia Children Protection Services, Department of Health and Human Services 1-800-352-6513 or during business hours 8:30 to 4:30 Kanawha County Child Protective Services 304-746-2360. **If Suspected Sexual Abuse You Must Notify the Kanawha County Sheriff @ 304-776-7564.** This is a requirement of law. Do not attempt an investigation. This should be left to the professionals who are familiar with these cases.
- Report the incident to the pastor and CPC for advice and support in following procedures.
- If the accused is a clergy member of the annual conference, local pastor, or diaconal minister, appropriate provisions of the *Book of Discipline* must be followed. Contact your Midland South District Superintendent, for assistance regarding disciplinary provisions.
- Notify the parents or legal guardians of the alleged victim. It is important to emphasize that the authorities must be notified even if the parents do not wish the incident to be reported. (Note: if one or both of the parents or the legal guardian is the alleged abuser, contact the proper authorities and follow their advice on how to proceed.)
- Establish and maintain a written report of the basic information to ensure on-going ministry to, and advocacy for, the victims and others involved. Use the "Suspected Abuse Report" form (X. Report of Suspected Incident of Child/Youth Abuse or Misconduct) for this report. The report shall be brief and contain only factual information relevant to the situation. It shall be written in ink or typed to prevent changes. It shall at all times be treated with the highest confidentiality. The report shall be retained in the church office where it shall remain confidential.

If abuse occurs or is reported, it is our long-range desire to act as an advocate for all affected persons, providing support, information, assistance, and intervention. We seek to provide a supportive atmosphere, offering both objectivity and empathy as we seek to create a climate in which healing can take place.

VII. Education of Staff and Volunteers

In partnership with the West Virginia Conference Sexual Ethics Team and Child Protection trainings which it staffs, the Cross Lanes United Methodist will provide appropriate training, focused on current and timely issues, for those who will work with children and youth.

This training should include:

- The definition and recognition of child abuse
- The local church standards, policies, and procedures and their purpose as protection for children/youth and for those working with them
- The policy/procedures on reporting abuse and appropriate forms
- The meaning and importance of confidentiality
- The maintenance of a positive learning environment, including appropriate discipline and age-level characteristics
- Appropriate behavior for teachers and leaders.

Consistency of training scope and presentation is very important. A record of persons who have successfully completed approved training shall be maintained by the local church, noting the date of completion and the training materials used.

VIII. Application to Work/Volunteer with Children and/or Youth

CROSS LANES UNITED METHODIST CHURCH APPLICATION TO WORK/VOLUNTEER WITH CHILDREN AND/OR YOUTH

This application and reference form are to be completed by all persons (volunteer or compensated) who desire to work with children or youth in our local church. This application form is being used to help the church provide a safe and secure environment for those children and youth who participate in our programs and events and for those who work with them.

Part 1 - Personal

Date _____

Name _____
Last First Middle

Former Name (if applicable) _____

Present Address _____

City _____ State _____ Zip _____

Home Phone _____ Other Phone Numbers _____

E-Mail Address _____

How long have you lived at the above address?

If less than one year, provide all addresses for the past five years:

Please indicate the type of youth or children's work you prefer.

Why do you want to serve in this position?

Please indicate the date you are available to begin:

What is the minimum length of commitment you can make?

Our local church has an open door policy which means that a parent, volunteer, or conference staff can

visit/observe at anytime. Are you comfortable with this policy?

Our local church has the policy of using two teachers/leaders for all children/youth activities. Are you comfortable with team teaching?

Please note: Answering “Yes” to either of the next two questions does not automatically disqualify you from the position for which you are applying. An affirmative answer will necessitate an interview to provide further explanation.

Have you ever been charged with, convicted of, or plead guilty or no contest to a crime against children or other persons?

Have you ever committed any act of child abuse or sexual molestation against a minor?

Part 2 – Church History and Prior Children/Youth Work

Other churches you have attended regularly during the past five years:

List all previous church work involving children/youth (include church name and address, type of work performed, and dates):

List any gifts, callings, training, education, or other factors that have prepared you for working with children/youth:

Please list three persons who have known you for at least five years and who are familiar with your character and/or your work particularly as it relates to supervision of children and youth. None of the references may be a relative.

Name _____

Address _____

Daytime Phone _____ Evening Phone _____

Length of time you have known the reference: _____

How do you know the reference? _____

Name _____

Address _____

Daytime Phone _____ Evening Phone _____

Length of time you have known the reference : _____

How do you know the reference? _____

Name _____

Address _____

Daytime Phone _____ Evening Phone _____

Length of time you have known the reference: _____

How do you know the reference? _____

Part 4 – Applicant’s Authorization and Release

The information contained in this application is correct and complete to the best of my knowledge. I authorize the references or churches listed in this application to give you any information (including opinions) that they may have regarding my character and fitness to work with children or youth. In consideration of the receipt and evaluation of this application, I hereby release any individual, church, judicatory, youth organization, charity, employer, reference, or any other person or organization, including record custodians, both collectively and individually, from any and all liability for damages of whatever kind or nature which may at any time result to me, my heirs, or family on account of compliance or any attempts to comply, with this authorization.

Should my application be accepted, I agree to abide by the Child Protection Standards found herein and will live by the understanding that, as a person of authority, it is my responsibility to avoid inappropriate behavior with children and youth in my care.

I further state that I have carefully read the foregoing Authorization and Release and know the contents thereof and I sign it as my own free act. This is a legally binding agreement which I have read and understand.

Applicant’s Signature: _____ Date: _____

Cross Lanes United Methodist Church is committed to providing a safe and secure environment for all children, youth, and volunteers who participate in our ministries and events. Our Child Protection Standards reflect our commitment to being a holy place of safety and protection for all who would enter and a place in which all people can experience the love of God through relationships with others.

Please answer each of the following questions:

- | | | | |
|----|--|-----|----|
| 1. | Have you read the Local Church Child Protection Standards? | Yes | No |
| 2. | Do you agree to observe and abide by all our Local Church Child Protection Standards? | Yes | No |
| 3. | Do you agree to observe the “Two-Adult Rule” at all times? | Yes | No |
| 4. | Do you agree to participate in training and education events provided by the church related to your volunteer assignment? | Yes | No |
| 5. | Do you agree to promptly report suspected abusive or inappropriate behavior to your supervisors and appropriate authorities? | Yes | No |

Signature _____ Date _____

Return completed application to: Cross Lanes United Methodist Church 5320 Frontier Dr.
Cross Lanes WV 25313-1307

IX. Reference Questionnaire for Applicant to Work/Volunteer with Children or Youth

1. Your name was given as a reference for: _____
2. Who has applied for the position of: _____
3. As a condition of acceptance as a worker with children or youth, an applicant must have on file a record of three reference contacts. Please complete this questionnaire and return it by _____. Thank you for your prompt attention to this matter.
4. How long have you known the applicant?
5. How do you know the applicant?
6. Have you observed him/her with children or youth?
If so, please describe the situation:
7. What attributes of this applicant best prepare him/her for work with children/youth?
8. Do you know of any conditions making this applicant unsuitable for teaching or working with children or youth?
Yes ___ No ___ -- If Yes, please describe:
9. To the best of your knowledge, has this person ever been convicted of or plead guilty or no contest to child abuse or any violent crimes or had a child/youth removed from their home? Yes ___ No ___
10. Would you recommend this individual for approval to work with children? Yes ___ No ___
11. Please make any additional comments you would like about this applicant:

Signature _____ Date _____

Print Name _____ Phone _____

Please return this completed questionnaire to: Cross Lanes United Methodist Church, 5320 Frontier Dr.

Cross Lanes WV 25313-1307

Written Record of Phone Contact with Reference

Complete one form for each reference contacted

Confidential

1. Name of Applicant: _____
2. Individual, church or organization contacted (if a church or organization, identify both the organization and the person contacted): _____
3. Date(s) and Time(s) of Contact(s): _____
4. Person making contact(s): _____
5. Method of Contact (telephone, personal conversation, letter [attach]):
6. Summary of conversation (summarize the reference's comments concerning the applicant's fitness and suitability for children's or youth work):

Your Signature: _____

Position: _____

Date: _____

Goals of the interview

1. Fill in any gaps in the application form
2. Open paths for further discussion on the part of the applicant
3. Observe how the applicant conducts self in the process
4. Keep a written record of the applicant's responses to the interview process

In conducting the interview, the interviewer should be aware when "red flags" are raised concerning the applicant. These "flags" are indicators of issues which must be explored further to be assured that all information is collected concerning a prospective employee/volunteer. Some of these "flags" include: Many addresses or churches attended over a short period of time. This could indicate that a person is trying to be anonymous. But it could also indicate that he/she is a college student who moved a lot to keep rent low.

Wants to work only with one age group. If someone would like to work with only one specific age group, it could indicate that person has targeted that age group for molestation. Or it could mean that is the age group for which they are trained and experience has shown that they do not work as well with other ages. Also be aware of those who seem overly committed to one age group. For example, someone who simultaneously leads a scout group, coaches Little League, serves as a Big Brother, and now wants to teach Sunday School may be neglecting their own age appropriate peer relationships in order to cultivate potential victims.

Does not want/need/like close supervision. The interview may indicate that the person does not like to be closely supervised. This might raise questions about motivation for applying for this work.

The interviewer needs to be able to explore issues as they arise during the interview and depart from the set of questions prepared to do so. It is helpful, therefore, if interviewers prepare ahead of time for the interview by reading the application form and noting areas for exploration.

Sample Interview Questions

1. Why are you interested in working with children/youth at the church?
2. How would you describe yourself?
3. When you heard about this position, what appealed to you the most?
4. What specific skills do you bring to this position?
5. With what age group and gender do you prefer to work? Why? Please give examples of your work with this age group.
6. Are you willing to work with other age groups or genders?
7. What kinds of programs or activities would you be willing to lead, supervise or conduct? If trained, would you be willing to conduct other activities?
8. What do you feel are the chief indicators of a successful program or activity?
9. Give a specific example of how you overcame a difficulty in job, school, or family.
10. Give an example of how you overcame a problem with a youngster other than your own. How were you disciplined as a child? How would you discipline? Under what supervision style do you work best?
11. In what types of activities or recreation do you participate?
12. What were your favorite subjects in school?
13. What would you like to tell us that has not been covered?
14. What questions do you have about this ministry?
15. Other questions to raise regarding information given on the information form?

One might conclude the interview with one or two hypothetical situations which are typical at church sponsored events and ask the applicant how they would respond in that situation.

X. Report of Suspected Incident of Child/Youth Abuse or Misconduct

1. Event: Church Name, Name of Event or Ministry, Location, Date, Leader
2. Name of staff or volunteer observing or receiving disclosure of alleged abuse
3. Alleged victim's name and date of birth
4. Date/Location of initial conversation with or report from the alleged victim
5. Alleged victim's statement (please give your detailed summary)
6. Initial Actions Taken
7. Persons Notified (date, time, by whom, person contacted, notes)
8. Event Leader
9. Children Protection Services
10. Law Enforcement
11. Parents
12. Pastor or Conference Official

Follow-up Actions and Additional Information

Signature of person making this report _____

Print name of person making this report _____

Date of Report _____ -

Send completed report to: Minister and the Child Protection Coordinator

November 2016 Addendum to the Child Protective Standards

These are additions to the Child Protective Standards approved by the Cross Lanes United Methodist Church Council on September 9, 2014.

A. Locking the Outside Doors.

During Sunday School or Preschool or any other church events held in the Education building with children the doors will be locked. The front and rear doors have a buzzer that will summon a teacher or volunteer to the door if a parent or guardian needs to enter the building to pick up a child.

During any event held after hours in the church, Family Life Center, Education building such as a NOOGL or a sleep-in for Cross Lanes United Methodist children or any other church children the outside doors will be locked.

B. The Application in Child Protection Standards Section VIII i.e. Application to Work/Volunteer with Children and/or Youth is for the Director of Children Ministries, Children's Music Director or Youth Directors. In addition, it is to be used for any long-term volunteers that work with the program on an ongoing basis. All of these volunteers must pass a background check approved by the West Virginia Methodist Conference. The background check application is Exhibit A. The Church Administrator will keep the list current approved applicants.

C. All Children or Youth must have the approval of Parent or Guardian to be photographed. This approval document is Exhibit B.

D. All Youth should fill out a Youth Ministry Covenant. Exhibit C.

E. The Ushers are to walk throughout the church hallways, check the nursery, kitchen at different times during the 11:00AM service to make sure that the building is safe. All restrooms should be checked. Female ushers will knock on the men's restroom for a response and carefully open the door if no response. Male ushers should do the same if checking the female restrooms. The ushers should use their best judgement to respond to an "out of place" person. If in their best judgement a person should not be in the building, then ask them to leave or attend the service in the sanctuary until the service is over. If the "out of place adult" is non-cooperative ask them to leave or you will call the Sheriff.

F. During the 8:30 AM and 11:00AM services the double doors to the hallway from the sanctuary will remain open.

Exhibit A

Cross Lanes United Methodist Church

Authorization for Background Check

I authorize Cross Lanes United Methodist Church to solicit background information relative to my criminal record history. I understand that Cross Lanes United Methodist Church may make inquiries into my background that may include motor vehicle records, personal references, criminal records, and any other public record reports pertaining to me. I authorize, without any reservation, any person, agency, or other entity contacted by Cross Lanes United Methodist Church, or their agent, for purposes of obtaining background report information to furnish the above-mentioned information.

I release Cross Lanes United Methodist Church, their respective employees, or agents, and employees of their agents and all persons, agencies and entities providing information or reports about me from any and all liability arising out of furnishing any such information.

Please Print		
First Name:	Middle Name:	Last Name:
Other Name(s) Used:		
Social Security Number:	Date of Birth:	
Current Address		
Street Address:	City:	State and Zip:
How long at this address? Years/Months:		
Previous Address		
Street Address:	City:	State and Zip:
How long at this address? Years/Months:		
Printed Name:	Signature:	Date:



Exhibit B

Cross Lanes United Methodist Church

Media Release Agreement

At CLUMC, we Cross Lanes United Methodist Church care very much about keeping children, youth, members and volunteers safe. In this vein, we do not publish full names in our publications. We will also only publish photos of children, youth, members and volunteers whom we have media releases. We appreciate your completing the following release:

I grant Cross Lanes United Methodist Church, its representatives and employees, the right to take photographs, audio and video of myself/my child during Sunday School, Youth Group, church activities, Mission Trips, events and at outreach ministry sites. I authorize the church to copyright, use and publish the same in print, electronically and post to an internet website.

I agree that Cross Lanes United Methodist Church may post photographs taken during any church activities or at any outreach ministry site without my/my child's name attached to them, and for any lawful purpose ,including for example, such purposes as publicity, illustration, advertising, social networking and web content.

I have read and understand the above.

_____ I do not agree to this release

_____ I agree to this release

Adults Name _____
Please Print

Adult Signature _____

Child's Name _____
Please Print

Adult Signing for Minor: _____
Please Print

Adult Signature _____

Relationship to Minor: _____

Date: _____



Exhibit C

CROSS LANES UNITED METHODIST CHURCH YOUTH MINISTRY COVENANT AGREEMENT

I have willingly chosen to _____ participate in Youth Ministry at Cross Lanes United Methodist Church. As a participant I will work toward the goals and the building of Christian community with the group by:

1. Participating wholeheartedly and enthusiastically in all the planned activities.
2. Speaking up when I have a problem, need or concern.
3. Listening/Responding to the needs of others.
4. Following the guidance of the adult advisors.
5. Respecting others' property or rights, and abiding by the rules of the location visited or setting.
6. Using appropriate language and respecting leaders.
7. Not using controlled substances. Use of alcoholic beverages, drugs and tobacco product are strictly prohibited.
8. Not leaving the church or an events grounds at any time without permission of an adult advisor.
9. Encouraging others to understand and abide by this covenant and striving, as a Christian, to live as a supportive member of the group and as an example of faith and belief to those with whom we are in contact. This includes refraining from offensive or inappropriate jokes, hazing, actions and words toward others that does not promote or demonstrate a Christian example, atmosphere and life style.
10. Not bringing inappropriate materials, such as offensive or vulgar music or literature, laser pointers, fireworks, firearms, weapons, knives, etc., or promoting these activities.
11. Being responsible in my expressions of care, concern and intimacy and in the keeping of confidences.
12. Accepting responsibility for my own belongings.
13. Speaking only during appropriate times and never while the leader is speaking.
14. Staying with the group at all times.
15. Acting appropriately and respecting church property and equipment such as cleaning up your area when finished and refraining from running inside the church or "playing" with church equipment such as adult exercise equipment and wheelchairs.
16. Not bringing electronic devices such as video game and personal DVD players; and I agree to turn over my cell phone at any time upon the request of an adult advisor or Youth Director.
17. Respecting other people's privacy by not taking pictures, videos or recordings of other participants without their knowledge or consent. I will also respect their privacy by not posting personal information shared or discussed during group or pictures on any social media.
18. Dressing in a modest manner for all youth activities, and always following given dress guidelines of any function or conference.

I understand that success in abiding by the covenant will result in a positive group environment and experience. I also understand that failure to abide by any of these guidelines may result in a conversation with parents/guardians and removal from this or any event at my parent's expense.

Inappropriate behavior on a consistent basis will result in:

1. A general warning to the group.
2. A one-on-one conversation (discussion) with the Youth Director regarding the appropriateness of such behavior.
3. A conversation with a parent/guardian.
4. The loss of the right to participate in future events.

Youth Name: _____ Signature: _____ Date: _____

Parent/Guardian Name: _____ Signature: _____ Date: _____

