

## Adopting the Child Protection Policy in Your Congregation

The sample policy on the next few pages describes a way of organizing congregational programs for children and youth with safety in mind. Adopting such a policy will work best if congregational leaders learn about the benefits of child safety policy to the children, families, congregation, and community, and take steps to involve members of the congregation in planning together to implement the policy. The last step in planning is to set up a procedure to monitor the process continually so that the policy works well in the life of the congregation.

*There are three basic assumptions that congregations adopting this policy will embrace: First, that those called to serve with children and youth will demonstrate, in addition to gifts for ministry with children and youth, their fitness to serve. They do this by submitting to a background check and an interview with designated leaders. The congregation maintains and uses a current list of approved adults. Second, that during congregation-sponsored activities for children and youth two approved adults will always be present. Third, that the congregation follows a specific plan in the event that there is an allegation of child abuse or neglect.*

A congregation that is serious about adopting this safety policy should allow a period of about one year from the beginning of study to the full implementation of the policy. Here is a list of suggested steps for study and implementation.

1. The Congregation Council designates a planning committee.
2. The planning committee studies the sample policy and resources, anticipates how the plan might be adapted for the congregation's specific setting and writes a draft policy, based on the sample policy.
3. The planning committee shares the information and the draft policy with the Congregation Council. It is important to obtain the council's cooperation.
4. The planning committee develops and implements a plan for introducing the policy to the congregation. Here again, the goal is to gain the cooperation of those most affected: parents, youth workers, Sunday School teachers, and nursery attendants.
5. The planning committee develops the congregation policy, incorporating any needed changes to the draft policy.
6. The Congregation Council approves the policy tentatively and seeks legal review. Needed changes are incorporated and the Congregation Council adopts the policy, including a specific implementation date.
7. The Congregation Council establishes a child protection policy committee and that committee establishes a list of approved adults.
8. The date arrives and the plan is implemented.

Many resources are available to help congregations understand the merits of adopting this prevention program. A list of these resources is found at the end of the sample policy. The Lower Susquehanna Synod Sexual Misconduct Committee also is available as a resource in planning.

Lower Susquehanna Synod of the  
Evangelical Lutheran Church in America

March 18, 2006 - Adopted by Synod Council

**PREFATORY STATEMENT REGARDING SAMPLE CHILD  
PROTECTION POLICY**

This sample Child Protection Policy is intended to serve as a starting point from which a congregation should develop its own Child Protection Policy applicable to its own unique circumstances. This sample policy should not be adopted simply “as is.” When a congregation has written its own Child Protection Policy, the policy should be reviewed by its own attorney. The congregation should also make sure that its Child Protection Policy is consistent with the congregation’s Personnel Policy Manual or personnel policies.

The adoption of a Child Protection Policy does not automatically make a congregation a safer place for children, but it is a useful first step. In addition, the congregation should organize a Child Protection Policy Committee (CPPC) or another existing committee and charge the committee with the responsibility of implementing the Child Protection Policy.

Our children’s safety is every member’s responsibility; there is no substitute for care and vigilance.

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# **CHILD PROTECTION POLICY OF \_\_\_\_\_ LUTHERAN CHURCH**

## **A. Mission Statement Regarding This Child Protection Policy (CPP)**

At Baptism, parents and sponsors promise to help baptized children live in the covenant of Baptism and in communion with the Church. Parents and sponsors promise faithfully to bring children to the services of God's house, to teach them the Lord's Prayer, the Creed, and the Ten Commandments, to place in their hands the Holy Scriptures and to provide for their instruction in the Christian faith. The purpose of this congregation's ministry with children and youth is to support parents in fulfilling these responsibilities and to invite into participation those children and youth who have not yet been baptized. This congregation assembles weekly around Word and sacrament. This community of faith provides opportunities for children and youth to learn about Christian faith, to develop an identity as part of the Christian community, and to serve others, following the example of our Lord Jesus.

This congregation's ministry with children and youth begins by striving to provide a safe environment and to provide caring and effective leaders. In an effort to promote this safe environment, the congregation binds itself to the Child Protection Policy described in this document.

To protect the safety of our children and youth employees and volunteers will be screened as to their acceptability for working with children and youth. They will be required to subscribe to our "Two Approved Adult Rule," (stated on page 7) and they will follow the guidelines set forth in this Child Protection Policy. Application forms to become an Approved Adult are located in the Appendix of this document.

The Child Protection Policy Committee (CPPC) is committed to implementing and following this Child Protection Policy.

## **B. Definitions**

According to the Pennsylvania Child Protective Services Law (CPSL [Title 23 PA.C.S. Chapter 63]), *child abuse* includes any of the following:

- i. Any recent act or failure to act by a perpetrator which causes nonaccidental serious physical injury to a child under 18 years of age;
- ii. An act or failure to act by a perpetrator which causes nonaccidental serious mental injury to or sexual abuse or sexual exploitation of a child under 18 years of age;
- iii. Any recent act, failure to act or series of such acts or failures to act by a perpetrator which creates an imminent risk of serious physical injury to or sexual abuse or sexual exploitation of a child under 18 years of age;
- iv. Serious physical neglect by a perpetrator constituting prolonged or repeated lack of supervision or the failure to provide essentials of life, including adequate medical care, which endangers a child's life or development or impairs the child's functioning."

According to the Pennsylvania Child Protective Services Law (CPSL), the definition of *child sexual abuse or exploitation* is:

*"The employment, use, persuasion, inducement, enticement or coercion of any child to engage in any sexually explicit conduct or any simulation of any sexually explicit conduct for the purpose of producing any visual depiction, including photographing, videotaping, computer, depicting or filming, of any sexually explicit conduct or the rape, sexual assault, involuntary deviate sexual intercourse, aggravated indecent assault, molestation, incest, indecent exposure, prostitution, statutory sexual assault, or other form of sexual exploitation of children."*

“*Sexual abuse*” refers to any interaction between a child and an adult when the child is being used for the sexual stimulation of the adult or of a third person. The behavior may or may not involve touching.

Sexual abuse and harassment can include the following:

- Verbal sexual suggestions, innuendoes, or jokes
- Leering or ogling
- Intrusive touching, including pats, squeezes, hugs, pinches, kissing, brushing against someone’s body
- The use of pornography
- Sexual assault or attempted sexual assault

## **1. Child Protection Policy Definitions**

A **child or youth** is any person considered a minor under the laws of the Commonwealth of Pennsylvania, that is, a person who is under 18 years of age. A person who is incompetent is considered to be a child under this Policy irrespective of his/her age.

The **Administrative Pastor (AP)** is the pastor, or senior pastor, under “call” to the congregation. In the absence of a “called” pastor, or senior pastor, the Congregation Council shall appoint a pastor (associate, interim, etc.) to be the Administrative Pastor until a “called” pastor, or senior pastor, assumes his/her duties in the congregation.

A **volunteer** is anyone who provides services for the church and who receives no compensation in the form of salary, wages, or benefits.

A **youth volunteer** is anyone under 18 years of age who works under the supervision of two approved adults.

An **Approved Adult** is anyone over 18 years of age who has satisfied all the requirements of the Child Protection Policy and the application procedure for Approved Adults. An Approved Adult can be a volunteer or an employee of the congregation.

Approved Adults include:

- Sunday school teachers
- Vacation Bible school teachers
- Children's leaders
- Mentors
- Children's choir directors
- Other adults who have satisfied all the requirements of Approved Adults, such as nursery volunteers

### **C. Approved Adult Criteria**

Approved Adults have:

- provided positive personal references;
- had experience working with children, or demonstrated ability to learn, and are called by God to do his work;
- participated in church activities and maintained an active church membership in this congregation for six months or more; and
- completed successfully the application and Personal Interview, which did not reveal information of concern to the interviewer(s).

Failure to comply with the process or above criteria is grounds for disapproval.

### **D. Application Process to Becoming an Approved Adult**

This congregation requires that adults complete the following application process in order to become an Approved Adult.

1. Complete the Approved Adult application form (see Appendix A).
2. Give church officials the written authorization to obtain a "PA State Police Criminal Record Check" and "PA Child Abuse History Clearance" from law enforcement agencies (see Appendix A) or other criminal background check as deemed appropriate by the congregation. New background checks are required for all applicants. Previous checks from other sources are not valid for this process.
3. Have maintained an active membership in the congregation for the past six months and continue to be an active member after being accepted as an Approved Adult.
4. Be prepared to act in a volunteer capacity working with the children and youth of the congregation when called upon.
5. Attend a congregation-authorized training session.
6. Sign a Child Protection Covenant acknowledging that the applicant has read and understood the Child Protection Policy and agrees to comply with it.

7. Attend a Personal Interview with the Administrative Pastor and /or person(s) designated by the Administrative Pastor. This interview will include a standard inquiry about whether at any time in the past the applicant has abused or has been accused of abusing or physically neglecting children or youth or whether the applicant, himself or herself, was ever a victim of child abuse.

Applications and related papers will be locked in a confidential file under the jurisdiction of the Administrative Pastor (AP).

## **E. Forms**

All forms necessary for becoming an Approved Adult in a paid or non-paid capacity, as well as permission slips for events not held at the church and incident reports are located in Appendix A. A brief description of each form follows.

### **1. Approved Adult Application**

To be completed by all church members desiring to become an Approved Adult. Completed forms should be returned marked “Confidential” in a sealed envelope to the AP or CPPC Chair.

### **2. Child Protection Covenant**

To be signed by all church members desiring to become an Approved Adult and returned with the application, in a sealed envelope marked “Confidential” to the AP or CPPC Chair.

### **3. Request for “PA State Police Criminal Record Check” and “PA Child Abuse Clearance Form”**

To be completed by all church members desiring to become an Approved Adult. Completed forms should be returned in a sealed envelope marked “Confidential” to the AP or CPPC Chair. Results of the “Pennsylvania Child Abuse History Clearance” background checks will be mailed to the applicant’s home address.

### **4. Personal Interview Form**

To be completed by the Administrative Pastor during the Personal Interview of the church member desiring to become an Approved Adult. This form is signed by the applicant and the Administrative Pastor and placed in the applicant’s file following the interview.

### **5. Permission Slip**

Permission slips are to be completed by the parent or guardian of the child and returned to the appropriate Approved Adult sponsoring the event.

## 6. Incident Report Form

Used to report suspected incidents of alleged misconduct to the proper authorities.

## F. Appropriate Behavioral Guidelines

To ensure that a nurturing Christian environment for children and youth is maintained within the congregation, to protect children and youth who participate in activities sponsored by the church from sexual and/or physical abuse, and to protect the congregation's members from false allegations of abuse, the congregation has adopted the following policy:

1. **Child Abuse Prohibited:** Those who accept the special responsibility of working with the congregation's children and youth shall not violate that responsibility by causing physical injury, which is non-accidental; mental injury, which is non-accidental; sexual abuse or serious physical neglect of children
2. **Sexual Abuse Prohibited:** Those who accept the special responsibility of working with the congregation's children shall not violate that responsibility by having any interaction with a child where the child is being used for sexual stimulation of the adult or a third person. The behavior may or may not involve touching.
3. **Two Approved Adult Rule:** Two Approved Adults should be present during any children's church activity. Where possible, doors should be left open or a window should allow easy observation of the room.
4. **Empty Room Policy:** After an activity, check rooms to ensure that all participants have vacated the room and that the door is locked. This will prevent situations where abuse might occur.
5. **Expressions of Affection:** True expressions of affection toward children can be a manifestation of Christ's love for all of us. A kind word of encouragement to a child or a pat on the back can be a small but significant act for both the adult and the child. That being said, adults must use caution and common sense when physically expressing affection toward children.
  - Respect a child's refusal of affection.
  - Never make a child feel uncomfortable.
  - Be aware of appropriate hand placement. A child or an observer could misinterpret a pat on the bottom or a bear hug.
  - Note that a body-to-body embrace, a touch on private areas (those areas covered by a bathing suit), or any type of kiss is inappropriate.
6. **Permission Slips:** Children and youth must have permission to participate in any overnight activity or any activity that takes place away from church grounds. That permission must be in writing, signed by a parent or guardian. It must identify the activity in which the child and youth will be participating. The Permission slips will list Approved Adults who will serve as chaperons. (See Appendix A.)

The Administrative Pastor and/or person(s) designated by the Administrative Pastor may waive the requirement for permission slips where a permission slip serves no useful purpose (for example when a child is accompanied by his or her parent or guardian-to the activity).

7. **Overnight Rule:** Additional adult chaperons who are not Approved Adults must have a “PA State Police Criminal Record Check” and the “Pennsylvania Child Abuse History Clearance” on file before participating in overnight activities. Overnight activities involving children shall be chaperoned by at least two Approved Adults. If the event involves children of both genders, then there should be at least one Approved Adult of each gender.
8. **Transportation of Children:** When children and youth are transported for church activities they shall be transported in groups with at least one Approved Adult in each vehicle.
9. **Personal Vehicle Transportation.** To transport children in a personal vehicle, the driver must be 18 years of age or older.

#### **G. Reporting Suspected Child Abuse**

An employee or a volunteer of any age or an Approved Adult who witnesses or has reasonable cause to suspect that a child involved in a childcare program or activity has been abused by anyone (including the child’s family, guardians, an Approved Adult, or volunteer) must report such knowledge or reasonable suspicions to the Administrative Pastor and/or persons designated by the Administrative Pastor who, in turn, will forward the report by calling the Pennsylvania Department of Public Welfare (DPW) Childline and Abuse Registry (800-932-0313) as required by law. The Administrative Pastor and/or chairperson of the CPPC may not make an independent determination of whether to forward the report of suspected child abuse. The Administrative Pastor and/or chairperson of the CPPC must forward the report of suspected child abuse to the Childline and Abuse Registry and shall notify the person who made the report as to the date the report was forwarded to the Childline and Abuse Registry. The employee, volunteer, or Approved Adult in his or her discretion may also report such knowledge or reasonable suspicions directly to the Childline and Abuse Registry. The congregation will cooperate fully with government authorities investigating allegations of abuse. The initiative for investigating alleged abuse resides with the Department of Public Welfare (DPW) and should not be carried out by the congregation.

The Administrative Pastor should forward the report of child abuse to the president of Congregation Council and the chairperson of the CPPC.

All allegations of child abuse or serious physical neglect will be taken seriously by the pastor(s), Congregation Council, and the CPPC committee. All reporting steps taken will be documented, including a log of phone calls, personal visits, and written reports. Whenever possible there should be at least the Administrative Pastor and a Congregation Council president involved so that there can be verification of the reporting activity. If the Administrative Pastor and Congregation Council president are unavailable to report to the Childline and Abuse Registry, then the person who witnessed the abuse or reasonably suspects child abuse has occurred should report the suspected abuse by calling the Childline

and Abuse Registry (800-932-0313). Thereafter, the person also should promptly notify the Administrative Pastor of his or her report to the Childline and Abuse Registry. The Administrative Pastor and/or the Congregation Council president shall notify the Office of the Synodical Bishop immediately about any report to the Childline and Abuse Registry about suspected child abuse.

#### **H. Response to the Reporting of Suspected Child Abuse**

1. The Administrative Pastor or Congregation Council president will notify parents or guardians of all children involved in an alleged incident, unless the parents or guardians are the persons suspected of the abuse. The phone call or visit will be documented.
2. The Administrative Pastor or Congregation Council president who reported the alleged child abuse to Childline will provide to the Congregation Council a written report and all the steps taken afterwards.
3. The Congregation Council will notify the congregation's insurance broker and/or carrier when the reporting procedures have been initiated. The phone call or written report will be documented. If the original notice is by phone, a letter memorializing that report will also be sent to the insurance broker and/or carrier.
4. The Congregation Council will determine whether the congregation should engage legal counsel in consultation with the insurance carrier.
5. The Congregation Council will authorize the Administrative Pastor or one of the Council members to act as the official spokesperson for the congregation. Only the authorized person or persons can speak for the congregation to the news media, government agencies, attorneys, or others.
6. All other steps taken to respond to an allegation of child abuse or neglect will be approved in advance by the Congregation Council and will as far as possible be documented by them.
7. All communications within the congregation regarding the report of suspected child abuse shall attempt to protect the dignity and privacy of those persons affected by the report including the alleged child victim and the person suspected of child abuse while at the same time ensuring that persons in responsibility and law enforcement authorities remain fully informed.

#### **I. The Child Protection Policy Committee**

The CPPC shall consist of six members, with two year staggered terms, plus the Administrative Pastor and Congregation Council president. The Administrative Pastor and Congregation Council president will appoint members with the approval of the Congregation Council. The CPPC chair shall be elected by the committee or appointed under the care of the Administrative Pastor.

## **J. The Responsibilities of the Child Protection Policy Committee**

1. Review and make recommendations to the congregation for revising congregation policy regarding the safety of our children.
2. Provide training for all staff and volunteers working with the children regarding child abuse (physical and sexual) and congregation policy. Training should be presented prior to work with children.
3. Accept all applications of church members desiring to become an Approved Adult.
4. Delegate to the chair of the CPPC and the Administrative Pastor the task of reviewing all applications.
5. Obtain a “Pennsylvania State Police Criminal Record Check” and a “Pennsylvania Child Abuse History Clearance” for all applicants.
6. Submit a list of qualified candidates for Personal Interviews. Standard Personal Interview forms will be completed by the interviewer and will be included in the personnel file for each candidate.
7. Monitor Approved Adults to ensure that policies are being followed.
8. Keep a file of all permission slips, which will be stored in the congregation office. Permission slips will be kept for three years following the event. If an incident of abuse is reported relating to an event, the permission slips for that event will be maintained indefinitely.
9. Keep Congregation Council apprised of all activities of the committee.
10. Submit periodic educational statements regarding the activities of the committee for publication in the church newsletter. Have a posted list of Approved Adults as a reference.
11. Determine appropriate disciplinary action or disqualification in response to a violation or violations of the Child Protection Policy.

## K. Violations of Child Protection Policy

Persons who admit to or plead guilty to or are convicted in a court of law of any form of physical or sexual abuse of a child will be immediately, permanently, and completely disqualified by the CPPC committee from working with children in the congregation. Persons who admit to the CPPC committee any type of physical or sexual abuse of a child but who have not appeared in a court of law will be disqualified from working with children in the congregation. The CPPC committee and Congregation Council shall disqualify any person from working with children in the congregation while allegations of sexual or physical abuse are being investigated. The CPPC committee can temporarily or permanently disqualify any person(s) from working with children as the committee deems appropriate.

Alleged violations of the policy, other than abuse, shall be immediately reported to the CPPC Committee chair who will report it to the Administrative Pastor and the president of Congregation Council, if deemed appropriate. The alleged violations of the policy will be investigated by the CPPC committee that shall meet with the person(s) involved. If the person(s) is found to be in violation of the policy the CPPC committee will determine what disqualification or disciplinary action, if any, is necessary. The CPPC committee can temporarily or permanently disqualify any person(s) from working with children as the committee deems appropriate.

### Appendix A

#### Resources

ChildLine and Abuse Registry: 1-800-932-0313

Pennsylvania Department of Public Welfare: Child Abuse Neglect  
<http://www.dpw.state.pa.us/Child/ChildAbuseNeglect/>

Child Protective Services Law (Title 23 Pa. C.S. Chapter 23:  
<http://www.members.aol.com/StatutesP2/23.Cp.63.html>

Pennsylvania Megan's Law: [www.pameganslaw.state.pa.us](http://www.pameganslaw.state.pa.us)

ELCA Legal Counsel: <http://www.elca.org/legal/riskmanagement.html>

Safe Sanctuaries of the Central Pennsylvania Conference of the United Methodist Church:  
[www.safesanctuaries.org](http://www.safesanctuaries.org)

The *Reducing the Risk II* kit is an educational and training kit. The kit is available to borrow from the Lower Susquehanna Synod Resource Center (1-800-692-7282 x 115), or to buy from [www.reducingtherisk.com](http://www.reducingtherisk.com) (telephone 1-800-222-1840) at \$49.95.

For the forms "Request for Pennsylvania State Police Criminal Record Check" and Pennsylvania Child Abuse History Clearance Form," visit the Pennsylvania Department of Public Welfare at <http://www.dpw.state.pa.us/Child/ChildAbuseNeglect/003671038.htm>

For information about private companies that perform national background checks, visit <http://www.elca.org/legal/congregations/staffVolunteers.html>

[Insert Congregation Name Here]  
[Insert Congregation Address Here]  
[Insert Congregation Phone Number Here]

## **Application To Become An Approved Adult**

This application is a mandatory part of a process to assist the congregation in providing a safe, nurturing Christian environment for our children. Persons responsible for the supervision and care of our children are in a special position of trust and confidence. Therefore, all adults (18 years of age or older) seeking to work with the children of [insert congregation name here] [the "Congregation"] must complete this application.

### **PERSONAL INFORMATION**

*Please attach photographic identification, e.g. copy of driver's license*

(1) Name \_\_\_\_\_ (2) Date of Application \_\_\_\_\_

(3) SSN \_\_\_\_\_ (4) Driver's License (State) \_\_\_\_\_

(5) Current Residence and Mailing Address \_\_\_\_\_

(6) Tel (home) \_\_\_\_\_ (7) Tel(work) \_\_\_\_\_ (8) Cell Phone \_\_\_\_\_

(9) E-mail Address \_\_\_\_\_

(10) Permanent addresses you have maintained during the last five years, beginning with the most recent.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(11) Are you 18 years of age or older?  Yes  No

**Before you answer questions 12 through 18 on this application, please read the page attached to this application on which appear definitions of child abuse and child sexual abuse or exploitation. In the questions below, the words "abuse," "abusing a child" or "child abuse" are intended to include the conduct described in the definitions of child abuse and child sexual abuse or exploitation.**

(12) Is there any reason why you should not work with children?  Yes  No

If yes, please explain.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(13) Have you ever abused a child (a person less than 18 years of age?)  Yes  No

If yes, please explain.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(14) Have you ever been accused of abusing a child?  Yes  No

If yes, please explain.

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(15) Have you ever been involved in a child abuse investigation as a witness, alleged victim, or alleged abuser?

Yes  No

If yes, please explain.

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(16) Were you ever abused as a child?  Yes  No

If yes, please explain

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(17) Was the abuse reported?  Yes  No

If yes, please explain

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(18) Have you ever been arrested for or convicted of or plead guilty to a criminal offense against a person?

Yes  No

If yes, please explain

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**CHURCH OR CHILD-RELATED WORK**

(19) Name and address of church (if any) of which you are now a member, if other than the congregation.

\_\_\_\_\_

(20) Names and addresses of all churches you have attended on a regular basis at any time during the last five years.

\_\_\_\_\_

\_\_\_\_\_

(21) Describe any church work you may have done with children at any time during the last five years. Include the church's name, address, dates of participation, and the names of persons that would know about your work.

\_\_\_\_\_

\_\_\_\_\_

(22) Describe any non-church related work you may have done with children at any time during the last five years. Include the organization's name, address, dates of participation, and the names of persons that would know about your work.

\_\_\_\_\_

\_\_\_\_\_

(23) List your talents, training, education, etc, that might help enrich the lives of our children. Describe the type of work you prefer.

\_\_\_\_\_

\_\_\_\_\_

**PERSONAL REFERENCES**

(24) Give the name, address, and phone number of two persons, not relatives, who have known you for at least five years.

(1) \_\_\_\_\_

(2) \_\_\_\_\_

**I agree that the information contained in this application is correct to the best of my knowledge.**

Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_

## **APPLICANT'S PERMISSION FOR THE DISCLOSURE OF INFORMATION ABOUT THE APPLICANT AND APPLICANT'S RELEASE OF ALL CLAIMS AGAINST PERSONS OR ENTITIES THAT DISCLOSE INFORMATION OR GIVE OPINIONS ABOUT THE APPLICANT**

I understand and agree that the congregation may contact the churches and references identified above and others who may be identified by those listed above. I authorize these references or churches or others to give you any information (including opinions) that they may have regarding my character and fitness for work with children. I also understand and agree that law enforcement authorities or any other person or entity with access to records of criminal arrests or convictions may be contacted during the consideration of this application. I authorize these law enforcement authorities or any other person or entity to provide information regarding criminal arrests or convictions. In consideration of the receipt and evaluation of this application by the congregation, I hereby release the congregation and any individual, church, youth organization, employer, reference, or any other person or entity, 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 any person's or entity's disclosure of information about me or the expression of an opinion about me.

I further state that I have carefully read the foregoing release and understand its content. I am signing this release freely and voluntarily.

Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_

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- ii. An act or failure to act by a perpetrator which causes nonaccidental serious mental injury to or sexual abuse or sexual exploitation of a child under 18 years of age;
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- Leering or ogling
- Intrusive touching, including pats, squeezes, hugs, pinches, kissing, brushing against someone's body
- The use of pornography
- Sexual assault or attempted sexual assault

*[Insert Congregation Name Here]*  
*[Insert Congregation Address Here]*  
*[Insert Congregation Phone Number Here]*

### **Child Protection Covenant**

I accept the responsibility to nurture the Christian faith and well being of the children and youth of *[Insert Congregation Name Here]*, and to care for them as Christ cares for me.

“I ... will tend the flock of God that is in my charge... willingly, as God would have me do it...” --I Peter 5:2

I have read and understand and agree to abide by the Child Protection Policy of *[Insert Congregation Name Here]*.

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*Signature*

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*Date*

---

*Signature of Witness*

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*Date*

[Insert Congregation Name Here]  
[Insert Congregation Address Here]  
[Insert Congregation Phone Number Here]

**Request for PA State Police Criminal Record Check and PA Child Abuse History Clearance**

I hereby request the Pennsylvania State Police Department to release to **[insert congregation name here] (the “Congregation”)** and any of the congregation’s agents or officials, any information pertaining to me that it may have or have access to regarding the arrest for or conviction of a crime or regarding any child abuse history. I also hereby request the Pennsylvania Department of Public Welfare to provide the congregation with the “Pennsylvania Child Abuse History Clearance.” I hereby release the Pennsylvania State Police, the Pennsylvania Department of Public Welfare, and the congregation, including their respective agents and employees from any and all liability resulting from such disclosure.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Print Complete Name \_\_\_\_\_

Print Maiden Name (if applicable) \_\_\_\_\_

Print all aliases \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Date of Birth \_\_\_\_\_ Place of Birth \_\_\_\_\_

Social Security Number \_\_\_\_\_

[Insert Congregation Name Here]  
[Insert Congregation Address Here]  
[Insert Congregation Phone Number Here]

**Personal Interview Form** [To be completed by interviewer when interviewing an applicant seeking to become an Approved Adult.]

<b>Interview Date:</b> _____ <b>Final Approval Date</b> _____
<b>Interviewed By:</b> _____

Name of Applicant \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

Phone (home) \_\_\_\_\_ Phone (work) \_\_\_\_\_ Phone (cell) \_\_\_\_\_

**[The interviewer should carefully read the application completed by the applicant and ask any relevant questions raised by the applicant's answers to the questions on the application. If the answers on the application do not raise any questions, the Interviewer, at a minimum, should read each question below to the applicant and mark the appropriate response.]**

	Yes	No
Have you read and understand the [Insert Congregation Name Here] Child Protection Policy?	___	___

1. Do you have any specific questions regarding that policy? (If so, please list below.)	___	___
_____		
_____		

2. Have you ever been accused of and/or have a previous record of child abuse?	___	___
--	-----	-----

3. Concerning your previous experience with children, what would you say have been the highlights of that experience? (Please list specifics.)		
_____		
_____		
_____		

4. In what specific areas would you particularly like to work with children? (i.e. Sunday School, Youth Group, etc)		
_____		
_____		
_____		

Event Date: \_\_\_\_\_  
Return Slip by: \_\_\_\_\_

[Insert Congregation Name Here]  
[Insert Congregation Address Here]  
[Insert Congregation Phone Number Here]

### Permission Slip

**1, 6 and 7 should be completed by the parent or guardian.  
2 through 4 should be completed by the organizer(s) of the event.**

(1) \_\_\_\_\_ has my permission to participate in the following child/youth group activity, (2) \_\_\_\_\_, on \_\_\_\_\_.

(3) The group will leave from the church at \_\_\_\_\_ and return at \_\_\_\_\_.

(4) Chaperons for this event will be: \_\_\_\_\_  
\_\_\_\_\_

(5) Your child is asked to bring \_\_\_\_\_

(6) In case of emergency, call \_\_\_\_\_

(7) In am willing to chaperon/drive if needed:    YES    NO

\_\_\_\_\_  
Signature of Parent or Guardian

\_\_\_\_\_  
Date

Event Date: \_\_\_\_\_  
Return Slip by: \_\_\_\_\_

[Insert Congregation Name Here]  
[Insert Congregation Address Here]  
[Insert Congregation Phone Number Here]

### Permission Slip

\_\_\_\_\_ has my permission to participate in the following child/youth group activity, \_\_\_\_\_, on \_\_\_\_\_.

The group will leave from the church at \_\_\_\_\_ and return at \_\_\_\_\_.

Chaperons for this event will be: \_\_\_\_\_  
\_\_\_\_\_

My child is asked to bring \_\_\_\_\_

In case of emergency, call \_\_\_\_\_

In am willing to chaperon/drive if needed:    YES    NO

\_\_\_\_\_  
Signature of Parent or Guardian

\_\_\_\_\_  
Date

[Insert Congregation Name Here]  
[Insert Congregation Address Here]  
[Insert Congregation Phone Number Here]

Incident Report

Name of child \_\_\_\_\_ Date of report \_\_\_\_\_

Parents/Guardians of child \_\_\_\_\_

Person(s) involved in alleged misconduct \_\_\_\_\_

Date, time and location of incident \_\_\_\_\_

Description of incident \_\_\_\_\_

Were there any other witnesses? Yes \_\_\_\_\_ No \_\_\_\_\_

Please comment \_\_\_\_\_

\_\_\_\_\_ I am a mandatory reporter.

\_\_\_\_\_ I choose to remain anonymous regarding this incident.

\_\_\_\_\_ I have reported or intend to report this incident to criminal authorities.

THE ABOVE INFORMATION IS FREELY PROVIDED AND IS TRUE TO THE BEST OF MY KNOWLEDGE.

\_\_\_\_\_  
Reporter's signature

\_\_\_\_\_  
Relationship to child

I have received this report and agree to follow appropriate policy and procedures.

Signature \_\_\_\_\_ Date \_\_\_\_\_

**DRIVER INFORMATION for [Insert Congregation Name Here]**

**Each driver must provide signature. Form applies only to church-owned or rented vehicles.**

By signing this form drivers (employees and volunteers) understand that a Motor Vehicle Record (MVR) may be secured for a record of their driving history. Drivers also give permission for subsequent MVRs to be run, without the need for a new signature.

<i>DRIVER'S NAME</i> As shown on License <<PLEASE PRINT >>	M / F	DATE OF BIRTH	<i>DRIVERS LICENSE</i>		VEHICLE DRIVEN	DRIVER SIGNATURE
			Number	State		
1.						
2.						
3.						
4.						
5.						
6.						
7.						
8.						
9.						
10.						

\*\* If there are more than 10 drivers, please copy this form for use. \*\*

**NOTE:**

1. It is strongly recommended that **ALL** employees/volunteers who drive their personal vehicles for insured activities have minimum liability limits of \$100,000/\$300,000/\$100,000.
2. Personal Vehicles: Drivers must be 18 years of age or older.
3. Rented or church owned vehicles: Drivers must be 25 – 70 years old. Youth Pastor can be 21-70 years old, with **NO** moving violations in the past three years. Drivers must have **NO** major moving violation and **NO MORE THAN ONE** minor moving violation for the prior three years. See list of violations below.

<b>MAJOR</b>	<b>MINOR</b>
Driving while intoxicated or under the influence of drugs.	Speed equal to less than 10 mph over the limit.
Failure to stop and report accident involvement.	Moving violation resulting in filing of evidence of Financial Responsibility.
Homicide/ Assault while operating a vehicle.	Altered license or unlawful use of license or permit.
Driver's license suspended, revoked, cancelled, or barred.	Driving on the wrong side of the road or in the wrong direction.
Violation of Open Container Law.	Any passing violation.
Possession of alcohol or drugs.	School bus or school zone.
Motor vehicle theft.	Failures to yield at intersection, stop sign, or traffic device.
Manslaughter or vehicular homicide.	Failure to yield to emergency vehicle.
Carrying a concealed weapon.	
Felony use of a motor vehicle.	
Careless/reckless driving.	
Drag racing or participating in speed contests.	
Speed in excess of 10 mph over the limit.	