

Implementation of Policy

- The Pastor(s) and the personnel committee will ensure that employees are educated with regard to the Policy.
- Prospective employees and volunteers will be subject to a criminal records and reference checks before they begin working for the church.
- All employees and volunteers who interact with children or youth will sign a statement of receipt of the policy, agreement with it, and affirmation that they have never resigned or been terminated from a position for reasons related to sexual misconduct.
- Volunteer workers will be affiliated with the congregation for at least six months before becoming involved in a program with children or youth. The Church reserves full discretion to determine when and if a volunteer or employee may work with its children.
- Seminars on the issues of sexual misconduct will be presented for supervisory employees and those who work with children or youth.
- This policy will be communicated annually to volunteers, communicated in writing to members and to New Member's Classes, and posted in the church and on the church website. A printed copy shall be available upon request.

Reporting Policy Violations

Any person witnessing or informed of or suspecting an incident of sexual misconduct should immediately report this to the staff person supervising the activity and to one of the following: Pastor(s), elder, or clerk of session. Reports of possible sexual misconduct involving children associated with the church should be made regardless of whether the sexual misconduct is believed to have occurred in connection with a church activity.

The person reported to shall alert the congregation's sexual abuse response team who then shall take necessary actions to investigate the incident. Session and other church officers shall be advised about the incident. Any incident shall be investigated and taken seriously. Appropriate incidents will be reported promptly to legal authorities according to Minnesota state law. If necessary, the next higher governing body of the church may be notified. All persons involved with the report or investigation shall keep the information in confidence. The congregation will be informed of any founded complaints.

Sexual misconduct shall be grounds for dismissal of an employee and removal from an elected or appointed position held by a volunteer.

Child Protection Policy

Plymouth Presbyterian Church
3755 Dunkirk Ln. N
Plymouth, MN 55446
763-559-2946
www.plymouthpc.org

Policy Statement and Purpose

The members of Plymouth Presbyterian Church (PPC) are committed to providing children a safe, secure environment for their physical, emotional and spiritual nurture while participating in our church programs.

The Child Protection Policy has been created to prohibit sexual misconduct by staff and volunteers, and to help minimize the risk of abuse and false allegations of abuse. This pamphlet describes the standards of conduct and procedures designed for the protection of the children of Plymouth Presbyterian Church. Careful adherence to these standards also protects staff and volunteers.

For the purpose of this pamphlet, “child” or “children” shall refer to a person any age from birth through the 12th grade in high school. The policy is in effect anytime while on church property or at any church sponsored activity, including transportation to and from such activity.

The Child Protection Policy applies to ALL employees and volunteers of Plymouth Presbyterian Church.

Standards of Conduct

- Paid and volunteer adults and youth helpers shall not engage in acts of sexual misconduct.
- Common expression of affection (hugs), affirmation (pats on the back), support (prayer), or physical caretaking (diapers, etc.) are appropriate in this community of caring Christians. Care must be taken that physical expressions of affection are not excessive or unwelcomed. Extreme care should be taken when adults engage in physical expressions of affection toward teens. Ordinarily, such expressions shall occur only when other adults are also present.
- Two or more church teachers, youth advisors, and childcare providers will work together whenever possible. Adults may work alone in a room with an individual non-family member child only if there is another adult in the building AND there is visual access (e.g. door with unobstructed window, open door). If no other adult is present in the building, then the activity or meeting must be changed to a time when other adults will be present, or take place in a public location.
- Children and youth should be transported in groups. An unaccompanied adult should not drive a single child in a church-sponsored activity without permission, preferably in writing, from the child’s parent or guardian.
- Adults communicating by e-mail with children must exercise care to communicate in a friendly but not intimate manner. If it is important to engage in a personal conversation with a child by e-mail, a second adult generally should be copied.

What is Sexual Misconduct?

Sexual misconduct, which includes the sexual exploitation of a child, breaches Christian ethical principles by misusing a trust relationship, and is never permissible. Sexual exploitation of a child includes, but is not limited to, intentional actual or attempted touching or viewing of a child’s intimate parts for reasons other than ordinary care or comfort; intentional and inappropriate exhibition to a child of an adults’ intimate parts; discussions with children about sexual matters or intimate parts for reasons other than teaching or other appropriate reasons for the child’s benefit; or any contact or interaction between a child and an adult in which the child is being used for the sexual stimulation of an adult person or persons. Any of the above behaviors by an adult is always considered forced, whether or not the child has consented.

Sexual exploitation of a child may include: sexually oriented jokes or humor; sexually demeaning comments; verbal suggestions of sexual involvement or sexual activity; questions or comments about sexual behavior; unwelcome or inappropriate physical contact; inappropriately intimate comments, whether degrading or complimentary, about an individual’s physical appearance; express or implied sexual advances or propositions; inappropriate revelations of one’s own sexual behavior or desires; display of sexually suggestive objects or pictures; or repeated requests for social engagements after an individual refuses.

Child Protection Covenant

I ACCEPT the responsibility to nurture the Christian faith and well-being of the children and youth of Plymouth Presbyterian Church, and to care for them as Christ cares for me.

I AGREE to submit to the authority of the Session of Plymouth Presbyterian Church in all matters of Christian Formation, and ministry pertaining to youth and children.

I HAVE READ and I UNDERSTAND and I AGREE TO ABIDE BY the Child Protection Policy and Covenant of Plymouth Presbyterian Church.

By signing this covenant, I state that I have not pled guilty to, been convicted of, nor committed a crime involving sexual abuse or misconduct, as defined in this Policy Statement, nor resigned from or been terminated from any position for reasons relating to sexual abuse or misconduct involving children or adults, as defined in this Policy Statement.

Printed Name

Signature

Date

Child Protection Covenant

I ACCEPT the responsibility to nurture the Christian faith and well-being of the children and youth of Plymouth Presbyterian Church, and to care for them as Christ cares for me.

I AGREE to submit to the authority of the Session of Plymouth Presbyterian Church in all matters of Christian Formation, and ministry pertaining to youth and children.

I HAVE READ and I UNDERSTAND and I AGREE TO ABIDE BY the Child Protection Policy and Covenant of Plymouth Presbyterian Church.

By signing this covenant, I state that I have not pled guilty to, been convicted of, nor committed a crime involving sexual abuse or misconduct, as defined in this Policy Statement, nor resigned from or been terminated from any position for reasons relating to sexual abuse or misconduct involving children or adults, as defined in this Policy Statement.

Printed Name

Signature

Date

Child Protection Covenant

I ACCEPT the responsibility to nurture the Christian faith and well-being of the children and youth of Plymouth Presbyterian Church, and to care for them as Christ cares for me.

I AGREE to submit to the authority of the Session of Plymouth Presbyterian Church in all matters of Christian Formation, and ministry pertaining to youth and children.

I HAVE READ and I UNDERSTAND and I AGREE TO ABIDE BY the Child Protection Policy and Covenant of Plymouth Presbyterian Church.

By signing this covenant, I state that I have not pled guilty to, been convicted of, nor committed a crime involving sexual abuse or misconduct, as defined in this Policy Statement, nor resigned from or been terminated from any position for reasons relating to sexual abuse or misconduct involving children or adults, as defined in this Policy Statement.

Printed Name

Signature

Date
