

Safety Covenant

Shalom Community Church
(adapted from Central District Conference,
Safe Congregations Template)
implemented Jan. 2009

Shalom Community Church covenants to be a safe place for all of God's people. As followers of Christ, we renounce the culture of fear and suspicion that has so captured our part of the world. And so it is in a spirit of hope and faith that we enter this Covenant as a beginning toward enriching the safety of our people.

Given the preciousness of our children and youth and their potential vulnerability to abuse, we Covenant for their safety and full participation in our community. Out of our commitment to love and care for all of God's creation we make this Covenant to our children, youth, families and community. Over time we may modify or add to this Covenant.

We Covenant to:

1. Choose only responsible and caring persons to work with our children and youth.
2. Provide a six-month period in which we commit to getting to know new participants before asking them to teach Sunday school or to help in the nursery. We will provide a one year period for youth mentors and youth leaders.
3. Encourage our youth to learn to care for children in partnership with adults. As the youth matures, we will facilitate more responsibilities with children.
4. Provide youth with workers that are at least five years older than the youth.
5. Provide a safe space for children and youth by requiring that doors remain open at all times in classrooms if there

Memo of Understanding For Child and Youth Workers (Volunteer and Staff)

Shalom Community Church is committed to providing a safe, secure and healthy environment for all children and youth who participate in its ministries and activities.

The Safety Covenant reflects our congregation's commitment to preserving this church as a holy place of safety and protection for all who would enter and as a place in which all people can experience God's love, healing and hope through relationships with others.

As a volunteer/staff member in this congregation:

- 1) I commit myself to the safety and general well-being of the children and youth of this congregation. _____ yes
- 2) I agree to promptly report to the pastor and/ or the Congregational Life Cte incidents of abuse, including emotional abuse, neglect, physical abuse, sexual abuse or, ongoing bullying/intimidation? _____yes
- 3) I agree to observe and abide by the Safety Covenant regarding working with children and youth? _____yes
- 4) If you will be working as a youth mentor or youth sponsor, or as paid staff, do you agree to allow Shalom Community Church to conduct a police background check? _____ yes _____ no
- 5) Have you ever been charged with or convicted of sexual abuse? _____ yes _____ no
- 6) Have you ever been charged with a crime involving child abuse, neglect, domestic violence, or other violence? _____ yes _____ no

If you have answered yes to either question 5 or 6, please return your form to the pastor to ensure your confidentiality.

I have read the Safety Covenant and this memo of understanding, and I agree to observe and abide by the policies set forth therein.

Signature

Date

are no windows in the doors.

6. Cultivate an “open door” culture in which parents are encouraged at any time to drop-in and observe or participate in activities.
7. Provide a public setting as often as possible for pastoral counseling, especially with youth. When an office meeting is most appropriate, the door will remain open or the individuals will be easily visible through a window in the door.
8. Perform police background checks for all paid staff, mentors, and youth leaders. Background checks will be coordinated by the Congregational Life Cte., (CLC). If there is a concern, the pastor and the CLC will confer with the individual involved.
9. Monitor our implementation of this Covenant. The Congregational Life Cte will provide oversight for implementation of this Covenant, assessing compliance and reporting to the congregation yearly at a congregational meeting. All Child/Youth workers must sign the memo of understanding.
10. Not hide abuse. We will report incidents of abuse to the state authorities such as police and/or children’s services. In addition we will provide support and counsel for all involved.

Print Full Name

Volunteer Position