

Winstead United Methodist Church Basic Guidelines as a "Safe Sanctuary" for Safe Ministries with Children, Youth, and Vulnerable Adults

Winstead United Methodist Church is committed to providing a safe place for all children and youth up to age 18 and vulnerable adults. In this document, the term *children* refers to birth through elementary school while the term *youth* refers to middle and high school. Vulnerable adults are defined as “*any person over 18 years of age with diagnosed diminished physical, mental or emotional capacities.*” Despite the program differences between the groups these guidelines apply to all three ministries equally. These "Safe Sanctuary" guidelines are designed to make ministry flow smoothly by reducing the possibility of harm to children, youth, and vulnerable adults and to the workers with them. These guidelines demonstrate to members and visitors the church's commitment to the prevention of abuse of children and youth as well as its commitment to being a safe and holy place where children and youth will grow in the faith they so much need to sustain them in today's world.

This information will be part of the education and communication with all volunteers, staff, leaders and members of the congregation in regular training and orientation sessions in accordance with the local church safe sanctuaries policy and procedures.

Program oversight

Because the implementation of the Safe Sanctuaries policy will involve all paid staff, volunteers, and clergy of the Church, oversight of the implementation will be undertaken by the Church Council under the direction of the Staff Parish Relations Committee (SPRC). The SPRC will, at a minimum, annually review the policy and recommend any updates or changes to the stated policy to the Church Council. The Church Council will then act on the recommendations of the SPRC and will direct the SPRC to implement the decisions.

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The Basic Procedures for Preventative Measures from our Safe Sanctuaries Guidelines On-Site

Background Checks

The Pastor or a designee of the Staff Parish Relations Committee (SPRC) will be responsible for screening all paid staff employees and volunteers. Background checks for arrests and convictions using a national registry process will be conducted by an appointed member of the SPRC. These checks will be confidential- handled only by the pastor under the same guidelines of any confidential information that the pastor receives. The maintenance of such documents shall reside in a locked file or cabinet on the church premises.

Appropriate Interpersonal Boundaries

A good rule of thumb for adult leaders is to never initiate a hug and to always be the one to end the hug. Offer hugs when they are requested, but do not ever impose your touches on the children, youth, or vulnerable adults in your group. Whenever a question arises about where to draw appropriate interpersonal boundaries, remember that you are the adult, and it is your responsibility to behave professionally, even if you are a volunteer.

The Two-Adult Rule

The two-adult rule requires no fewer than two adults present at all times during any church-sponsored program, event, or ministry involving children or youth. Risk will be reduced even more if the two adults are not related. Any class should always be attended by at least two adults, where adults are individuals of age 18 or over. If there are not 2 adults in the classroom, there needs to be 2 adults in the general area. The children's Sunday School and the youth fellowship group needs to be always staffed with at least two adult counselors/leaders/parents. When this is not possible, an adult roamer will visit the room periodically. Youth volunteers working with children must be at least 12 years of age and be supervised at all times by an Adult Leader or staff person who has been instructed in and has signed our Safe Sanctuary Policy. Youth do not count as an adult until they have graduated high school.

Our church will drastically reduce the possibility of an incident of abuse if this rule is followed. Abusers thrive on secrecy, isolation, and their ability to manipulate their victims. When abusers know they will never have a chance to be alone with potential victims, they quickly lose interest in working with children or youth. Thus, the children and youth are protected, and the church has greatly reduced the likelihood of a claim that abuse has been perpetrated by one of its volunteers or workers and reduced the likelihood of a claim of negligence against the church.

As a small church, we can adhere to this rule by ensuring that there will never be less than 2 adults in the entire facility at any time when there is a child or youth present. For instance, in the event that there is only 1 adult worker when youth or children begin entering the facility, a parent will then be asked to remain until the second adult worker arrives.

First Aid/ CPR Training

Receiving first aid and CPR training should occur every two years for all church workers with children or youth to ensure their safety. In Children's and Youth Ministry, first aid competency is crucial on every trip, whether the group is going on a ski retreat or a mission project. After receiving First Aid/ CPR training, at least 1 adult must have completed basic First Aid/ CPR certification. Youth and child workers pledge to make themselves available to take this training.

Annual Orientation for Workers

All workers with children, youth, and vulnerable adults are required to attend an orientation session in which they are informed of the church's policies for the prevention of the abuse of children, youth, and vulnerable adults; procedures to be used in all ministries with children, youth, and vulnerable adults; appropriate steps to follow for reporting an incident of abuse of any of the children, youth, and vulnerable adults; details of your state's laws regarding the definitions of child/youth/vulnerable adult abuse and the requirements of reporting abuse when it is discovered.

Workers will attend annual orientation reviews and will be given an opportunity to renew their covenant to abide by and cooperate with the church's policies and procedures. The church will have an updated record that it has informed all of its workers about its policies. Workers who do not attend will be contacted and asked to renew the covenant.

The 5-year Older Rule

To protect both the volunteer and the children and youth whom they serve, the primary leadership for any group will be limited to those at least 5 years older than those in the group. When volunteers are less than 5 years in difference, they will be assisting other older volunteers.

To ensure we do not eliminate the times when qualified candidates might be available to be hired/enlisted, exceptions to this rule (such as a college intern, etc.) are possible with the approval of the SPRC.

Windows in All Classroom Doors (and all unwindowed doors remain open)

Each room set aside for children or youth should have a door with a window in it or a half-door. A window in every door removes the opportunity for secrecy and isolation, conditions every abuser seeks. A half-door offers protection by offering full visual access to anyone walking by. Any door not windowed must remain open at least 6 inches.

Open Door Counseling

At any counseling sessions with children or youth, the door of the room should remain open for the entire session. Ideally, the session will be conducted at a time when others are nearby, even if they are not within listening distance. When one of our children or youth seeks counseling, it is critical not to meet them in secret, even if the child or youth makes that request. If a child or youth is of the opposite gender of the children's or youth worker, they should either refer the child or youth to a worker of the same gender, or, in the case of pastoral counseling, it should be done in a place where others are present, even if not within earshot, and with the door open.

Limited Counseling Sessions

Whenever a child or youth seeks counseling, it is important to determine in the initial meeting if you are qualified to address their needs effectively. If you do not believe you are sufficiently qualified, refer them to another counselor. In the event you do agree to counsel the child or youth, it may be prudent to agree to a limited number of sessions (two or three) and then refer them to another counselor if the problems have not been solved.

Procedures for Hiring Staff and Enlisting Volunteers

- All paid staff will complete an employment application, be interviewed by the Pastor and members of the SPRC, and will give written permission for a background check prior to that person assuming the position.
- Volunteers working with children, youth, or vulnerable adults must regularly attend Winstead UMC for six months before they are eligible to work in an area where they will have direct contact with children.

Restrictions to Serving in Children or Youth Ministries

No one shall serve if she/he is known previously to have been convicted of, pled guilty or no contest to any crime arising out of any physical abuse or assault or violence, or conduct involving sexual abuse, or any act or guilty conduct which is of a sexual, molesting, seductive, or criminally deviant nature, whether or not such conduct involved a child. This includes, but is not limited to, crimes involving pedophilic behavior (molestation of a pre-adolescent child), incest, rape, assaults involving adults with special needs, murder, kidnapping, pornography, and the physical abuse of an adult with special needs.

No one shall serve if he/she has had a verdict or judgment rendered against him or her in any civil action arising out of any personal act of conduct related to sexual abuse, physical abuse, assault or violence. This qualifying rule shall apply no matter how long ago the civil verdict occurred and judgment was rendered.

These same restrictions apply to that individual working in a ministry area with vulnerable adults. Ministries specific to vulnerable adults would be things like an Adult Day Care program or Senior's Day Out.

Outside groups meeting at Winstead UMC will be asked to sign a statement acknowledging receipt and understanding of Winstead UMC's Safe Sanctuary policy. This signed copy will be kept in the office.

Ministry With Registered Sex Offenders

Though registered sex offenders cannot serve in Children's and Youth Ministry or serve directly with vulnerable adults, they are still welcome to attend Sunday morning worship, whole church events, adult Sunday School, and adult small groups. If it comes to the pastor's attention, that a registered sex offender is either already part of the church or would like to become active in the life of the church, the pastor will be responsible for coordinating with their parole officer, professional counselor, and lay accountability group to ensure the restrictions laid out in the covenant are adhered to.

If the abuser desires to return to the church and the victim is still active, the abuser will be asked to unite with a different church. If they decline the invitation to unite with another

church, they will be made aware that their presence is no longer welcome at **this** church and they will not be permitted to attend.

The Basic Procedures for Preventative Measures from Our Safe Sanctuaries Guidelines: Off-Site Events and Trips

Participation Covenant for All participants and Leaders

The Director of Children and Youth Ministries will develop and provide to all leaders and participants a written covenant of participation prior to the beginning of any event or upon registration for any group activity. The covenant is a statement in which the participants and leaders agree to take part in the ministry; to give their best efforts to the ministry; to respect the other participants; and to treat the others as well as they would wish to be treated. Items in the covenant will include guidelines on sleeping arrangements (when necessary) and accountability, such as the usage of the "buddy system", bringing no alcohol or drugs, not spending time alone with someone of the opposite gender, and other expectations for behavior as needed. Unless the entire group is in the same room, there will be no sleeping arrangements where both genders of youth are in the same room.

Before the event, parents must give written permission for their child's participation. Doing this protects the church, in that it proves that parents were informed of the event, warned of the situation, and given the chance to prevent their youth from attending being alone with a worker.

Transportation Options

It is often necessary in children's and youth ministry to attend events or trips requiring transportation. Adult leaders must be sure the vehicles are properly functioning, and the adults who will be drivers are properly insured. Drivers for all church-sponsored youth events should be 21 years old or older. All drivers with children or youth should have more than one child/youth and preferably another adult with them while traveling in a vehicle.

Adequate Insurance for the Scope of Our Ministries

The Board of Trustees will ensure that we are adequately insured for the entire scope of our Children and Youth ministries.

Sleeping Arrangements

Trips taken by children or youth groups requiring lodging will abide by the following guidelines:

Church staff will assign lodging by assessing risk factors:

Whenever possible, youth should have a separate room from adults. Youth should be placed together based on age and gender.

In situations where adults must room with youth or children in a hotel, cabin, tent or other similar situation, there should be two adults either in the same room or adjoining rooms with the door left open between them. These adults must be the same sex as the children or youth. Adults cannot sleep in the same bed with youth or children unless they are the parent or guardian of that child.

Policies to Follow When a Report of Abuse or a Violation of Our Safe Sanctuaries Is Received:

Reporting Requirements

In North Carolina, everyone is required to report incidents of abuse. Local church safe sanctuaries procedures and practices should go by North Carolina law and beyond because of who we are as a church. Resources to understand NC law and resources for understanding how to report abuse are available from Prevent Child Abuse of NC at www.preventchildabusenc.org and 1-800-CHILDREN and local law enforcement and Department of Social Services agencies.

With all reports, they will be done immediately, documented well, and kept strictly confidential.

Reporting Procedure

- Any report of abuse or a violation of Safe Sanctuaries policy should be made to the Pastor, SPRC Chair or the Lay Leader. If the report involves any of these individuals, it can be reported to one of the aforementioned non-interested parties.
- When a report is made, immediately complete a confidential incident report form to document all relevant facts. The person bringing the report may contact local law enforcement/Dept of Social Services directly and the report may be given anonymously.

Responding to a Report

- Take steps to ensure the safety of the alleged victim.
- Documentation — confidential incident report form
 - Name of the employee or volunteer observing or receiving the disclosure of abuse, including date, time and place, and any action taken by this Person
 - Alleged victim's name, age and date of birth
 - Any statement made by the alleged victim
 - Name of the accused person, the date, time and place of any conversation with the accused and any statement made by the accused.
 - Any action taken (ex: suspension of the accused).
 - Date and time of call to alleged victim's parent(s)/guardian(s) and content of the conversation
 - Date and time of call to local law enforcement, name of person spoken to, content of conversation and any case number assigned
 - Date and time of any other contacts made regarding the incident
- Notification of the parent(s)/guardian(s) of the alleged victim.
- Take steps to ensure the alleged victim has no contact with the alleged wrongdoer during the investigation.
- Remove the alleged wrongdoer from the leadership position pending investigation.
- Notify a church attorney, the church insurance carrier and the District Superintendent.

Investigation of a Report

- To be conducted by a "supervising committee" (Pastor, SPRC Chair, Lay Leader, and Church Council Chair) and a church attorney. If any of the "supervising committee" are involved in the incident being reported, they will not serve on the committee.
- All work is to be kept strictly confidential.
- Thorough documentation (see "Forms") and confidential file maintained.
- All relevant witnesses contacted and interviewed — in interviews use open-ended questions.
- Interests of the alleged victim and alleged wrongdoer are to be protected.
- Conclusion reached as promptly as possible after a sound investigation (suggested within 72 hours).

Conclusion of NO Abuse

Written report offered to full SPRC:

- Preserve anonymity of victim and witnesses
- Summary of allegations and investigation
- Conclusion and supporting reasons
- Temporary actions taken
- Recommendation of additional action to be taken
- Follow-up notification with insurance carrier and District Superintendent

Conclusion of Abuse or Need of Further Investigation

A) Written report to full SPRC:

- Identify victim, wrongdoer and witnesses
- Allegations and steps of investigation
- Facts revealed by each significant witness
- Conclusion and supporting reasons
- Temporary actions taken
- Recommendation of additional action to be taken

B) Incident reported to local law enforcement and all appropriate government authorities with preparation to cooperate fully with their investigation

C) Incident reported in claim to insurance carrier

D) Incident reported to District Superintendent

E) Implement crisis response plan

Crisis Response Plan

- Select a spokesperson from the "supervising committee" to handle dissemination of information to staff, media, and congregation. No church staff or volunteers will disseminate any information except for that spokesperson *especially* on social media.
- Have ready for release a clear position statement of the church's policy and procedures to safeguard children, youth and vulnerable adults.
- Use text or prepared public statements to answer the press and inform the congregation.
- At all times strictly maintain the privacy and confidentiality of ALL persons involved.
- Keep in mind that information given or obtained by the media may have a bearing on church liability.

Ministry of Supportive Care

Supportive care should be given to all persons involved including the victim (and their family) and the accused (and their family) to restore such persons to wholeness. Supportive care may include procedures of the criminal justice system, provision of the current Book of Discipline, appropriate counseling referrals and pastoral visitation.

After Abuse

Truth-telling and honest communication is key.

Possibilities:

- 1) Send a letter to members of the congregation explaining the incident and initial action taken (without identification of the victim or accused). In it, restate the safe sanctuaries procedures and practices employed by the church to ensure safe continuation of the church's ministry.
- 2) Hold a congregational meeting — only after careful and intentional planning

Plan for Continuing Ministry:

- What education programs need to be offered?
- What support opportunities are needed?
- What pastoral care is called for?

Additional resource to North Carolina Conference United Methodist Churches:
Sexual Ethics Concerns Toll-free Phone Number: 1-877-603-8816

If the Abuser Is One of Us...

Factors to keep in mind:

- 1) Focus on behaviors and not character (the abuser is a person of sacred worth but their behavior is harmful/sinful and not acceptable)
- 2) Survivors are present in every congregation and without precautions and safety measures in place will not find the church to be a place for healing
- 3) If the abuser desires to return to the church and the victim is still active, the abuser will be asked to unite with a different church. If they decline the invitation to unite with another church, they will be made aware that their presence is no longer welcome at **this** church and they will not be permitted to attend.

Elements of Congregational Response

- Education and awareness
- Safe Sanctuaries policy and procedures adopted and applied
- Specific procedures where the perpetrator is present.

Develop a written covenant signed by perpetrator and church officials similar to the one for Registered Sex Offenders which will include:

- As part of growth and penitence, the perpetrator prepares and delivers written acknowledgment and apologies for pain caused directly or indirectly by their actions.
- Expectation of compliance to all restrictions and requirements placed on them as result of any legal actions.
- Continual participation in professional counseling program while participating in the church community.
- No leadership or representational position within or on behalf of the church.
- Covenant partners identified by church leadership for perpetrator and can include a family member.
- Participation in congregational worship and adult Sunday School class only, use of direct route from parking to main entrance only; any other participation or access requires prior authorization and accompaniment by covenant partners.
- Not allowed use of restroom facilities in church buildings, in the case of an emergency must be accompanied by covenant partner.
- Any church-sponsored functions for families, must be accompanied by covenant partners.
- No time allowed at any location in or around the church which would cause undue distress to others.

Other Possibilities and Avenues for Care and Healing for the Congregation:

- Outside professional intervention may be arranged
- Anticipation of additional disclosures of past or current abuse



Appendix 1: Protection and Integration of Known Sexual Offenders Covenant of Participation

Winstead United Methodist Church, here after referred to as the Church, affirms the dignity and worth of all persons. We are committed to being a religious community, open to all who wish to worship with us. However, based on your background and personal history, we have concerns about your contact with children, youth and vulnerable adults in our congregation. Although we welcome you to our congregation and our membership, your participation in events involving the children/youth of the Church and those considered vulnerable adults, will be limited to ensure the safety of these persons and to reduce risks to you. The following guidelines have been established to that end.

The congregation welcomes your participation in Church activities, but affirms that you must act within the guidelines set forth herein:

1. You shall comply fully with all restrictions and requirements placed upon you as a result of any legal actions – past, present and future.
2. You shall not be alone at any time with any child, youth or vulnerable adult.
3. You shall participate in professional counseling throughout the duration of your involvement with the Church.
4. You shall be a member of an accountability group, made up of at least one member of the congregation (one of which shall be the same sex as you), the senior pastor of the Church, and you. This group will be assigned to you for the entirety of your involvement with the Church.
 - a. The accountability group will establish a schedule for partnering with you whenever you are planning to be on church property or participate in a church sponsored event. This schedule will be kept on record with the Safe Sanctuaries Team.
 - b. One member of your accountability group will be with you at all times when you are on church property or at a church sponsored event. The accountability group member who is scheduled to partner with you will remain beside you, in close proximity to you at all times, when you are on church property or participating in a church sponsored event.
 - c. The accountability group will meet together with you, at least once a month, to offer support, discuss issues you may be having and to pray with you. If the need to meet more frequently occurs, the frequency will be determined by the accountability group in response to your needs.

- d. The accountability group will report quarterly to your probation/parole officer and your professional counselor.
 - e. You shall take the most direct, visible route to your destination with your accountability partner.
 - f. The accountability group may include a family member.
 - g. If restroom facilities are needed while on church grounds, one member of your accountability group will go with you to the restroom facility. The team member will then accompany you back to your seat or off Church property.
5. At no time, even with a member of your accountability group, are you to be in the Sunday School rooms.
 6. You are welcome to attend, accompanied by a member of your accountability group, any public worship service; groups of same sex; the adult Sunday school class of your choice and any other public worship service not designated for children, youth or vulnerable adults.
 7. Any church sponsored activity held off-site from the church campus shall be approved by the accountability team prior to participation.
 8. Upon arrival at Church, you shall report to the Church office where you will sign in and wait for a member of your accountability group to escort you to your destination. Once your worship experience or your business is complete, you shall return to the Church office to sign out before leaving the Church property. The accountability group member escorting you will initial both signing in and out. If the church office is locked and no member of your accountability group is available to meet with you, you are to immediately leave the Church property.
 9. At no time shall you hold a position of authority with the Church or serve as a representative of the Church.
 10. At no time will your name be allowed to appear in the Church newsletter, the weekly bulletin or in any item of print associated with the Church, excluding the weekly prayer concern list and the Church directory.
 11. As part of our church family and in an attempt to provide the safest environment possible, you shall inform your accountability group if you become aware of other sex offender(s) who are attending our church.
 12. Terms of this covenant will be reviewed with your probation/parole officer, sex offender treatment provider and any other person involved in your after-care or treatment prior to your involvement with the Church.
 13. The covenant must be signed by a representative of your accountability group, your probation/parole officer, sex offender treatment provider and any other person involved in your after-care or treatment prior to your involvement with the Church.
 14. This covenant will also be shared with the Children's and Youth Director.

Appendix 2: Volunteer Information Sheet

For all positions that involve the supervision and/or custody of children, youth, and vulnerable adults. This application is to be completed by all applicants (lay and clergy) for any position involving the supervision or custody of minors. It is being used to help Winstead UMC provide a safe and secure environment for those children, youth, and vulnerable adults who participate in our programs and use our facilities. This is not an employment application. Use additional paper if necessary.

Name: Last First

Present address:

Phone:

Occupation:

Employer:

Previous work experience:

Previous volunteer experience:

Special interests, hobbies, and skills:

Position(s) where you would like to serve:

Can you commit to one year to this ministry?	Yes	No
Will you commit to an annual training for volunteers who supervise children, youth, and vulnerable adults?	Yes	No
Do you have your own transportation?	Yes	No
Do you have a valid driver's license?	Yes	No
Do you have liability insurance?	Yes	No

If yes, list policy limits and name of carrier:

Why would you like to volunteer as a worker with children, youth, or vulnerable adults?

What qualities do you have that would help you work with children, youth, or vulnerable adults?

Have you filled out the Authorization for Release of Information to the Church to enable us to perform an appropriate background check, which will be handled by the Pastor in accordance with the policy for any confidential information that would come to the Pastor?

Yes No

Are you presently abusing alcohol or using any illegal drugs? Yes No
Have you ever been arrested, charged, convicted of, or pled guilty to a crime, either a misdemeanor or a felony (including but not limited to drug-related charges, child abuse, other crimes or violence, theft, or motor vehicle violations)? Yes No
If yes, please explain fully:

Have you ever been found by a court in a domestic relations proceeding to have sexually abused or exploited any minor or to have physically abused any minor? Yes No
If yes, please explain fully:

Have you ever been exposed to an incident of child abuse or neglect? Yes No
If yes, describe the incident and your response to it? Answering "yes" to this does not automatically preclude you from volunteering for Winstead UMC.

Basic Medical History:
List any medical condition that might hinder you in activities for which you are volunteering:

List any allergies or medications you may be taking:

Emergency contact: Phone #:

Medical Doctor: Phone #:

Insurance Carrier & Policy #:

Any other items you would like us to be aware of as you volunteer for ministry with children, youth, or vulnerable adults?

Signature of Applicant: Date:

Appendix 3: Authorization for the Release of Information to Winstead United Methodist Church for Background Checks

_____, hereby authorize Winstead United Methodist Church to request the police/sheriffs department, or another company, to release information regarding any record of charges or convictions contained in its files, or in any criminal file maintained on me, whether said file is a local, state, or national file, and including but not limited to accusations and convictions for crimes committed against minors, to the fullest extent permitted by state and federal law. I do release said police/sheriffs department, or other company, from all liability that may result from any such disclosure made in response to this request.

Full name:

Any other name used:

(Maiden, nickname, etc.)

Current Address:

(Street)

(City)

(Zip)

Sex:

Race:

Birth date:

(Mo/day/yr)

Social Security #:

Driver's license number:

State issuing license:

License expiration date:

List each address at which you have resided in the last seven years.

Address:

Address:

Address:

Address:

Signature:

Date:

Request sent to:

Name: Winstead United Methodist Church, 1851 Airport Blvd, Wilson, NC 27893

Appendix 4: REPORT OF SUSPECTED INCIDENT OF ABUSE

Preliminary Report – or - Additional Report

1. Name of worker (paid or volunteer) observing or receiving disclosure of abuse of children, youth, or vulnerable adult:

2. Name of child, youth, or vulnerable adult suspected of being abused:
Child/Youth/Vulnerable Adult's age/date of birth:

3. Name of person accused of committing abuse:
Relationship of accused to victim (paid staff, volunteer, family member, other):

4. Detailed summary of the statement by the Child/Youth/Vulnerable Adult suspected of being abused. Use additional paper as needed. Include the date/place of initial conversation/report with this child, youth, or vulnerable adult.

5. Detailed summary of the statement by the accused. Use additional paper as needed. Include the date, time and circumstance of any statement or interview with the accused.

6. Reported to Pastor, SPRC Chair or Lay Leader: Date/time:
Summary:

7. Call to victim's parent/guardian:

Date/time:

Spoke with:

Summary:

8. Call to local children and family service agency:

Date/time:

Spoke with:

Summary:

9. Call to local law enforcement agency:

Date/time:

Spoke with:

Summary:

10. Other contacts:

Date/time:

Spoke with:

Summary:

Signature of Person Making the Report

Date:

Appendix 5: INCIDENT REPORT FORM

Date of incident:

Time of incident:

Name of child/youth/vulnerable adult injured:

Age: _____

Address of child/youth/vulnerable adult's Parent or guardian:

Location of accident:

Name of person (or people) who witnessed the accident:

Name:

Phone:

Name:

Phone:

Name:

Phone:

Describe incident and follow-up:

Signature of Person Making the Report

Appendix 6: Photo Release Form for Parents/Guardians of Minors at Winstead United Methodist Church

This parental/guardian consent form is to both inform you and to request permission for your child's/children's photo/image and/or name to be published on the church's website and/or social media sites. This form pertains to all minors under the age of 18.

There are potential dangers associated with the posting of personally identifiable information on a website and social media sites such as Facebook. Global access to the Internet does not allow us to control who may access such information. These dangers have always existed; however, we as a church want to celebrate your child and his/her involvement with our congregation. As such, we are asking for your permission to publish information about your child.

We will not release any personally identifiable information without prior written consent from you as parent or guardian.

If you, as the parent or guardian, wish to rescind this agreement, you may do so at any time in writing by sending a letter to the church and such rescission will take effect upon notification.

Initial the following choices with which you consent:

_____ I GRANT permission for a photo/image that includes my child to be published on the church's public website and newsletter.

_____ I GRANT permission for my child's first name to be published on the church's public website and newsletter.

_____ I GRANT permission for my child's photo/image to be published on the church's social media sites (i.e. Facebook, Twitter, Pinterest, etc.)

_____ I GRANT permission for my child's name to be published on the church's public social media sites (i.e. Facebook, Twitter, Pinterest, etc.)

_____ I DO NOT GRANT permission for photos/images or my child's name to be published on ANY public online place affiliated with or operated by the church.

Name of child/children: (please print) _____

Age(s): _____

Print name of Parent/Guardian: (print) _____

Signature of Parent/Guardian: (sign) _____

Relation to Child: _____ Date: _____

Please return this form to the church office.