



BE TRANSFORMED | SEA TRANSFORMADO

SAFE SANCTUARIES TRAINING  
AND COVENANT STATEMENT  
EPWORTH UNITED METHODIST CHURCH



# INSTRUCTIONS

To comply with Safe Sanctuary policies, you must:

1. Read this document in its entirety.
2. Sign and date page 14 acknowledging you have read and understood the training.
3. Complete pages 15-18, the covenant statement.
4. Submit pages 14-18 by:
  - a. Completing online form on Church website (<https://www.epworthunited.org/safe-sanctuary>)
  - b. Submitting these documents to the church office,
  - c. Placing these documents in a sealed envelope in the SPRC mailbox, or
  - d. Placing these documents in the black box across from the church office.

If you have any questions regarding this policy, please email:

Sandy Matty, [ExecAdmin@eumc-md.org](mailto:ExecAdmin@eumc-md.org)

or

Pastor Jennifer Fenner, [Jennifer.Fenner@eumc-md.org](mailto:Jennifer.Fenner@eumc-md.org)

## Bible Study

*And if you give yourself to the hungry, and satisfy the desire of the afflicted, then your light will rise in darkness, and your gloom will become like midday. And the Lord will continually guide you, and satisfy your desire in scorched places, and give strength to your bones; And you will be like a watered garden, and like a spring of water whose waters do not fail. And those from among you will rebuild the ancient ruins; You will raise up the age-old foundations; And you will be called the repairer of the breach, the restorer of the streets in which to dwell. Isaiah 58: 10-12*

*But let justice roll down like waters  
And righteousness like an ever-flowing stream Amos 5:24*

*One thing I have asked from the Lord, that I shall seek;  
That I may dwell in the house of the Lord all the days of my life,  
To behold the beauty of the Lord,  
And to meditate in His temple.  
For in the day of trouble He will conceal me in His tabernacle;  
In the secret place of His tent He will hide me;  
He will lift me up on a rock. Psalm 27:4-5*

*And whoever receives one such child in My name receives Me; but whoever causes one of these little ones who believe in Me to stumble, it is better for him that a heavy millstone be hung around his neck, and that he be drowned in the depth of the sea. Matthew 18:5-6*

- What does each passage say about justice, mercy, and building your congregation into a Safe Sanctuary?
- What makes your children and youth feel connected as “church kids” in your ministries?

## Types of Child Abuse

- **Physical Abuse:** Abuse in which a person deliberately and intentionally causes bodily harm to a child. Examples may include violent battery with a weapon (belt or strap), burning, shaking, fracturing bones and any of a wide variety of non-accidental injuries to a child's body.  
*Signs: Hostile and aggressive behavior toward others, fearfulness of parents and/or other adults, destructive behavior toward self, others, and/or property, inexplicable fractures or bruises inappropriate for child's developmental stage, burns, facial injuries, pattern of repetitious bruises.*
- **Emotional Abuse:** Abuse in which a person exposes a child to spoken and/or unspoken violence or emotional cruelty. Emotional abuse sends a message to the child of worthlessness, badness, and being not only unloved but undeserving of love and care. Emotional abuse is often very difficult to prove and is devastating to the victim.  
*Signs: Severe depression or withdrawal, severe lack of self-esteem, failure to thrive, threatens or attempts suicide, speech and/or eating disorders, goes to extremes to seek adult approval, extreme passive/aggressive behavior patterns.*
- **Neglect:** Abuse in which a person endangers a child's health, safety, or welfare through negligence. Neglect may include withholding food, clothing, medical care, education, and even affection and affirmation of the child's self-worth. This is perhaps the most common form of abuse.  
*Signs: Failure to thrive, pattern of inappropriate dress for climate, begs or steals food and is chronically hungry, depression, untreated medical conditions, poor hygiene.*
- **Sexual Abuse:** Abuse in which sexual contact between a child and an adult (or another older and more powerful youth) occurs. The child is never truly capable of consenting to or resisting such contact and/or such sexual acts. Often, the child is physically and psychologically dependent upon the perpetrator of the abuse. Examples of sexual abuse may include fondling, intercourse, incest, and the exploitation of and exposure to child pornography or prostitution.  
*Signs: Unusually advanced sexual knowledge and/or behavior for child's age and developmental stage, depression, promiscuous behavior, runs away from home and refuses to return, difficulty walking or sitting, bruised/bleeding in vaginal or anal areas, exhibits frequent headaches, stomachaches, extreme fatigue, sexually transmitted diseases. May exhibit nervousness or anxiety about being left with a teacher or care giver, is reluctant to participate in activities that were previously approached with enthusiasm, nightmares about or unexplained hostility toward a caregiver or teacher*
- **Ritual Abuse:** Abuse in which physical, sexual, or psychological violations of a child are inflicted regularly, intentionally, and in a stylized way by a person or persons responsible for the child's welfare. The abuser may appeal to some higher authority or power to justify the abuse. Reports of ritual abuse are often extremely horrifying and may seem too grim to be true. Children making such reports must not be ignored.  
*Signs: Disruptions of memory or consciousness, unexplained mistrust and mood swings, flashbacks, eating disorder, fear of the dark, agitation or despair that seems to occur in cycles, fear or those wearing robes or uniforms, nightmares or sleep disorders, any of the symptoms of sexual abuse.*

## ABUSERS: Who Are They?

- Less than twenty percent of child abuse is perpetrated by strangers. In more than ¾ of the reported incidents of child abuse, the victim was related to or acquainted with the abuser.
- Abusers come from all segments of society, from every racial, ethnic, economic, and social group.
- Abusers may be Sunday School teachers, preschool teachers, camp counselors, youth group counselors, clergy, or anyone else.

According to the Department of Health and Human Services Report “Child Maltreatment 2019” (2020/21 not release yet):

- For FFY 2019, 3,476,000 million children (national rounded number) received either an investigation or alternative response at a rate of 47.2 children per 1,000 in the population. The number of children who received a CPS response increased nationally by 3.5 percent from 2015 to 2019.
- 84.5% of victims suffer a single type of maltreatment.
  - 74.9 % of victims suffered neglect.
  - 17.5 % of victims suffered physical abuse.
  - 9.3 % of victims suffered sexual abuse.
  - 6.8% of victims are reported as “other”
- For FFY 2019, a national estimate of 1,840 children died from abuse and neglect at a rate of 2.50 per 100,000 children in the population. The 2019 national estimate is a 10.8 percent increase from the 2015 national estimate of 1,660.8

Exhibit 4—A Child Fatality Rates per 100,000 Children, 2015–2019						
Year	Reporting States	Child Population of Reporting States	Child Fatalities from Reporting States	National Fatality Rate Per 100,000 Children	Child Population of all 52 States	National Estimate of Child Fatalities
2015	50	71,806,672	1,603	2.23	74,350,047	1,660
2016	50	73,394,916	1,708	2.33	74,342,970	1,730
2017	50	72,610,987	1,677	2.31	74,236,882	1,710
2018	51	72,546,232	1,751	2.41	73,911,017	1,780
2019	51	72,259,081	1,809	2.50	73,611,881	1,840

*Data are from the Child File and Agency File. National fatality rates per 100,000 children are calculated by dividing the number of child fatalities by the population of reporting states and multiplying the result by 100,000.*

*If fewer than 52 states reported data, the national estimate of child fatalities is calculated by multiplying the national fatality rate by the child population of all 52 states and dividing by 100,000. The estimate is rounded to the nearest 10.*

**Table 3–12 Victims by Relationship to Their Perpetrators, 2019**

Perpetrator	Victims	Reported Relationships	Reported Relationships Percent
<b>PARENT</b>	-	-	-
Father Only	-	146,369	22.6
Father and Nonparent	-	7,381	1.1
Mother Only	-	252,324	39.0
Mother and Nonparent	-	41,349	6.4
Two Parents of Known Sex	-	136,122	21.0
Three Parents of Known Sex	-	1,143	0.2
Two Parents of Known Sex and Nonparent	-	5,829	0.9
One or More Parents of Unknown Sex	-	1,431	0.2
<b>Total Parents</b>	-	<b>591,948</b>	<b>91.4</b>
<b>NONPARENT</b>	-	-	-
Child Daycare Provider	-	2,574	0.4
Foster Parent(s)	-	2,070	0.3
Friend(s) and Neighbor(s)	-	5,745	0.9
Group Home and Residential Facility Staff	-	891	0.1
Legal Guardian(s)	-	1,728	0.3
Other(s)	-	20,800	3.2
Other Professional(s)	-	1,597	0.2
Relative(s)	-	34,452	5.3
Unmarried Partner(s) of Parent	-	19,528	3.0
More Than One Nonparental Perpetrator	-	2,611	0.4
<b>Total Nonparents</b>	-	<b>91,996</b>	<b>14.2</b>
<b>UNKNOWN</b>	-	<b>17,021</b>	<b>2.6</b>
<b>National</b>	<b>647,802</b>	<b>700,965</b>	-

*Based on data from 51 states.*

## Child Protection Policy

The General Conference of The United Methodist Church, in April 1996, adopted a resolution aimed at eliminating any potential for child sexual abuse in the church. The adopted resolution includes the following statement:

Jesus said, "Whoever welcomes a child welcomes me." (Matthew 18:5). Children are our present and our future, our hope, our teachers, our inspiration. They are full participants in the life of the church and in the realm of God.

Jesus also said, "If any of you put a stumbling block before one of these little ones..., it would be better for you if a great millstone were fastened around your neck and you were drowned in the depth of the sea." (Matthew 18:6) 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." (para. 162C)

Tragically, churches have not always been safe places for children. Child sexual abuse, exploitation and ritual abuse (ritual abuse refers to abusive acts committed as part of ceremonies or rites; ritual abusers are often related to cults, or pretend to be) 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 our 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. (From The Book of Resolutions of the United Methodist Church. P. 384-386)

Thus, in covenant with all United Methodist congregations Epworth United Methodist Church adopts this policy for the prevention of child abuse in our church.

## Purpose

Our purpose for establishing this Safe Sanctuary Policy and accompanying procedures is to demonstrate our total and unwavering commitment to the physical, emotional and spiritual safety of all our children, youth and vulnerable adults.

## Background

In April 1996 the General Conference of the United Methodist Church adopted a resolution aimed at reducing the risk of child sexual abuse within the church. Epworth United Methodist Church operates in full compliance with the United Methodist Church Safe Sanctuaries policy and has established procedures to demonstrate absolute and unwavering commitment to the physical safety and the spiritual growth of all our children and youth. What this means to our community of faith is that:

- We pledge to conduct the ministries of the gospel in ways that assure the safety and spiritual growth of all our children, youth and workers.
- We will follow reasonable safety measures in the selection and recruitment of all children and youth workers.
- We will implement prudent operational procedures in all programs and events.
- We will educate all our children and youth workers on these policies and procedures.

A copy of Epworth's Safe Sanctuaries Policies must be read by person working directly with children; complete and return a signed copy of Epworth United Methodist Church's Safe Sanctuaries Questionnaire, as well as a signed copy of a Safe Sanctuaries Participation Covenant Statement. This is an annual requirement.

## Statement of Covenant

Therefore, as a Christian community of faith and a United Methodist congregation, we pledge to conduct the ministry of the gospel in ways that assure the safety and spiritual growth of all of our children and youth as well as all of the workers with children and youth. We will follow reasonable safety measures in the selection and recruitment of workers; we will implement prudent operational procedures in all programs and events; we will educate all of our workers with children and youth regarding the use of all appropriate policies and methods (including emergency procedures); we will have a clearly defined procedure for reporting a suspected incident of abuse that conforms to the requirements of state law; and we will be prepared to respond to media inquiries if an incident occurs.

## Conclusion

In all of our ministries with children and youth, this congregation is committed to demonstrating the love of Jesus Christ so that each child will be "*surrounded by steadfast love, ... established in the faith, and confirmed and strengthened in the way that leads to life eternal*" ("Baptismal Covenant II," *United Methodist Hymnal*, p. 44).



**CODE OF MARYLAND REGULATIONS**  
**TITLE 07 DEPARTMENT OF HUMAN RESOURCES**  
**SUBTITLE 02 SOCIAL SERVICES ADMINISTRATION**  
**CHAPTER 07 CHILD PROTECTIVE SERVICES – INVESTIGATION OF**  
**CHILD ABUSE AND NEGLECT**

Complete through Maryland Register Vol. 35, Issue 21, dated October 10, 2008.

.04 Reporting Suspected Child Abuse or Neglect.

- A. Except as provided in §§B-E of this regulation, an individual who has reason to believe that a child has been abused or neglected shall immediately, in a case of:
  - (1) Abuse, notify a local law enforcement agency or a local department; and
  - (2) Neglect, notify a local department.
  
- B. Mandated Reporters.
  - (1) A health practitioner, educator, human service worker, or police officer shall report suspected child abuse or neglect:
    - (a) Immediately, by oral report; and
    - (b) In writing, within 48 hours of the contact that revealed the suspected abuse or neglect.
  - (2) Upon request, a local department shall distribute a supply of forms created by the Administration to individuals who are required to report child abuse or neglect in writing.
  - (3) An individual required to submit a written report:
    - (a) May use the Administration form described in §B(2) of this regulation;
    - (b) Shall send the written report to the local department; and
    - (c) In the case of suspected child abuse, shall send a copy of the report to the local State's Attorney's office.
  
- C. An employee of a local department who, in the course of employment, receives a report of suspected child abuse or neglect communicated formally or informally to the employee, or who otherwise has reason to suspect that child abuse or neglect has occurred, shall immediately report the information to the CPS unit within the local department for prompt investigation.
  
- D. A report shall include as much of the following information the individual making the report is able to provide:
  - (1) The names and home addresses of the child, both parents, and any other individual

responsible for the care of the child;

(2) The present location of the child;

(3) The child's age;

(4) The names and ages of other children in the home;

(5) The specific nature and extent of injury, sexual abuse, or failure to provide proper care and attention of the child, and any information known to the individual making the report of possible previous abuse or neglect;

(6) Other information that:

(a) Might aid in establishing the cause of injury;

(b) Assists in identifying the individual or individuals responsible for the abuse or neglect; or

(c) Relates to the identification of risk; and

(7) In the case of suspected child abuse or neglect involving a mental injury:

(a) A description of the substantial impairment of the child's mental or psychological ability to function that was observed and identified; and

(b) An explanation of why the reporter believes the mental injury is attributable to maltreatment or failure to provide proper care and attention.

E. An individual is not required to report suspected child abuse or neglect in violation of:

(1) The attorney-client privilege under Courts and Judicial Proceedings Article, §9-108, Annotated Code of Maryland, which includes disclosure of information:

(a) Communicated in confidence by a client to the client's attorney, or other information relating to the representation of the client; or

(b) That would violate a constitutional right to assistance of counsel; or

(2) The privilege described in Courts and Judicial Proceedings Article, §9-111, Annotated Code of Maryland, pertaining to communications to a minister of the gospel, clergyman, priest, or rabbi of an established church of any denomination received in a professional capacity under circumstances where the professional is bound to maintain the confidentiality of that communication under canon law, church doctrine, or practice.

<General Materials (GM) - References, Annotations, or Tables>

COMAR 07.02.07.04, MD ADC 07.02.07.04

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END OF DOCUMENT

# ***Epworth United Methodist Church***

## ***Child Abuse Policy and Reporting Requirements***

Any teacher, counselor, employee or volunteer working with children and youth at Epworth United Methodist Church who believes, or has reason to believe, that a child/youth has been abused is required to make a report in the form and manner provided for in Article 27, 35A, Annotated Code of Maryland. The matter must be discussed with the Pastor and the Disciple Quadrant Lead. Protective Services will be contacted by the Pastor or the Disciple Quadrant Lead.

**Montgomery County Dept. of Protective Services**  
**Know the Forms of Violence Against Children**

**240-777-4417**

### **Physical Violence:**

Today's parents and childcare givers face different challenges and stresses than those of earlier generations. Adults become stressed from life's daily challenges and can even be the product of child abuse themselves. That's when physical violence can occur. They become upset with kids and - suddenly they're shaking, slapping, hitting, kicking, burning, choking, pinching, paddling, shoving, whipping, biting, pulling hair, throwing things at them, and stabbing and shooting them.

### **Sexual Abuse:**

Anyone under the age of 18 who is used by an adult for sexual gratification is being sexually abused. Sexual abuse is fondling, exhibitionism, and intercourse. If you notice sudden changes in your child's behavior, bedwetting, fears and phobia, significant changes in school performance, hesitancy to be alone with a certain person, age inappropriate sexual knowledge, promiscuity and language; sore, red, bleeding, itching, burning genital areas, discharge and unusual odors, pain on urination, stained underpants, sexually transmitted diseases, self-destructive behavior, acting more immature and infantile, running away - this can be sexual abuse. If a child tells you they've been sexually abused, believe them - children rarely lie about sexual abuse

### **Emotional and Verbal Harm:**

Calling a child names, yelling, screaming, threats, bullying, comparing kids negatively to others, public and private humiliation and shaming, unrealistic and extreme demands made on a child, intentional withholding of a parent's love and affection, and telling them "they're no good, worthless, bad or a mistake" ... this is extremely harmful to kids. Their self-esteem is shattered - possibly throughout their adulthood – and can affect their whole lives. Emotional and verbal abuse undermines a child's foundation, spirit, and psychological and social development.

**Neglect and Abandonment:**

This occurs when there is a deliberate refusal and failure of parents to provide their children with ample food, ample and appropriate clothing, inappropriate and/or no shelter, guidance and supervision, inadequate hygiene, and the proper medical and dental health care. A refusal and failure to provide nurturing, and -- physical and emotional affection, (not telling kids you love them, not hugging them, not praising them, not paying attention) and abandoning children -are all acts of neglect and abandonment and, undermines a child's foundation, spirit, and psychological and social development.

**Death:**

Child violence and harm at its worst form.

## **Recognize the Signs of Violence and Neglect Against Children**

### **The Child**

- Has had many unusual injuries or injuries that can't be explained
- Seems sad and cries a lot
- Fights with classmates, acts out in the classroom, or destroys things; throws toys across a room or is violent toward a pet
- Seems very tired; talks about trouble sleeping and often has nightmares
- Seems afraid of a parent or other adults, like teachers or baby-sitters
- Spends a lot of time at the playground and doesn't want to go home after school, as if afraid of something there

If you suspect that a child you know is being harmed and neglected - perhaps a niece or a nephew, a child in the neighborhood or at school - you need to do something about it. Use common sense in trying to figure out if a child is being harmed or neglected. For example, normal, active children get some bruises and bumps from everyday playing. These bruises are mostly over bony areas such as knees, elbows, and shins. But - if you see a child with injuries on other parts of their body, such as their stomach, cheeks, ears, buttocks, mouth, or thighs, you should think twice. Black eyes, human bite marks, and round burns the size of a cigarette, don't come from everyday play!

### **Signs of Violence and Neglect**

Not all child abuse is physical. Emotional abuse is one of the most common and harmful forms of child abuse. Making fun of a child, name calling, always finding fault, and showing no respect can damage a child's self-esteem forever! When emotional abuse occurs often, and over a long period of time, it can have a lifelong impact -- affecting a child's happiness, relationships and success.

### **The Child**

- May find it hard to make friends
- Can avoid doing things with other children
- Can avoid being in places where they're expected to be loving
- May tend to be pushy and hostile
- Might have a hard time learning, be overly active, or have problems such as bed-wetting or soiling
- Might act falsely grown up, having to care for adults or others far beyond what should be expected for the child's age

- May become gloomy and depressed, unable to enjoy his or her-self. They might do things that work against themselves.
- Could become self-destructive, self-injuring, or even attempting suicide.

This information taken from *www.loveourchildrenusa.org*. See website for additional information.

I (print name), \_\_\_\_\_, certify that I

read this safe sanctuary training in its entirety on (date) \_\_\_\_\_.

(signature) \_\_\_\_\_



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## SAFE SANCTUARY PROCEDURES

1. **Annual Orientation for Volunteers/Staff:** Reading this procedure will substitute for 2022 for annual briefing for volunteers. Staff will be briefed in Staff meeting
2. **“Two-Adult Rule”:** No fewer than two unrelated adults will be present during any church-sponsored program, event, or ministry involving children or youth.
  - a) **Children's & Youth Ministry** One of those adults may be a designated full-time "roamer" who moves in and out of rooms and can be easily summoned if needed.
  - b) **Childcare** - If the door is left open and parents are nearby, a parent can serve as the "roamer".
  - c) "Roamer" will check on each area at least every 15 minutes.
  - d) If event one adult briefly has to leave area (like to take a child to the rest room), the adult MUST return within 15 minutes OR the roamer MUST be summoned BEFORE the adult leaves.
  - e) When accompanying children to the rest room, taking a group of children is preferred over taking only one child. If possible, leave the bathroom door open.
3. **“Five-Years-Older Rule”:** At least one of the adults leading youth activities should be at least five years older than the oldest participating youth.
4. **No Workers Under the Age of 18:** No one under the age of 18 may work with children/youth without adult supervision.
5. **External Doors:** External doors are not to be propped open
6. **Windows in All Classroom Doors:**
  - a) For non-EPK use, each room set aside for children and youth should have a door with an unobstructed window in it OR the door must remain open at all times. So remove any covering on windows before allowing children to enter room (Ana Brita, girl scouts, etc.).
  - b) For Epworth Preschool and Kindergarten (EPK), windows can be covered  $\frac{3}{4}$  of the way up. This is based on discussions with Montgomery Country Preschool licensing and safety inspector.
7. **Unknown Adults:** Any adult present with children or youth who is not known to the leaders or volunteers or staff should be asked to leave or escorted to another part of the building. Seek assistance from another person, if needed.
8. **Advance Notice to Parents:** Parents will be given advance notice and full information regarding the event(s) in which their children will be participating.



## 9. Epworth On-Line Policies

**“On-line Two-Adult Rule”:** No fewer than two unrelated adults will be present during any church-sponsored program, event, or ministry involving children or youth.

- a) Two Adult rule includes on-line activities.
- b) Two adults are within eyesight and earshot of children and youth when they gather online.
- c) Parent volunteers are encouraged to commit to being the second on-line adult on a rotating basis.

**“Professionalism”:**

- a) Conduct any on-line communications in a professional manner
- b) Never record children or youth without parent’s knowledge
- c) Do not individually “chat”/email with a child/youth without including second adult in communication

10. **Participation Covenant for All Leaders and Volunteer/Staff:** All adults working with children and youth will be expected to sign the participation covenant. This is a statement in which the workers and leaders agree to take part in the ministry, give their best efforts, respect the other participants, and treat the others as well as they would wish to be treated. In addition, all leaders and workers must complete and sign the Sexual Abuse Questionnaire.

### NOTES:

- A) If a Children's Ministry or Childcare program is in session, children 5th grade and younger must either participate in the program or remain with their parent or guardian. They may not wander throughout the building.
- B) Children may never open an outside door to admit someone to the building.

# PARTICIPATION COVENANT STATEMENT

The congregation of Epworth United Methodist Church is committed to providing a safe and secure environment for all children, youth, and volunteers who participate in ministries and activities sponsored by the church. The following policy statements reflect 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 the love of God through relationships with others. This policy applies to all volunteers and staff.

1. No adult who has been convicted of child abuse (either sexual abuse, physical abuse, or emotional abuse) will be permitted to volunteer or be paid to work with children or youth in any church-sponsored activity.
2. No person will work with children nor act as the "roamer" (roamer defined under "Two-Adult Rule" below) until
  - Have been members of the congregation for at least six months before beginning a volunteer assignment. Any prospective volunteers recommended by a Quadrant Leader who are non-members or have attended less than six months will be screened by the Senior Pastor.
  - Newly hired staff must have a background check.
  - Contractors working with youth or children must have a background check
3. Adult volunteers and staff with children and youth shall follow the attached Safe Sanctuary Procedures, including the "Two-Adult Rule", at all times.
4. Adult volunteers and staff with children and youth shall attend annual briefing provided by the church to keep volunteers/staff informed of church policies and state laws regarding child abuse.
5. Adult volunteers/staff shall immediately report to their supervisor or the Senior Pastor any behavior that seems abusive or inappropriate.

**Please answer each of the following questions:**

1. As staff of EUMC or as a volunteer in this congregation, do you agree to observe and abide by all church policies regarding working in ministries with children and youth? \_\_\_Yes \_\_\_No
2. As staff of EUMC or as a volunteer in this congregation, do you agree to follow the Safe Sanctuary Procedures, including "Two-Adult Rule", at all times? \_\_\_Yes \_\_\_No
3. As a volunteer in this congregation, do you agree to abide by the six-month rule before beginning a volunteer assignment OR as staff of EUMC, do you agree to a background check before working with children or youth? \_\_\_Yes \_\_\_No  
Check here if Senior Pastor screening required: \_\_\_\_\_
4. As staff of EUMC or as a volunteer in this congregation, do you agree to promptly report abusive or inappropriate behavior to your supervisor or Senior Pastor? \_\_\_Yes \_\_\_No

\_\_\_\_\_ Initial this page (sign on last page)



# QUESTIONNAIRE

*(Please check the appropriate blank. If more space is needed, please use an additional sheet of paper.)*

5. Have you ever been accused, in a written and signed statement, of sexual misconduct with a child or a youth?     \_\_\_Yes \_\_\_No
6. Have you ever been accused, in a written and signed statement, of sexual misconduct with an adult?     \_\_\_Yes \_\_\_No
7. Have you ever been dismissed from any position, volunteer or salaried, because of accusations of sexual misconduct on your part? \_\_\_Yes \_\_\_No
8. Have you ever resigned from any position, volunteer or salaried, because of an accusation of sexual misconduct on your part, or to avoid being dismissed because of an accusation of sexual misconduct on your part?     \_\_\_Yes \_\_\_No
9. Have accusations of sexual misconduct on your part ever resulted in civil or criminal court proceedings at any level (e.g., indictment, arrest, trial, etc.)?     \_\_\_Yes \_\_\_No  

If yes, please provide the complete details of those proceedings (including dates, circumstances, the jurisdiction where the proceedings occurred, the nature of the accusations, and the result of the proceedings) on a separate sheet of paper.
10. Have accusations of sexual misconduct against you resulted in civil or criminal court proceedings on more than one occasion?     \_\_\_Yes \_\_\_No
11. Other than the above, is there any fact or circumstance involving you or your background that would call into question your being entrusted with the supervision, guidance, and care of young people?     \_\_\_Yes \_\_\_No
12. Have you ever filled out this questionnaire for this church or agency? \_\_\_Yes \_\_\_No

**If no, please fill out References on last page**

**NOTE:** If your response to any of the foregoing questions (5 through 11) is “yes”, please provide on a separate sheet of paper all details regarding each accusation of sexual misconduct that has been made with respect to you, including a description of the alleged conduct, the name of the person who made the accusation, the date of the alleged misconduct, and the name of your employer at the time of the alleged misconduct.

\_\_\_\_\_ Initial this page (sign on last page)

# QUESTIONNAIRE RESPONSE FORM

*(To be signed by all laypersons and un-appointed clergy who work with children or youth within the local church or a Conference agency. If under 18, a parent or guardian must also sign below youth's signature or use "Covenant for Youth Aides")*

I verify that the answers I have provided on this questionnaire are true and accurate to the best of my ability. I understand that false answers, as well as the failure to sign this Response Form, will result in my being denied a staff/volunteer position.

I have read this **Participation Covenant**, and I agree to observe and abide by the policies set forth above.

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

Please print your name: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Phone Number: \_\_\_\_\_ E-mail: \_\_\_\_\_

Only if this is the **FIRST TIME** completing this form, please provide references

**References:** Please provide three adult references (names, addresses, phone numbers) of persons who are not related to you by blood, marriage or other family relationship and are not employed or supervised by you, who can, to the best of their ability, provide statements in support of your good character and clean record in regard to sexual misconduct with children, youth, and adults.

**Name and Address:**

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