

Policy and Procedure of First Mennonite Church on Reducing the Risk of Child Sexual Abuse

According to our Anabaptist understanding of biblical faith and what it means to be a faith community, we are to follow Christ in word and deed. We are called upon by Christ to act with integrity and love in all our relationships, and to avoid exploitation of vulnerable people or the use of positions of power within the institutions of the church or family for such gain.

First Mennonite Church recognizes that child sexual abuse is a serious problem in today's world and an increasing problem facing churches. Sexual abuse can be physical, verbal, or non-verbal. The abuser can be an adult, an adolescent, or another child (providing there is age, power or knowledge imbalance between the children). For the safeguarding of our children, volunteers, and staff we will work at preventing child sexual abuse through the guidelines outlined in this document.

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I. Screening Process

A. Work of the Child Sexual Abuse Prevention Committee and the Safe Church Committee

The Child Sexual Abuse Prevention Committee (CSAP) in consultation with the Elders, Ad

Cabinet and Christian Education committee developed the following screening processes. Many types of screening processes were reviewed. CSAP felt that it was important to use the expertise and guidance provided by the “Reducing the Risk program (Copyright 2003 by Church Law & Tax Report and published by Christian Ministry Resources). In several circumstances listed below, use of screening tools produced by Church Law & Tax report is recommended. It was felt that use of these tools would provide important information, explanation, and context in order to make the screening process more easily understood and reproducible. CSAP produced a draft policy and procedure which was approved by the Elders in 2007. In 2010, the Elders appointed a second committee, the Safe Church Committee, to update and complete the draft policy and procedure of 2007. This second draft is presented to the Elders in June, 2011 by the Safe Church Committee.

B. Persons to be Screened

Screening is to be used with all applicants, employees, and church workers, full-time, part-time, compensated or volunteer, including clergy, according to guidelines set forth below, prior to working with children (birth through grade 6) or youth (grade 7 through grade 12).

Reference checks: All applicants, employees and church workers, compensated or volunteer, who will work with children or youth will be required to provide reference information. See requirements under pertinent category below.

Completion of a Criminal Records Check Authorization Form: All applicants, employees, and church workers, compensated or volunteer, who will work with children or youth will be required to complete a release form authorizing the release of criminal history and child abuse allegations. See requirements under pertinent category below. Authorization forms are provided on-line by the screening service.

1. Clergy or Paid or Volunteer Ministerial Staff: Appendix A

2. Church Employees--Non-Ministerial: Appendix B

3. Church Volunteers: Appendix C, Forms 1-3

C. The “Six Month” Rule

Volunteers will be permitted to work with children or youth only after they have been a regular attendee at First Mennonite for six months. They must also have completed the screening process.

D. Employees or Volunteers with Criminal Violations

If the criminal records check shows a criminal history which the applicant or volunteer did not disclose on the screening form or during a personal interview, his or her services will not be accepted. If the criminal records check reveals criminal convictions which were already disclosed on the screening form and/or in an interview, the selection committee in consultation

with the Elders and a lawyer (if necessary) will use its discretion in determining whether the individual's services will be utilized. No one with a criminal history of sexual abuse of any kind or a history of abusing or neglecting children will be permitted to work with children or youth.

E. Volunteer Screening Process Overview

All individuals volunteering to work in a capacity that involves working with children or youth will be screened according to the following procedure:

- The Volunteer Screening Committee will consist of two to four people appointed by the Elders.
- The Volunteer Screening Committee will serve for a term of two years.
- The Minister of Church Community Life shall be a permanent member of the Volunteer Screening Committee to help promote continuity and accountability.
- The Volunteer Screening Committee has sole discretion on the ability of volunteers to serve. There is no appeal process and no obligation on the part of the committee to provide the volunteer with an explanation.

The Volunteer Screening Committee will:

- Report to the Elders.
- Meet with sponsors of youth activities, the Christian Education Commission, the Youth Ministry Leadership Team, and the Children's Sunday School Superintendent at the beginning of each church year (generally in September) to discuss child sexual abuse prevention policies and risk assessment and reduction.
- Provide the appropriate forms to the volunteer. During the first year of implementation (2012-2013), all potential volunteers will be encouraged to fill out Form 1.
- Provide screening forms and requirements of Youth and Children volunteers to the Gifts Discernment Commission (so they can provide information on what is required of persons filling those roles).
- Prepare a file for storage of the volunteer's records. All forms except the Volunteer Screening Form (Form 1) are confidential and must be kept in a locked file cabinet.
- Mail personal reference forms.
- Conduct personal reference telephone interviews when necessary (fill out Form 2 for phone interviews).
- Conduct personal interviews.
- Inform each volunteer of FMC policies regarding child sexual abuse prevention.
- Conduct background checks.
- Consult with Elders and Pastors regarding any questionable references or background checks. If denied volunteer status based on references or background check, the volunteer will be notified by Pastors or Elders.
- Be responsible for annual Safe Church training of volunteers, generally in September.
- Be responsible for the assurance that all workers with children and youth repeat Safe Church training at least every three years.
- Be responsible for the distribution and collection of parental/legal guardian permission forms, medical release, and transportation forms.

The Volunteer will:

- Fill out Volunteer Screening Form - Form 1 (not confidential).
- Provide two personal references - Form 2 (confidential).
- Provide at least one reference regarding prior work (paid or volunteer) with children or youth if they have done such work - Form 2 (confidential).
- Have a personal interview with volunteer screening staff - Form 3 (confidential).
- Read FMC policies and procedures regarding working with children and youth.
- Attend or complete volunteer training.

Background Checks (confidential)

Background checks will be performed for volunteers working with children and youth and may include the following:

- Criminal Background
- Sex Offender Registry
- Child Abuse Registry
- Driving Record

Forms, including authorizations for the checks, will be provided to the volunteer by the Volunteer Screening Committee.

Failure to allow a check of any of these backgrounds will result in denial of volunteer duties with children and youth.

FMC will use online resources to screen paid staff and clergy.

F. Two Year Rule

Procedure for screening volunteers who have been members or regular active attendees of FMC for longer than two years immediately prior to the date of institution of this policy (September 2012):

The volunteer will:

- Fill out Volunteer Screening Form - Form 1 (not confidential).
- Read FMC policies and procedures regarding working with children and youth.
- Attend or complete volunteer training.

Because the individual has a long standing relationship with the church family, personal interviews, personal reference checks, and background checks may generally be waived.

The Volunteer Screening Committee may request a personal interview or personal references, or background check as they see fit.

In such cases the volunteer will comply with any or all of the following as instructed by the Volunteer Screening Committee:

- Provide two personal references - Form 2 (confidential).
- Provide at least one reference regarding prior work (paid or volunteer) with children or youth if they have done such work - Form 2 (confidential).
- Participate in a personal interview.
- Undergo background checks as outlined above.

II. Supervision

A. Principles

The principles that guide FMC's response to supervision of volunteers or paid workers that work with children or youth are those set out by "Reducing the Risk II, Making Your Church Safe From Child Sexual Abuse."

Principle 1: As risk increases, supervision should increase.

Principle 2: Risk increases as isolation increases.

Principle 3: Risk increases as accountability decreases.

Principle 4: Risk increases when there is an imbalance of power, authority, influence, and control between a potential abuser and a potential victim.

FMC supervision guidelines will strive to decrease risk whenever possible. The Volunteer Screening Committee will meet with sponsors of youth activities, the Christian Education Commission, the Youth Ministry Leadership Team, and the Children's Sunday School Superintendent at the beginning of each church year (generally in September) to discuss child sexual abuse prevention policies and risk assessment and reduction.

B. Windows in All Classroom Doors

All classrooms and, as much as possible, any interior door (especially those with uncontrolled access) will have a window. A window removes the opportunity for secrecy and isolation. The windows must remain unobstructed.

C. Nursery & Toddler Room Identification Process

Nursery & Toddler Room personnel should clearly identify the child and the child's parent or legal guardian. Children should only be released to the child's parent, legal guardian, or another adult authorized by the parent or guardian.

D. Overnight or Off Church Property Rule: Two Unrelated Adults

For all youth group activities that involve an overnight (whether at the church or off church property), or any event that is held off church property, two unrelated adults screened to work with children or youth must be present.

E. Parental Permission

Volunteers and paid staff that have been approved to work with children and youth must obtain the consent of the child or youth's parent or legal guardian before going anywhere alone with the child or spending time with the child in an unsupervised one-on-one situation. An example of when this might occur at FMC is the Mentor/Mentee program. The church will have on file a signed parental/guardian release form for each Mentor/Mentee pair giving consent for one-on-one activities. The Mentor will make the parent or guardian aware of each one-on-one meeting. See Appendix D, Form 1 for the Parent Affirmation form.

F. Adequate Personnel

Sunday school classes for children and youth may be conducted by one adult as long as the classroom door is left open or the door has an unobstructed window.

Supervision of children in the nursery or toddler room during any church activity should be

provided by two adults or high school junior or senior youth approved to work with children and who have received Safe Church training. If two adults or high school junior or senior youth are not available, one of the workers may be a youth age 13 or over. The adult or older youth will provide supervision to the younger worker. The younger worker should not be allowed to have unsupervised contact with the child.

The supervision of two approved adults should be maintained before and after activities and programs involving children and youth (except where otherwise specified above), until all children and youth are in custody of their parent or legal guardian. A signed release form will be required at the beginning of the school year providing permission for transport during group activities. Children and youth shall be picked up from church by parents or legal guardian. One sponsor shall not drive one child or youth home. Exception to this rule will be made only upon receiving the express verbal consent of a parent or legal guardian upon each occasion. See Appendix D, Form 2 for the Parental Permission, Medical Release, and Transportation Form.

III. Training and Education

The congregation will be educated about the child sexual abuse prevention policies through distribution of printed material and a handout regarding policy that will be made available in the church office as well as other locations throughout the church.

Individuals (paid or volunteer) that work with children or youth must complete the volunteer screening process. As part of that screening process, these individuals will receive Safe Church training, consisting of:

- The FMC policy on child sexual abuse
- Recognition of signs and symptoms of abuse
- Responding to a child's disclosure of abuse
- Reporting procedures for child sexual abuse

All workers with children and youth will repeat this Safe Church training at least every three years, generally in September.

Workshops and/or seminars (group or individual) and/or printed resources relating to issues of child sexual abuse, child safety, and working with children or youth will be made available or promoted on a periodic basis.

The FMC "Reducing the Risk of Child Sexual Abuse" brochure shall be included in the welcoming packet for newcomers.

IV. Reporting and Responding to Child Sexual Abuse Allegations

A. What Constitutes Child Sexual Abuse?

Child sexual abuse is any sexual contact between a child and an adult (or older child) that results in sexual stimulation and gratification for the adult. Child sexual abuse includes (but is not limited to) the following:

- Rape
- Incest (incest defines the relationship between victim and offender, meaning within a family)
- Sodomy

- Touching a child's genital areas (penis, vagina, vulva, breasts, testicles, or anus) or inserting objects inside these orifices for sexual pleasure
- Making the child touch some else's genitals
- Exposing genitals to a child
- Exposing the child to adult movies, pornography, or photographs
- Having a child pose, undress, or perform in a sexual nature
- Voyeurism (watching the child undress, often without the child's knowledge)
- Sexualized talk
- Forced prostitution

B. Guidelines for Responding to Victim

- Take complaint or disclosure seriously.
- Do not try to “validate” or “judge” the disclosure.
- Do not deny or minimize the complaint or disclosure. Never blame the victim.
- Use proper procedures.
- Assure care and support for the victim.

C. Reporting Child Sexual Abuse

- Any volunteer, paid or unpaid staff, or member of the ministerial team that either suspects or learns through a direct report of an incident of child sexual abuse, will report the incident immediately to a pastor, elder, or the church moderator.
- A brief written report will be submitted to the pastor, elder, or church moderator as outlined below.
- The pastor, elder, or church moderator receiving the report will respond following procedures outlined in this policy.
- Consultation with a church lawyer or other appropriate church leadership may occur but shall not delay the report to the authorities.
- Notification of the child’s parents of the suspicion of the abuse will be carried out only in consultation with the Department of Human Services or police.
- No contact or communication will be made with the alleged perpetrator until the Department of Human Services or the police give permission to do so.
- If the person reporting the allegation to the pastor, elder, or church moderator does not feel as though any or appropriate action has been taken, the person making the report should contact the Department of Human Services or the police on behalf of the child.

1. Document Allegation-(Do Not Investigate)-This Is Confidential

- Name, age, address of victim and offender
- Nature of incident
- Number of times it occurred including dates if possible
- Relationship of victim to offender
- Any other witnesses

2. Notify Department of Human Services or Police

- The pastor, elder, or church moderator receiving the report will respond by reporting the incident to the proper authorities. The church and the victim are best served by letting the Department of Human Services or the police do the investigation.

- Under Iowa law, pastors, paid staff, and volunteers are not mandatory reporters. All may report. (As operators and employees of a child care center, Hometies staff are mandatory reporters.) *Ann. Stat. 232.69; 728.14.*
- Iowa law provides for clergy-penitent privilege so long as there is a clear communication that the pastor is sought out in a professional capacity as a spiritual advisor, rather than simply for advice. *State v. Richmond, 590 N.W.2d 33 (Iowa 1999).*

3. Contact First Mennonite’s Insurance Company

4. Contact Church Hierarchy if Accusation Involves Clergy Per Policy

If the allegation of child sexual abuse involves a pastor as the alleged perpetrator, FMC will use the procedures outlined in the policy listed below. This policy will not prohibit or delay reporting the incident to the proper legal authorities.

Ministerial sexual misconduct: Review and institute use of “Ministerial Sexual Misconduct Policy and Procedure” available in Pastoral Sexual Misconduct: A Resource Packet, Ministerial Leadership Offices of Mennonite Church USA and Mennonite Church Canada.

D. Options Regarding the Alleged Perpetrator. (Decide what restrictions will be placed on offender while complaint is being investigated. see page 57 & 58 of Guidebook)

In order to protect the safety of the child while an allegation is being investigated, restrictions will be put on the alleged perpetrator whether that person is a volunteer, paid, or unpaid staff, church attendee or pastor. FMC elders, pastors and/or the church moderator will work in consultation with legal council and using resources such as Church Law & Tax Report and *Pastoral Sexual Misconduct: A Resource Packet, Ministerial Leadership Offices of Mennonite Church USA and Mennonite Church Canada* to determine appropriate restrictions for the alleged perpetrator. Minimally, the alleged perpetrator will be prohibited from any contact with the victim and other children or youth. FMC may modify these restrictions based on the outcome of the investigation.

E. Spokesperson

In order to protect the child, the church, and the offender, information regarding the complaint and the investigation will be limited to only those within the church with a need to know. Confidentiality will be respected and maintained at all times.

In some cases it is advisable for the Elders or Ad Cabinet to inform church members of incidents of sexual misconduct occurring on church property or during the course of church activities. Such communications should be done in consultation with a lawyer and in a way that it is protected by “qualified privilege”. (Reducing the Risk and Church Law & Tax Report are resources for this issue)

One knowledgeable person will be designated as the church spokesperson who will have the responsibility to respond to inquires from law enforcement, social services, the media and the congregation. This person will likely be a pastor, church elder, or church moderator. FMC will designate a lawyer to assist with the process.

V. Appendix A: Clergy, Paid, or Volunteer Ministerial Staff

The procedure outlined below will be used to screen paid or volunteer ministerial staff that

perform pastoral duties on a regular basis. This policy will apply to interim pastors. This policy does not apply to guest speakers.

Hiring a Pastor: The Pastoral Search Committee (PSC) will be responsible for identifying candidates for the pastoral position.

When a candidate is identified, the PSC will be responsible for using the information provided by the candidate from the Mennonite Church form "Ministerial Leadership Information" to fill in the packet "Application Booklet for Ministers" produced by Church Law and Tax Report. Additional information required of those forms will then be completed by the candidate or PSC members as indicated.

Forms M1, M2 (which is the background check verification release form, and will be the release form from the company that is used for verification), M3, M4 and M5 must be filled out in their entirety. M6, M7 and M8 will be filled out as needed.

The PSC will then be responsible for checking the references provided by the candidate as well as completing the forms on prior work history, verification and reference checks.

Until all forms are completed, a background check has been completed, and the PSC has completed forms M1-5, no offer of position will be granted or guaranteed.

When these steps are completed and the checks are found to be true to the best ability of the committee, the candidate's name may then be held up to the congregation for vote.

If a case of abuse or misconduct is identified, no offer of position will be granted.

FMC will use online resources to screen paid staff and clergy.

VI. Appendix B: Church Employees--Non-Ministerial

Paid church employees--non-ministerial (and any volunteer non-ministerial person working frequently) will be screened using the packet "Application Booklet for Ministers Paid Staff" produced by Church Law and Tax Report.

The Search Committee will then be responsible for checking the references provided by the applicant as well as completing the forms on prior work history, verification, and reference checks.

Until all forms are completed and a background check has been completed, no offer of position will be granted or guaranteed.

When these steps are completed and the checks are found to be true to the best ability of the Search Committee, an offer of the position will be made.

If a case of abuse or misconduct is identified, no offer of position will be granted.

FMC will use online resources to screen paid staff and clergy.

VII. Appendix C: Church Volunteers: Forms 1-3

Appendix C, Form 1

Volunteer Screening Form

1. General Information

Full Name (including maiden name if applicable):

Full Address:

Home Phone:

Daytime Phone:

Cell Phone:

Email:

Birth date:

2. How long have you attended First Mennonite Church?

3. Are you a member of First Mennonite Church? If so, how long?

4. Please list the names of two personal references at FMC who know you well (no relatives).

a.

b.

5. All places of employment the past five years:

Name of Employer	Address	Phone

6. All places of residence the past five years

7. Church History

Names and locations of previous churches you have attended (also indicate membership)

Name	Address	Member Y/N

Prior Youth Work (please provide at least one reference from prior youth work-see form)

List previous work involving youth (name of organization, address, dates of service, type of work performed)

Name	Address	Dates of Service	Type of Work

Applicant must provide two personal references on forms provided. If the applicant has prior child or youth work experience they must provide one reference specific to that work (see reference forms).

Reference forms will be mailed to the references.

Telephone interviews with references may be conducted

Statement from the Volunteer (From: Church Law & Tax Report, Volunteer Service Booklet)

PLEASE: Read Carefully Before Signing.

The information contained in this application is correct to the best of my knowledge.

I authorize any references, or any other person or organization, whether or not identified in this application, to give you any information (including opinions) regarding my character and fitness

for volunteer service. I hereby release any individual, church, denominational agency or official, reference, or any other person or organization, including record custodians, both collectively and individually, and whether or not identified in this application, from any and all liability for damages of whatever nature which may at any time result to me, my heirs, or family, on account of compliance or any attempts to comply with this authorization, excepting only the communication of knowingly false information. I further state that **I have carefully read the foregoing release and know the contents thereof and I sign this release as my own free act.** This is a legally binding release which I have read and understand. I understand that I may consult with an attorney before signing this document. A facsimile or photocopy of this authorization shall be as valid as the original. I further understand that a criminal background check may be conducted on me, and I consent to any such check.

I (check one of the following two options)

waive

do not waive

any right that I may have to inspect any information provided about me by any person or organization described above.

I have read and understand the above provisions, and agree to them.

Signature

Date

Appendix C, Form 2

Reference Form for Volunteer Service

Applicant: Please fill out one of these forms for each reference.

Completed by Applicant:

Name of Volunteer:

Address:

Phone:

Name of reference:
Address:
Phone:

If the reference listed above can speak to prior paid or volunteer work with children or youth please complete the following:

Position Title: (circle one) Paid or Volunteer
Dates of service:
Reason for leaving:

Completed by Representative of First Mennonite Church:

Name of church representative:
Church name:
Church Address:
Church Phone:

Completed by Personal Reference:

The person named above has applied to be a volunteer with First Mennonite Church. Their volunteer duties may include working with children or youth. They may also transport children or youth in an automobile. Please complete this reference form and return it to the church representative listed above. We appreciate your assistance.

How long have you known the applicant?
In what capacity have you known the applicant?
Rate the following areas (1=low, 10=high)

Honesty:
Dependability:
Ability to work well with others:
Ability to deal with conflict:
Ability to complete a task or project:
Motivation and initiative:

Are you aware of any fact that would demonstrate that the applicant's volunteer duties should be restricted or denied? No Yes If yes, please explain.

If this applicant worked either paid or as a volunteer for your organization, would you allow the applicant to return to service with your organization?

Based on your knowledge of the applicant's character and background, which of the following best describes the applicant's suitability as a volunteer for our church? (Circle one.)

Highly recommend Recommend Do not recommend Don't know

Signature:

Print name and title:

Date:

Appendix C, Form 3

Volunteer Interview

Date _____

Applicant's name _____

Volunteer position _____

Interviewers' names _____

Note to Interviewers: Please review the Volunteer Screening Form prior to conducting the interview. The following questions are a guide for the interview process. Ask questions from each section below and others that may seem appropriate to attain a full picture of the volunteer's character. Do not skip any questions in the "Background and Experience" section. The content of this interview will not be shared broadly, but will be shared with the Safe Church Volunteer Screening Committee. Relevant information (especially regarding skills and work style) may be shared with the Youth Ministry Leadership Team as well.

Welcome – Thanks for your interest in working with children/youth at FMC. We highly value our young people, and want to ensure a positive experience for both our children and adult volunteers, so we have a few things we'd like to discuss with you.

Faith journey and commitments

1. Tell me about your faith journey.
2. How do you nurture your relationship with God?
3. In general, how is life for you right now?
4. How do your personal commitments match up with or conflict with the commitments of this volunteer work?

Motivation

1. What drew you to this work with youth/children? How did you sense God nudging you toward this ministry?
2. What do you look forward to in your volunteer work?

3. What are your dreams for the children/youth you'll be working with?
4. What rewards do you anticipate for your work with children/youth at FMC?

Background and Experience

1. When did you first become interested in working with this group?
2. Tell about other experience you've had working with young people. What went well? What did you learn that helps equip you for this work?
3. Do you prefer to work alone or with others?
4. Is there anything in your past, if known, that could jeopardize this ministry?

Knowledge and Skills

1. In your opinion, what are the most important skills needed for this ministry?
2. Which of these skills do you feel strongest in? In what areas would you like support or training?

Personal Characteristics

1. How would you describe your personality?
2. How would you describe your communication style—when things are going well; in conflict?
3. What do you value in a working relationship with other volunteers?

VIII. Appendix D: Release and Permission Forms 1 and 2

Appendix D, Form 1

Parent Affirmation

As parents we affirm the mentoring relationship between _____ and
Youth
 _____ . We are aware that they will be participating in a variety of activities
Mentor

together and give our permission for _____ to participate in them. We further
grant _____ permission to seek medical treatment and assistance for
_____ in the event of emergency while they are together should we not be
able to be reached. Our preferred hospital is _____.

Signed: _____

Date: _____

Insurance Information: Company _____
Policy number _____

Appendix D, Form 2

Parental Permission, Medical Release, and Transportation Form

This form applies to the First Mennonite Church 'Kids Who Care', 'Jr. MYF' and 'MYF' activities. Copies will be made and brought along to all scheduled activities. Please complete the form and return to the leaders of the group with which your child(ren) is/are involved.

Personal Information

Youth's name _____ Date of Birth _____
Name of Parent(s)/Guardian(s) _____
Home Telephone Number _____
Parent(s) Email _____
Parent's Work _____ Parent's Cell _____
Parent's Work _____ Parent's Cell _____
Alternate Emergency Contact Person _____
Home Phone _____ CellPhone _____

Health Information

Allergies to food or medicines _____
List any medications your child will be bringing along

Date of most recent tetanus vaccination _____
Any other pertinent medical information _____
Hospital preference _____
Medical Insurance Company _____
Policy No _____ Group No _____

Permission For Emergency Treatment

I, the undersigned, give my permission to First Mennonite Church leaders to transport my child to and from a doctor and/or hospital for emergency treatment if needed. I also give my permission for these leaders to allow hospital personnel and/or a licensed physician to perform emergency treatment and inject or administer drugs in conjunction with this emergency care. I understand that if my child needs emergency treatment, I will be contacted. However, if I cannot be reached, this permission form will allow treatment to be secured as quickly as possible. Furthermore, I agree to release First Mennonite Church and its leaders from any liability for injury resulting from my child's participation in all events of 'Kids Who Care', 'Jr. MYF' or 'MYF'.

Parent/Guardian Signature

Date

Permission for Transport During Group Activities

I, the undersigned, give my permission to First Mennonite Church leaders to transport my child during group activities. I also understand that the "Safe Church Policy" of First Mennonite Church outlines that it is the responsibility of the parent to arrange transportation to and from events. No single child will be left in the attendance of only one adult sponsor at any time, including rides to and from events. If a parent wishes for their child to be brought to or from an event by a sponsor, verbal consent will need to be given by the parent for each event, acknowledging that this is a deviation from the "Safe Church Policy".

Parent/Guardian Signature

Date