

CHILD PROTECTION POLICY

STATEMENT OF INTENT

- The Pastors of Christ the Redeemer in coordination with its Family Ministry has enacted and approved this Child Protection Policy (the “Policy”) effective September 1, 2018.

- The Pastors, members, and Staff of Christ the Redeemer recognize that our Children and Youth are entrusted to the care of adults, including, but not limited to, Regular Volunteers, Occasional Volunteers, and Compensated Workers who may lead church-related or church-sponsored programs and activities both on and off Christ the Redeemer property.

- The Pastors, members, and Staff of Christ the Redeemer are committed to maintaining an environment in which Minors are protected from Abuse, and in which church staff, compensated workers, and volunteers are protected from potential false allegations of Abuse.

- To achieve the goals of preventing either incidents of Abuse or the unfounded assertion of such conduct, Christ the Redeemer has developed appropriate procedures to be followed in the following areas:
 - ◆ The screening and selection of workers involved in the supervision or custody of Minors;

 - ◆ Orientation and training of approved workers;

 - ◆ Supervision of these workers by trained leadership;

 - ◆ Reporting of and responding to any incident and any and all allegations of Abuse of a Minor.

This Policy is intended to protect Minors from Abuse in church-sponsored events. The general policy and procedures shall apply to all Compensated Workers, staff, volunteers, church members, visitors, and guests. As situations arise in the future which are not adequately covered by a specific procedure or policy, this Policy may be revised and/or reviewed or modified by the Session of Redeemer.

DEFINITIONS

ABUSE: Any Child Sexual Abuse, Child Physical Abuse, Child Emotional Abuse, Child Spiritual Abuse, and Child Neglect as defined in this Policy.

Redeemer: Christ the Redeemer Church.

CHILD, CHILDREN, YOUTH AND/OR MINORS: Any person under 18 years of age involved in programs provided at or sponsored by Redeemer.

“REGULAR” VOLUNTEERS: Any volunteer member who serves in a Redeemer ministry to Minors four or more times in a three-month period. Regular Volunteers may include but are not limited to Sunday School teachers, Nursery coordinators, Children’s Church coordinators, and Youth leaders. Regular Volunteers agree to submit to the leadership and governance of Redeemer as it pertains to their service.

“OCCASIONAL” VOLUNTEERS: Any volunteer member who serves in some capacity in a Redeemer ministry to Minors less than four times in a three-month period. This may include but is not limited to members who periodically serve in nursery and Children’s Church or help with a Youth event. Occasional Volunteers agree to submit to the leadership and government of Redeemer as it pertains to their service.

COMPENSATED WORKER: Any worker (employee or independent contractor) who is paid by Redeemer and/or contracts with an entity who is paid by Redeemer and serves in any Redeemer ministry to Minors (including Staff). Compensated Workers who are not members of Redeemer agree to submit to the leadership and government of Redeemer as it pertains to their service.

STAFF: Part-time and full-time Redeemer ministry employees, including but not limited to administrative staff employees, pastoral staff, and other similarly situated employees.

CHILD SEXUAL ABUSE: Child Sexual Abuse is defined as any teacher, worker or other person or caretaker who has or is involved with the care of a Child who commits, permits or encourages the commission of any sexual act, touching, or contact, vaginal intercourse, other sexual gratification, the obscene or pornographic photographing, filming, or depicting of a Child in such, or any other offense against public morality and decency, by, with, or upon a Child, or who commits, permits or encourages any act or prostitution with or by a Child. Sexual Abuse may be defined as physical contact with a sexual or intimate part of the body, or other forms of sexual activity, conducted without consent, or engaged in for the purpose of sexual gratification or to degrade or Abuse or as otherwise defined by applicable local, state or federal law.

CHILD PHYSICAL ABUSE: Child Physical Abuse is defined as any non-accidental physical injury (ranging from minor bruises to severe fractures or death) as a result of punching, beating, kicking, biting, shaking, throwing, stabbing, choking, hitting (with a hand, stick, strap, or other object), burning, or otherwise harming a Child, that is inflicted by any person who has responsibility for the Child or as otherwise defined by applicable local, state or federal law. Such injury is considered Abuse regardless of whether the caregiver intended to hurt the Child.

CHILD EMOTIONAL ABUSE: Child Emotional Abuse is defined as acts toward a Child that cause or have a substantial likelihood of causing harm to the Child's physical, psychological, social, spiritual, or moral development. Child Emotional Abuse might include, but is not limited to, patterns of: restricting a Child's movement; discrimination; blaming; belittling, denigrating, ridiculing, or humiliating; threatening or scaring; unrealistic expectations or demands; other non-physical forms of hostility or bullying, or as otherwise defined by local, state, or federal law.

CHILD NEGLECT: Child Neglect is the continued failure to provide a Child with the basic necessities of life, such as food, clothing, shelter, hygiene, medical attention, or adequate supervision, to the extent that the Child's health, safety, and/or development is, or is likely to be, jeopardized or as otherwise defined by local, state, or federal law. Neglect can also occur if a person responsible for the care of a Minor fails to adequately ensure the safety of a Child where the Child is exposed to extremely dangerous or life-threatening situations.

CHILD SPIRITUAL ABUSE: Child Spiritual Abuse is Abuse administered under the guise of religion. Examples include: use of religious ideology, precepts, tradition, or sacred texts to harm a Child; compelling a Child to engage in religious acts against his or her will; Abuse that occurs in a religious context; Abuse perpetrated by a religious leader; invocation of divine authority to manipulate a Child into meeting the needs of the Abuser.

POLICIES AND PROCEDURES

- ❖ Redeemer is subject to applicable South Carolina law regarding the protection of Minors and intends to follow applicable law. Nothing in this Policy is intended to supplant or otherwise contradict or supersede applicable law.

- ❖ Redeemer will seek to prevent the Abuse of Minors. Redeemer intends to use preventive measures such as screening, training and supervision of Volunteers and Compensated Workers as defined in this Policy and any other custodians of Minors at Redeemer or involved in programs or events sponsored by Redeemer.

- ❖ It shall be the responsibility of the Redeemer Staff member accountable for any Redeemer program that involves Minors to ensure that this Policy (and applicable procedures) are implemented within those programs and activities to reduce the risk of Abuse. The specific circumstances of each program shall be considered in the development of those program-specific practices.

- ❖ The Redeemer Session shall appoint a member of the Redeemer pastoral staff to have particular oversight of all Redeemer Children's ministries (the "Redeemer Pastor Overseeing All Children's Ministries"). While the Redeemer Pastor Overseeing All Children's Ministries may delegate implementation of some portions of this Policy to appropriate Redeemer Staff responsible for particular Redeemer Children's ministries, the Redeemer Pastor Overseeing All Children's Ministries shall have the ultimate responsibility to ensure that this Policy is properly implemented and followed.

- ❖ Absent specific written approval of any requested exception, third parties, entities or other organizations that use Redeemer facilities in any way that involve Minors must abide by the Redeemer Building Use Policy and this Policy (or an adequate child protection policy) or other similar policies and procedures associated with such use required by Redeemer. While Redeemer is not liable for and may not have ultimate responsibility for incidents involving Minors on Redeemer premises for non-Redeemer sponsored events or programs, Redeemer intends that all Minors be free of any Abuse while on Redeemer premises or Redeemer property.

TRAINING

1. All Regular Volunteers and Compensated Workers shall be given a written copy of this Policy. They will be asked to read and abide by this Policy as a condition of their work and service at Redeemer and shall be required to acknowledge this Policy in a form approved by Redeemer before serving in any area of Redeemer Children's ministry.

2. All Occasional Volunteers shall have access to this Policy and be requested to follow and abide by this Policy. Staff responsible for specific Children's ministry programs shall make sure that this Policy is

distributed to and received by Occasional Volunteers on a regular basis. This Policy shall be posted on the Redeemer website and hard copies shall be readily available on-site in appropriately designated areas on Redeemer premises. Occasional Volunteers shall be invited to periodic trainings provided under this Policy.

3. Information and instruction concerning the Policy and Abuse involving Minors shall be offered periodically, and at least annually, at Redeemer. The following goals will be addressed:

- ◆ Protection of Minors in Redeemer programs and activities.
- ◆ Protection of all Volunteers and Compensated Workers and from exposure to “high risk” situations and false accusations.
- ◆ Awareness of the signs and symptoms of Abuse.
- ◆ Understanding of the reporting procedures and the procedures for responding to incidents/reasonably suspected incidents of Abuse.
- ◆ Proper implementation of and execution of this Policy.
- ◆ This information and instruction is required training for each new Regular Volunteer and Compensated Worker involved with Minors at Redeemer.

4. Training sessions to update and refresh Regular Volunteers and Compensated Workers shall be provided annually in conjunction with this Policy’s renewal requirements.

SCREENING

1. All Staff, Regular Volunteers and Compensated Workers (a) must complete the application and screening process set forth in this Policy in order to commence or continue service to Children or Youth-related ministry at Redeemer; and (b) may also be required to go through an annual or periodic renewal process from time to time as determined by Redeemer.

2. All Regular Volunteers at Redeemer shall be a member of Redeemer for at least six (6) months; in the event of an insufficient number of qualifying members available to serve, non-qualifying members may be eligible to serve based on a record of attendance or ministry involvement at Redeemer of at least nine (9) months.

a. Exceptions to this provision will be made only in cases where the Redeemer Staff member directly responsible for the ministry in question recommends and requests that an exception be made on a case-by-case basis. b. Such exceptions require the approval (by mutual agreement) of the Pastor Overseeing All Children's Ministries, the Senior Pastor, and Clerk of Session (as delegated authority by the Session).

3. All new Regular Volunteers and Compensated Workers shall complete an application that will request, among other things, references and questions concerning Abuse. The application will be submitted to the Redeemer Staff person responsible for the particular Children's ministry and the Redeemer Pastor Overseeing all Children's Ministries.

a. Application files for all Regular Volunteers shall be maintained by Redeemer and shall include the application and the results of any investigations or inquiries made pursuant to an applicant's responses on these forms. b. The personnel and/or worker files of all Compensated Workers shall include the application and the results of any investigations or inquiries made pursuant to an applicant's responses on these forms. c. Any hard copies of these files shall be maintained in a locked and/or otherwise secured area.

Electronic access to these files shall have appropriate password or passcode protection. d.

Redeemer intends to limit access of background screening files to the Redeemer Pastor Overseeing All Children's Ministries, the Redeemer Senior Pastor, Session members, and their delegates, but only after reminders and acknowledgements to keep such information confidential and on a need-to-know basis.

4. Redeemer intends to conduct specific and effective background screening for all Staff, Regular Volunteers, and Compensated Workers. Redeemer retains the right to use whatever screening measures it deems appropriate, but the current screening procedures are as follows:

a. Initial SLED background checks (via on-line websites) on Regular Volunteers, Compensated Workers, and Staff.

b. Further legal and criminal background screening by an independent, fee-based service approved by the church insurance company.

c. Redeemer may conduct reference checks as it deems appropriate on a case-by-case basis.

- d. All Compensated Workers are required to complete all screening processes prior to the first day of service in their capacity as a Compensated Worker.
 - e. Any company or third party retained to provide Compensated Workers to Redeemer must provide proof of a robust background and screening process. Any Staff member retaining such a third party to provide Compensated Workers must obtain approval of the Pastor Overseeing All Children's Ministries before hiring or entering into a contract for such services.
5. The Redeemer Pastor Overseeing All Children's Ministries shall oversee and ensure that all of these screening procedures are implemented, but may delegate the implementation of screening procedures to appropriate Staff members in charge of particular programs (i.e., Redeemer Nursery Director, Youth Director, Children's Director). The Redeemer Senior Pastor and the chair of the personnel committee shall oversee the screening of the Redeemer Pastor Overseeing All Children's Ministries.
 6. Adult survivors of childhood Abuse need the love and acceptance of the family of Redeemer. Individuals who have such a history should discuss their desire to work with Children with the Senior Pastor or the Redeemer Pastor Overseeing All Children's Ministries prior to applying for or engaging in any service involving Minors at Redeemer.
 7. Adults who have been convicted of any Abuse are not permitted to serve as a Regular Volunteer, Occasional Volunteer, or Compensated Worker or have any other supervisory role over Minors at Redeemer. Redeemer reserves the right to prohibit or limit the service of any Regular Volunteer, Occasional Volunteer, or Compensated Worker as it deems appropriate based on the application process and/or the result of background screens.
 8. Occasional Volunteers who have not undergone these screening procedures may serve only in the presence of and under the direct supervision of a Regular Volunteer or Compensated Worker who has been screened and approved.

SUPERVISION

1. All Regular Volunteers, Occasional Volunteers, and Compensated Workers should observe the "two adult rule," which requires any person directly working with or serving Minors in a Redeemer sponsored program or on Redeemer premises to be accompanied by another adult. The "two adult rule" should be followed whenever possible.
2. Rooms used in any Children's programs at Redeemer that have both adults and Minors present should be accessible (unlocked doors) and have open visibility (a window in the door or the door left wide open).
3. The "two adult rule" must be strictly adhered to in areas considered to be a High Isolation Setting. A "High Isolation Setting" is any Redeemer room with a door that closes or any area that is not in actual

plain view of *and* accessible to other Redeemer adults or the general public.

4. Staff who meet with Minors one-on-one or any other exception to the “two adult rule” is acceptable ONLY if it is not considered a High Isolation Setting OR if parental permission is received in advance.

5. The Redeemer Pastor Overseeing All Children’s Ministries and other Staff (or their designees) shall make periodic and regular unannounced visits to scheduled classes or small group situations involving Minors.

6. Parents or legal guardians are welcome to observe any Redeemer-sponsored activity involving their Child.

7. No Redeemer Volunteers, Compensated Workers, or Staff shall physically search or authorize the physical searches of Minor.

8. No physical force should be used with Minors except in self-defense or when deemed necessary to prevent possible injury. Regular Volunteers and Compensated Workers shall coordinate with Staff and work in teams to deal with any significant discipline problems.

9. A parent or guardian is responsible for ensuring that a Child is not dropped off or left alone in an unsupervised area. Pick up of Children up to and including 2nd grade (e.g., Church Nursery, Children’s Church or Sunday School) shall only be by the Child’s parent or guardian unless written notification is provided.

10. All planned overnight Redeemer activities involving Minors must (a) be approved in advance by the Redeemer Pastor Overseeing All Children’s Ministries (who must also approve the Occasional Volunteers, Regular Volunteers, or Compensated Workers who attend such an activity); and (b) require a signed permission statement from parents or guardians of the participating Child in a form approved by Redeemer. Depending on the nature of the activity and the age of the Child, other Redeemer-sponsored activities that occur away from Redeemer premises may require signed permission statements and must be approved in advance by the Redeemer Staff in charge of such program.

PROCEDURES FOR REPORTING INCIDENTS OF ABUSE

1. Incidents of Abuse that occur or are reasonably believed to have occurred at Redeemer or at any event or program sponsored by Redeemer, shall be reported as soon as possible to the county Department of Social Services (DSS) or to a local law enforcement agency. Any such incident must also be reported to the Redeemer Staff person directly responsible for the area of ministry who, in turn, will inform the Senior Pastor and the Redeemer Pastor Overseeing All Children’s Ministries. The Staff

and/or Senior Pastor shall make a report or verify that a report has been made to appropriate authorities.

2. Reports to DSS and/or local authorities can be made orally, by telephone, or otherwise. Reports from persons requesting to remain anonymous shall be made by telephone in the presence of a witness of the reporter's own choosing to verify the filing of the oral report. Such a witness may include the Redeemer Staff person directly responsible for the area of ministry involved.

3. Organizations that use Redeemer facilities that have adequate reporting procedures of their own shall follow those established reporting practices and also notify the Redeemer Senior Pastor as soon as possible about any such incident involving any person affiliated with that organization using Redeemer facilities.

4. Redeemer intends to follow and comply with South Carolina law concerning reporting of Abuse. Redeemer Staff may have additional legal requirements for reporting other incidents of abuse or neglect and must follow whatever legal requirements applicable to them in addition to whatever is set forth in this Policy.

5. No Redeemer member, leader, pastor, Staff, Volunteer, or Compensated Worker is authorized to conduct an independent investigation or develop a separate and different reporting structure in lieu of following these reporting procedures or following applicable law.

6. Redeemer retains the right, in its sole discretion, to also conduct its own investigation into an investigation, commission an independent investigation, or retain authorized and trained third parties to conduct an investigation when circumstances warrant and pursuant to the guidance of Redeemer legal counsel. Only the Senior Pastor, with the approval of the Session, can authorize such an investigation on behalf of Redeemer. Under no circumstances should such an investigation occur in lieu of otherwise following these reporting structures or following applicable law.

PROCEDURES FOR RESPONDING TO QUESTIONABLE CONDUCT

All members of Redeemer, Staff and other adults participating in Redeemer programs or on Redeemer premises, including but not limited to Regular Volunteers, Occasional Volunteers, and Compensated Workers are encouraged to be (a) sensitive to the potential for Abuse even if Abuse has not been witnessed directly; (b) appropriately intervene and/or caution individuals involved or planned to be involved in what seems like questionable behavior or violations of the Policy; (c) report questionable behavior to the Redeemer Staff person directly responsible for the specific area of ministry involved, even though the observed act may not constitute Abuse.

PROCEDURE FOR RESPONDING TO ABUSE

ALLEGATIONS

1. Facts and circumstances of an Abuse incident or any report of Abuse shall be documented using the “Redeemer Suspected or Observed Child Abuse” form. Concurrently with the notification to the DSS (refer to “Reporting Procedures”), the Redeemer Staff person directly responsible for the area of ministry involved or the Senior Pastor shall be notified of the incident of Abuse. In the event the person making the report wishes to remain anonymous or otherwise prefers not to document the report, the Redeemer Staff person or Senior Pastor notified of the incident shall document the report.
2. The Senior Pastor or designee shall be responsible for attempting to secure the safety of the potential victim in cases where DSS is not in custody of the potential victim, for immediate notification of parents/guardian of the potential victim, and for notification of the person accused of the Abuse. The safety of the potential victim must be safeguarded *before* contacting the person(s) accused of Abuse.
3. In the event any in-depth investigation becomes necessary, it shall be carried out by DSS and/or appropriate law enforcement personnel and not by church personnel.
4. Persons accused shall be immediately relieved of further responsibilities involving direct contact with Minors at Redeemer until any investigation is completed and the allegations are cleared *or* charges are formally brought against the accused. If charges are made, the Session shall consult with the accused regarding future responsibilities. Redeemer retains the right to take action or otherwise make findings even if no formal criminal or other charges are brought.
5. The Senior Pastor or his designee shall immediately report incidents of Abuse to legal counsel for the church, the liability insurer for the church and the Session or the committee of the Session designated to receive and address any such reports.
6. The Senior Pastor or his designee shall document all steps taken in the course of handling the incident or report at the direction of legal counsel. The documentation shall be kept in a confidential file maintained by Redeemer.
7. All parties involved in the incident or reasonably suspected incident, including the accuser, the accused, and the victim, shall be treated with dignity, support, and love. Confidentiality of all persons involved shall be safeguarded to the fullest extent appropriate under the circumstances.
8. The Senior Pastor (or some other person specifically designated by the Session) shall be the sole spokesperson for Redeemer insofar as media inquiries are concerned.

BACKGROUND CHECK AUTHORIZATION

**** No abbreviations or Initials ****

First Middle Maiden Last

Current Address: _____

City: _____ State: _____ Zip Code: _____

Previous Address: _____

City _____ State: _____ Zip Code: _____

Date of Birth: _____ Race (optional): _____ Sex: M F

Social Security Number: _____ (PRINT CLEARLY)

Driver's License Number: _____ State Issued: _____

The information contained in this application is correct to the best of my knowledge. I hereby authorize Background Consent and its designated agents and representatives and/or any other vendor retained by Redeemer to conduct a comprehensive review of my background causing a consumer report and/or an investigative consumer report to be generated for employment and/or volunteer purposes. I understand that this report may be generated periodically for the duration of my work and service for Redeemer without any further notice, authorization, or consent required. I understand that the scope of the consumer report/ investigative consumer report may include, but is not limited to the following areas: verification of social security number; credit reports, current and previous residences; employment history, education background, character references; drug testing, civil and criminal history records from any criminal justice agency in any or all federal, state, county jurisdictions; driving records, birth records, and any other public records. I further authorize any individual, company, firm, corporation, or public agency (including the Social Security Administration and law enforcement agencies) to divulge any and all information, verbal or written, pertaining to me, to Background Consent or its agents. I further authorize the complete release of any records or data pertaining to me which the individual, company, firm, corporation, or public agency may have, to include information or data received from other sources. Background Consent and its designated agents and representatives shall maintain all information received from this authorization in a confidential manner in order to protect the applicants personal information, including, but not limited to, addresses, social security numbers, and dates of birth.

Signature

Date

Annual Child Protection Policy Recertification Form

I certify that I have read, understand, and agree to follow the Child Protection Policy of Christ the Redeemer Church.

I also certify that I have read, understand, and agree to follow the particular policies that are related to my area of service in Children's ministries.

I certify that I have not been convicted of any charge involving or relating to Abuse.

If I have any questions, I should direct them to the Staff member in charge of the program for which I am working/volunteering or to the Pastor Overseeing All Children's Ministries.

Name: _____

Date: _____

Signature: _____

Report of Suspected or Observed Child Abuse

Child's Information

Name: Date of Birth: Address/City/State/Zip:

Name of Parent(s)/legal guardian(s): Phone Number:

Incident Information

Date of Incident:

Time of Incident:

Location of Incident:

Parties Involved:

Additional Witnesses (include contact information):

Description of the Incident:

What physical evidence, if any, is there of the Abuse? (If possible, this evidence should be preserved and turned in with this report.)

Name of the alleged perpetrator (if known; if unknown, please explain):

Date of Birth:

Phone Number:

Address:

Please include any additional information regarding the incident or situation:

Reporter Information

Name:

Signature:

Position:

Date of report:

Phone number of Reporter to be reached if there are any questions:

This Incident Report Form is being reported to the following person:

Name:

Position:

CONFIDENTIAL Incident Conclusion Form

***Attach original Redeemer Report of Suspected or Observed Child Abuse report**

***PREPARED AT THE DIRECTION OF Redeemer LEGAL COUNSEL. SUBJECT TO
ATTORNEY CLIENT AND WORK PRODUCT PRIVILEGES**

Original Incident Information

Date of original incident report:

Name of Child involved in incident:

Name of Parent(s)/legal guardian(s) of Child:

Date of Incident:

Time of Incident:

Location of Incident:

Parties Involved:

Additional Witnesses:

Incident Conclusion

List all individuals and agencies to whom was the incident reported:

Description of incident investigation:

Outcome of the investigation:

List any legal ramifications of the incident:

List any church-related ramifications of the incident:

Describe the plan to care for the alleged perpetrator:

Describe the plan to care for the alleged victim:

Describe any changes that have been made to church property or the Christ the Redeemer Church Child Protection Policy as a result of this incident:

Are all parties involved in agreement that the incident is concluded? If not, please describe the circumstances.

Signatures of all parties involved, as appropriate:

Reporter Information

Name:

Signature:

Position:

Date of conclusion report:

Compensated Worker Application

This application is to be completed by all applicants involving the supervision or custody of Minors. It is being used to help the church provide a safe and secure environment for those children and youth who participate in our programs and use our facilities. All information provided will be kept confidential.

Personal Information

Name _____
Last First Middle

Present Address _____

Telephone _____ Email _____

If you are a student, please also give permanent or home address:

Previous Work Experience (please use back of sheet if more space is needed); Employer Supervisor (name and phone number); Type of Work; and Dates

1. _____

2. _____

Work Experience with Minors (please also include all experience working with children in a church setting)

Nursery Age(s): _____ Other Age(s): _____

Describe experience: _____

Are you child/infant CPR certified? _____ Any other relevant certifications relating to child care? _____

Educational Background please list education (high school and beyond: institution, degree received or striving toward)

Personal References

Please give the names of two adults (over eighteen) **outside of your family** that we may call, who know you and would recommend that you work with Minors.. Be sure to include their telephone numbers.

Name _____

Name _____

Email _____

Email _____

Telephone _____

Telephone _____

Why are you interested in working for Redeemer?

Confidential Background Information

Have you at any time ever:

- Been convicted of, or pleaded guilty or no contest to, any crime? Yes No
- Engaged in, or been accused of, any Child or Minor molestation, exploitation, or Abuse? Yes No

If the answer to these questions is “yes,” please explain in detail (attach a separate page as necessary):

Are you aware of:

- Having any traits or tendencies that could pose any threat to Children, Youth, or others? Yes No
- Any reason why you should not work with Children, Youth, or others? Yes No
- Anything that would prevent or inhibit you from performing the essential functions of this job, including working with

and caring for Children ages 0-18 yrs, with or without reasonable accommodation? Yes No

If the answer to any of these questions is "yes," please explain in detail (attach a separate page as necessary):

Are you a member of any church? _____ If yes, name of church: _____ Do you object to us contacting the pastor of this church as a reference? Yes No If "yes" please explain below. If "no" please provide name, address and phone number of pastor:

Redeemer Compensated Worker Verification and Release

I recognize that Christ the Redeemer Church (Redeemer) is relying on the accuracy of the information I provide on the Compensated Worker Application form. Accordingly, I attest and affirm that the information I have provided is absolutely true and correct.

I authorize Redeemer to contact any person or entity listed on the Compensated Worker Application form, and I further authorize any such person or entity to provide Redeemer with information, opinion, and impressions relating to my background or qualifications.

I voluntarily release the organization and any such person or entity listed on the Compensated Worker Application form from liability involving the communication of information relating to my background or qualifications. I further authorize the organization to conduct a criminal background investigation if such a check is deemed necessary.

I have carefully read the Redeemer Child Protection Policy and other procedures of the organization, and I agree to abide by them and to protect the health and safety of the Minors, Children or Youth assigned to my care or under my supervision at all times. I understand that if I have any questions about the Child Protection Policy, I should contact the Staff member responsible for the specific children's ministry or the Pastor Overseeing All Children's Ministries.

Printed Name: _____

Signature: _____ Date: _____

(Please read this document carefully before you sign it)

I UNDERSTAND THAT THIS FORM DOES NOT CONSTITUTE A CONTRACT OF EMPLOYMENT FOR A DEFINITE PERIOD. ANY WORK WITH Redeemer IS AT-WILL, FOR NO DEFINITE PERIOD, AND MAY BE TERMINATED BY Redeemer OR ME, AT ANY TIME AND FOR ANY REASON OR FOR NO REASON, FOR CAUSE OR WITHOUT CAUSE, AND WITH OR WITHOUT PRIOR NOTICE.

Regular Volunteer Application

This application is to be completed by all applicants involving the regular supervision or custody of Minors as defined in the Redeemer Child Protection Policy. It is being used to help Redeemer provide a safe and secure environment for those Minors who participate in our programs and use our facilities.

Personal Information

Name _____
Last First Middle

Address _____

Telephone _____ Email _____

Age range: 18 or younger 19-25 26 or older In which Nursery/Children/Youth program(s) do you want to become involved? _____

What skills would you bring to the program(s)? _____

What other Nursery/Children/Youth work experience do you have? (Please list) Organization Program Dates Contact

Confidential Background Information

Have you at any time ever:

- Been convicted of, or pleaded guilty or no contest to, any crime? Yes No
- Engaged in, charged with, arrested for, or accused of, any Child molestation, exploitation, or Abuse? Yes No

If the answer to these questions is “yes,” please explain in detail (attach a separate page as necessary):

Are you aware of:

- Having any traits or tendencies that could pose any threat to Children, Youth, or others? Yes No
- Any reason why you should not work with Children, Youth, or others? Yes No
- Anything that would prevent or inhibit you from performing the essential function of this job, including working with and caring for Children ages 0-18 yrs, with or without reasonable accommodation? Yes No

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If the answer to any of these questions is “yes,” please explain in detail (attach a separate page as necessary):

Church Activity What church or churches have you attended in the past five years?

Church name Pastor’s name Years attended _____

References (other than relatives). Please provide at least two. Name/Relationship Address/Email
Phone _____

Regular Volunteer Verification and Release

I recognize that Christ the Redeemer Church (Redeemer) is relying on the accuracy of the information I provide on the Regular Volunteer Application form. Accordingly, I attest and affirm that the information I have provided is absolutely

true and correct.

I authorize Redeemer to contact any person or entity listed on this application, and I further authorize any such person or entity to provide Redeemer with information, opinion, and impressions relating to my background or qualifications.

I voluntarily release Redeemer, its Staff, and the organization and any such person or entity listed on the application form from liability involving the communication of information relating to my background or qualifications. I further authorize the organization to conduct a criminal background investigation if such a check is deemed necessary.

If I am hired, I understand and acknowledge that this authorization shall remain on file and shall serve as an ongoing authorization for Redeemer, its agents, and/or retained consumer reporting agencies to conduct background checks on me and/or to procure consumer Reports and/or investigate reports about me at any time during my work for Redeemer.

I have carefully read the Redeemer Child Protection Policy and other procedures of the organization, and I agree to abide by them and to protect the health and safety of the Minors, Children or Youth assigned to my care or under my supervision at all times. I understand that if I have any questions about the Child Protection Policy, I should contact the Staff member responsible for the specific children's ministry or the Pastor Overseeing All Children's Ministries.

Printed Name: _____

Signature: _____ Date: _____

(Please read this document carefully before you sign it)

Child Protection Policy Resources

Community Resources

Greenville County Law Enforcement: 864.271.5210 Greenville County Department of Social Services (DSS): 864.467.7700

Julie Valentine Center 2905 White Horse Road Greenville, SC 29611 Hotline: 864.467.3633
Phone: 864.331.0560

Domestic Violence and Rape Helpline (24 hours): 1.800.241.7273

Childhelp: USA National Child Abuse Hotline: 1.800.422.4453

Safe Harbor: A Safe Place to Start a New Life (for women and Children): 864.467.1177

Books

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