

**Creekside Church of the Brethren**  
Child Protection Policy  
*Approved by the Church Board on Feb. 19, 2019*

**POLICY**

It is the policy of Creekside Church of the Brethren to ensure the safety and well-being of children in its care. To this end Creekside will provide guidelines for protecting children and protecting adults from false accusations of misconduct. Christian Education Team is responsible for implementation and oversight of this policy.

**PURPOSE**

Creekside Church of the Brethren believes each person is precious to God and that every child is a gift from God. We also believe that those who are weak or powerless deserve special protection and care. It is the purpose of this policy to affirm Creekside Church's commitment to children's safety and well-being, and to provide guidelines which will protect adults from false accusations of misconduct. The intent of this policy is to lay out basic guidelines for safety and communication.

**DEFINITIONS**

For the purposes of this policy, "child" or "children" is a person or people under age 18 who participate in a Creekside Church activity or a Creekside-sponsored activity away from the church property.

Adult representatives of Creekside are staff or volunteers who have accepted a role in ministering to children. This includes, but is not limited to, nursery caregivers, children's teachers, those who provide transportation to off-site activities and overnight chaperones.

We support and encourage positive interaction with adults and children which are not specific ministry roles, including telling a children's story, serving refreshments, and any affirmation of children and their activities. Every adult, even those who do not have a specific role in children's ministry, has a responsibility to treat every child at Creekside with care and respect. If you have questions about how these guidelines apply to your interactions, please ask the pastor or chair of Christian Education Team.

## PROCEDURES

1. Every adult who has a specific role in children's ministry must provide information and pass a criminal background check. No person who has been convicted of any form of child abuse will be permitted to work with children at a Creekside-sponsored activity. Christian Education Team will submit information and pay for background checks; results of background checks will be seen only by the pastor and kept locked in the office.
2. If a young child needs assistance from a nursery caregiver to use the bathroom, that stall or bathroom nursery door should remain open.
3. There should be two adults in the nursery or in a classroom with children during worship or Sunday School. If this is not possible, the adult should be sure there is a view into the room through a window in the door, or by leaving the door ajar. Parents of the children in the classroom or nursery may come in at any time.
4. No child will be left unattended before or after an activity. Children will be returned to the care of a parent or guardian or other arrangements made for their safe departure.
5. If a child is hurt at a Creekside-sponsored activity, basic first-aid (such as a Band-Aid) will be administered and the child's parent or guardian will be notified. If there is a more serious injury, medical care will be sought with the cooperation of the child's parent or guardian.
6. An adult transporting a child to or from a Creekside-sponsored activity should have at least one other person in the vehicle. If this is not practical, a parent or guardian should be informed and details worked out in advance. In unforeseen circumstances, a parent or guardian should be notified as soon as possible.
7. Chaperones for overnight activities must pass a criminal background check. If both male and female children are present, there should be at least one male and one female chaperone.

8. No recognizable photos of children will be posted on Creekside's website or Facebook page without a written photo release form signed by a parent or guardian.
9. If a one-on-one meeting between a child and an adult is appropriate, it should happen in a place which is in view of other adults. If possible, another adult should have knowledge of the adult and child's names and where they are meeting.
10. All adults should limit their physical contact with children to appropriate expressions of care and concern. Children should never be disciplined in ways which are physically harmful or verbally demeaning.
11. Concerns about physical or verbal misconduct toward a child by an adult at Creekside should be reported immediately to the Christian Education Team chair(s), Children's Activity Person, or pastor. If you suspect a child is being abused or neglected by any adult, call Child Protective Services directly at 1-800-800-5556. Every state in the U.S. has some sort of mandated reporting law for child abuse or neglect. Most states require specific professions to be mandated reporters, like doctors, clergy, or school administrators. Indiana goes a step further where any individual who has reason to believe that a child is a victim of child abuse or neglect must make a report. Find more information at <https://www.in.gov/dcs/2971.htm>
12. Christian Education Team chair(s) will provide periodic review of this policy and procedures for adults who have specific roles in children's ministry.

**COVENANT FOR ADULTS WHO MINISTER TO CHILDREN**

**Thank you for your commitment and service to the children at Creekside Church!  
May you be blessed, encouraged, and supported in your ministry.**

I affirm Jesus' care for all people and especially his witness of inviting and blessing children. In accepting a call to a specific role of ministering to children at Creekside Church, I commit to follow the example of Jesus Christ. I acknowledge that my words and actions may influence a child's faith and affect their life for years to come.

I covenant to create an atmosphere of care and respect which makes Creekside Church a safe place for children. Every interaction with children should affirm their value to God and protect their safety and well-being.

I authorize Creekside Church of the Brethren to conduct a criminal background check and will provide the necessary information for the church to do so.

*Return this portion to the Creekside office*

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I have read, understand and will follow Creekside's Child Protection Policy

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Printed name

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Signature

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Date