



DEERMEADOWS

BAPTIST CHURCH

Guidelines for ALL Kids, Youth, and Special Education Ministry workers & volunteers.

Deermeadows is committed to providing a safe and secure environment for ministry participants and protecting the ministry's and workers' vulnerability to unwarranted accusations. We commit to providing protective care for all kids, youth, and special education participants attending any session at the church, as well as church sponsored programs and activities.

ALL individuals in any position involving work with kids, youth, and/or special education participants will be screened.

Screening:

In order to serve in kids, youth, and/or special education ministries
the following is required:

(Any exceptions shall be approved by the supervising minister and senior pastor.)

- ♦ ALL volunteers must have **completed a criminal record background check** before serving. (Background checks are also run periodically on previously approved volunteers.)
- ♦ Must have been an **active participant** in the ministry of Deermeadows for at least six months. (Church membership, Bible Study membership, Wednesday Night activities/ministries, etc.)
- ♦ Must be **approved by church personnel** before they working directly with kids, youth, and/or special education ministries.
- ♦ Must be **free of any known communicable diseases**.
- ♦ Must be **fever free without medication for 24 hours** at the time of service.
- ♦ **Anyone who has been convicted or pled no contest to any of the following crimes are NOT permitted to serve** for any church sponsored activity or program involving pre-schoolers, children, youth or special education participants:
 - * felony theft; indecency with a child; injury to a child, elderly, or disabled person; kidnapping; robbery; felony with a deadly weapon; felonies related to controlled substances; murder; sexual assault; manslaughter; DWI; assault of any kind; any crime that goes against the mission of Deermeadows.



Safe Environment:

- ♦ All screened/approved workers will **observe the “two person” rule.** (One-on-one situations with participants should be avoided AT ALL TIMES.) At least 2 adults (one of which must be 21+ yrs.) will be present at every function in each classroom, vehicle, or enclosed area.
- ♦ During "off campus" events/programs, including transportation to such events, **at least 2 adults will accompany and supervise.**
- ♦ **Volunteers should arrive at least 10 minutes before** any activity, class, or function in order to be present as participants arrive. They are to watch over those in their care until all have been picked up by an authorized adult.
- ♦ **For children 5+ yrs:** at least one adult female will escort girls to the rest room, and one adult male shall escort boys to the rest room. The adult should check the safety of the facility then wait outside until the children come out.
- ♦ Volunteers are **never to physically discipline** any participant. Disciplinary problems should be reported to the ministry team lead, minister, or other appropriate supervisor.
- ♦ All approved volunteers will participate in scheduled training when offered, to understand policies, procedures, and approved reporting methods regarding the nature of child abuse and sexual abuse.

Questions?

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