

Our Covenant of Care with Children and Youth

Red Clay Creek Presbyterian Church

This Covenant of Care for Children and Youth at Red Clay Creek Presbyterian Church is being posted on the Church's website as an indication of the Church's intent to ensure the safety of our children and youth. Included as attachments are the several forms involved in implementation of this Covenant. The Child Protection Committee (CPC) is charged with its implementation and maintenance.

For easy reference, a brief summary of the Covenant guidelines is presented on the following page.

The Covenant is not a static document. With approval by the Session, it will be updated as required, based on experience gathered and new situations encountered. The document currently posted was revised and approved by Session in January 2014.

Child Protection Committee:

Norman Carlson (chair), Nancy James, Mary Norris

Summary of Guidelines for Volunteers, Workers and Employees in Events Involving Children and Youth*

- Where reasonable and practicable, volunteers, workers or employees shall not be alone with an individual child or youth. The Two Adult Rule* or the Rule of Three* are to be followed.
- Children and Youth being dismissed from church events or activities shall be released only to parents, preapproved alternate persons or through other preapproved release procedures.
- Persons responsible for organizing church activities involving children and youth shall assure that locations of safety equipment are known and that plans for accounting of persons in event of emergencies have been established.
- Before beginning any church activity involving children and youth, volunteers, workers and employees must attend approved training, read the Covenant and sign an agreement to adhere to its guidelines. Those volunteers, workers and employees over age 18 must also agree to submit to a background check.
- To be approved, all volunteers, workers and employees must be church members, or have had an active association with the church for at least six months. Non-members with less than six month's association will always be partnered with an approved person.
- Volunteers, workers and employees shall not form dating relationships with children or youth.
- Any suspicious or inappropriate behavior that suggests sexual abuse or exploitation, neglect, physical abuse or emotional abuse must be reported immediately to a member of church leadership, such as a pastor, chair of Child Protection Committee or chair of Nurture committee.
- Persons between the ages of 18 and 21 who are present only as a member of a youth group on a church activity or mission trip are to be treated under the same rules that apply to the youth.
- For off-site church sponsored activities, the event leader must determine how best to use the facility and comply with the Covenant. Drivers and chaperones are required to comply with the Covenant. On overnights, with the exception of married couples, males and females are to be segregated during sleeping time.
- The Child Protection Committee shall review the procedures for any chartered organization, non-member or outside group planning to use Church facilities to assure agreement with the covenant. Exceptions must be approved in writing by the CPC.

* A list of definitions is found in the body of the Covenant of Care.