

# ***Safe Sanctuaries Abuse Prevention Policies and Procedures for Central United Methodist Church*** **Endicott, New York**

## **Introduction:**

The General Conference of the United Methodist Church in April 1996 adopted a resolution aimed at reducing the risk of child sexual abuse in the church. The adopted resolution includes the following statement:

**Jesus said, “Whoever welcomes a child...welcomes me” (Matthew 18:5). Children are our present and our future, our hope, our teachers, our inspiration. They are full participants in the life of the church and in the realm of God.**

**Jesus also said, “If any of you put a stumbling block before one of these little ones..., it would be better for you *if* a great millstone were fastened around your neck and you were drowned in the depth of the sea.” (Matthew 18:6). Our Christian faith calls us to offer both hospitality and protection to the little ones, the children.**

**Tragically, churches have not always been safe places for children. Most annual conferences can cite specific incidents of child sexual abuse and exploitation in their churches. Virtually every congregation has among its members adult survivors of early sexual trauma.**

**God calls us to make our churches safe places, protecting children and other vulnerable persons from abuse. God calls us to create communities of faith where children and adults grow safe and strong. (From *The Book of Resolutions of the United Methodist Church* — 1996, pp. 384-386).**

Thus, in our covenant with all United Methodist congregations, we the people of Central United Methodist Church adopt this policy with procedures for the prevention of abuse in our church.

## **Purpose:**

Our congregation’s purpose for establishing this abuse prevention policy and accompanying procedures is to demonstrate our absolute and unwavering commitment to the physical safety and spiritual growth of all our children, youth, and vulnerable adults<sup>1</sup>.

## **Membership on the Safe Sanctuaries Committee:**

The members of this committee shall, at minimum, consist of the following people:

1. The pastor of Central United Methodist Church
2. The Director of Christian Education of Central UMC
3. A Staff Parish Relations Committee representative
4. An Education Committee representative
5. A Trustees representative
6. At-large members, as elected by the Charge Conference.

The Committee members’ names will be posted in the Church Office and throughout the church building.

---

<sup>1</sup> **Vulnerable adult:** any person, 18 years and older, who because of physical or mental infirmity or emotional disability or other physical, mental or emotional dysfunction may be vulnerable to maltreatment (Minnesota law 626.557). We also mean vulnerable adult to be: those adults who work with children and youth and can be in a position where accusations of abuse could mistakenly arise; or, adults who have been abused either as a child or an adult.

**Statement of Covenant:**

Therefore, as a Christian community of faith and a United Methodist congregation:

- *We pledge to conduct the ministry of the gospel of Jesus Christ in ways that assure the safety and spiritual growth of all of our children, youth, and vulnerable adults;*
- *We will follow reasonable safety measures in recruiting and selecting workers and volunteers for ministry programs;*
- *We will provide training for volunteers and workers and use appropriate procedures in conducting programs and events for children, youth, and vulnerable adults; and,*
- *We will have clearly defined procedures for reporting a suspected incident of abuse that conforms to the requirements of state law and for responding to potential media inquiries if an incident occurs.*

**Conclusion:**

In all our ministries with children, youth, and vulnerable adults, Central United Methodist Church is committed to showing the love of Jesus Christ so that each child of God will be “...surrounded by steadfast love...established in the faith, and confirmed and strengthened in the way that leads to life eternal” (Congregational pledge in the Baptismal Covenant *United Methodist Hymnal* page 44).

## **I. REASONABLE SAFETY MEASURES IN RECRUITING AND SELECTING WORKERS**

- A. Pastors and all paid staff who have direct access to children, youth, and vulnerable adults in any ministry setting are required to be recruited and selected using the following procedures:*

**Written Job Descriptions:** Be provided written job descriptions for positions in children, youth and vulnerable adult ministries, including identification of essential functions of the job.

**Application, References, Interview:** Fill out an application and provide two references, and be interviewed by the Pastor and another church leader before beginning to work in children, youth, or vulnerable adult ministries at the church. All references must be checked. If possible, the references should be checked before the interview.

**Background Checks:** Be required to authorize Central United Methodist Church to request a multi-state criminal and sex offender registry background check for criminal record checks, and child abuse history checks. This is required before the Pastor and said employees arrive at the church to begin their ministry in a particular location or setting and every three years thereafter.

**Participation Covenants:** A *Safe Sanctuaries* Participation Covenant must also be voluntarily signed by all workers who have direct unsupervised access to children, youth and vulnerable adults in any church ministry or setting.

- B. All volunteers who will have direct access to children, youth, and vulnerable adults in ministry settings are recommended to be recruited and selected using the following procedures (Such workers shall include but not be limited to: Sunday school and Christian education helpers, Vacation Bible School helpers, youth group helpers, childcare and nursery assistants):*

**Background Checks:** The Pastor and Director of Christian Education will make a good faith effort to obtain a multi-state criminal and sex offender registry background check for criminal record checks, and child abuse history checks, both before said volunteers arrive at the church to begin their ministry in a particular location or setting and every three years thereafter.

**Restrictions:** Adults convicted of child abuse (sexual abuse, physical abuse or emotional abuse), or named as the perpetrator in a founded or indicated child abuse report through a designated state or county agency, or who are under investigation for, or who have charges pending for child abuse, will not be accepted for ministry positions working children, youth, or vulnerable adults in any church sponsored activity or setting.

**Six-month Rule:** All adult volunteers involved with children, youth, or vulnerable adults in our church must be regularly participating in church activities including worship or must be members or associate members of the congregation for at least six months before accepting a permanent volunteer assignment with children and youth ministries.

**Participation Covenants:** A *Safe Sanctuaries* Participation Covenant must also be voluntarily signed by all workers, including those who have only indirect and/or supervised access to children, youth and vulnerable adults in any church ministry or setting.

*C. That we might offer God's grace in Jesus Christ to all persons, if someone who has been convicted of a sex offense against a child, youth or vulnerable adult and/ or is a registered sex offender, and wishes to worship and/or participate in Central Church life, the following action will be taken:*

1. The person will meet with the pastor and a member of Central's Safe Sanctuaries Committee to explain Central's Safe Sanctuaries Policy. The person must agree in writing to cooperate with the Policy in order to participate in Central Church functions.
2. The person will be assigned monitor(s); one of which will be in line of sight contact with the person at all times at church functions.
3. The person may not attend events planned specifically for children, youth, or vulnerable adults at Central.
4. The person may not enter the top floor of the Sunday School building or Senior High room at any time.
5. Parents and guardians of children and youth registered for Sunday School will be notified with the name, picture and the fact that the person is a registered sex offender.
6. Person may not speak to or touch any child, youth, or vulnerable adult during any Central Church function or while in or on any Central Church property.

Any violation of the policy will be subject to review by the Safe Sanctuaries Committee and may result in future exclusion of the person from any Church programs and/or property.

## **II. APPROPRIATE PROCEDURES FOR CONDUCTING PROGRAMS AND EVENTS FOR CHILDREN, YOUTH, AND VULNERABLE ADULTS.**

**Two Unrelated Adults Guideline:** Adult staff and volunteers are asked to observe the "Minimum of Two Unrelated Adults Rule" at all times so that no adult is ever alone with children or youth at a church-sponsored event or activity. At least one of the two adults will have undergone the above *Reasonable Recruitment and Selection* clearances as described in Section I B. Unassigned adult "roamers" who move in and out of rooms or areas may be used as a second adult if the assigned adult has undergone the *Reasonable Recruitment and Selection* clearances as described in Section I B.

**Age Requirements:** Adult volunteers are those who are at least 18 years old and who are five years older than those children or youth whom they are leading, ministering to or supervising. Youth are invited to assist adult volunteers but are not to be considered an adult for the “two unrelated adults guideline.”

**Observing Behavior:** All adult staff, volunteers, and pastors are asked to be observant for unusual behaviors and signs of child, youth, and vulnerable adult abuse and immediately report them to the designated church *Safe Sanctuaries* Committee verbally and in a written form that includes their name and phone number on it. That committee will immediately follow through on this report by reporting the concerns to the appropriate municipal, state, or police agencies and will inform the person(s) making the report of the results of this intervention.

**Training:** The Director of Christian Education is required to participate in a *Safe Sanctuaries* certified training for abuse awareness, prevention and response procedures every three years. S/he will then train Central’s staff and volunteers.

This training includes, but is not limited to the following:

- Biblical background for abuse prevention
- Imperatives for abuse prevention
- “Nuts and Bolts” of providing a safe sanctuary
- Recognizing suspected abuse and reporting it
- Covenanting to prevent abuse

**It is strongly recommended that all workers participate in an annual review of abuse awareness policies and procedures lead by the Director of Christian Education and/or the pastor at Central United Methodist Church.**

**Safety Procedures:** Safety procedures for church activities should include but not be limited to:

- Leaving doors open or installing half-doors or windows in doors: Open doors and doors with windows prevent isolation and secrecy which every child abuser seeks. Half doors prevent children from wandering outside the classroom while at the same time allowing full visual access.
- Providing hall monitors as needed: Hall monitoring can provide protection for children and workers. The potential for abuse will be reduced if a potential abuser knows that he or she can be watched.
- Instituting sign-in and sign-out procedures for parents/guardians of children ages ten or younger: As children are dropped off or picked up from church sponsored activities, parents or guardians will sign them in and out letting workers know who should be present at activities and giving assurance to parents and guardians. It is also helpful to have a list of names in case the building needs to be evacuated. Be sure to list who is responsible for picking the child up and only those persons should be allowed to take the child.
- Registrations: Every child should have a registration form on file at the church that includes their parents/guardians names, phone numbers, address, and emergency contact.
- Overnight accommodations: No adult should ever sleep alone with a child (or children) or youth in a room. When traveling, adult chaperones must reserve separate rooms from children or youth unless there are two or more youth/children per room. Only children/youth of the same sex are allowed to sleep in the same room. If sleeping in an open space in a church, divide the boys from the girls and be sure the chaperones are located near doors and between the boys and the girls. It is appropriate at an all girls or an all boys event to have the same sex chaperones only. However, at any event where there will be boys and girls sleeping, there must be both male and female chaperones.
- Transportation: Any adult responsible for transporting children and youth must have his or her license number and proof of current insurance on file at the church and have been approved as a transporter by the church. It is suggested that all children and youth in the vehicle have turned in a permission slip signed by their parent/guardian. If this is not possible, oral consent may be given over the phone by a legal guardian. Drivers and all passengers will wear seat belts. It is recommended to keep generic permission slips on file that are good for one year. These would grant permission for known adults of Central United Methodist Church to transport children and youth. An effort must be made to have two adults in a vehicle while transporting children and youth.
- Adult/Youth Ratio: Enough adults should be present at church sponsored activities to ensure adequate safety supervision of children, youth and vulnerable adults.
- Appropriate Attire: Clothing worn by adults, children, and youth is expected to be modest and appropriate for a Christian environment.
- Proper Display of Affection: Physical touch is an important element in the communication of love and care. It is an essential part of the nurturing process that should be characteristic

of our ministry. Adults need to be aware of, and sensitive to, the special and differing needs and preferences of each individual child. Physical contact should be age and developmentally appropriate.

*1. Appropriate Touch:* The following guidelines are recommended as pure, genuine, and positive displays of God's love:

- a. Meet the child at eye level by bending down or sitting.
- b. Listen to him/her with your eyes as well as your ears.
- c. Hold the child's hand while listening or speaking to them or walking to an activity.
- d. Put your arm around the shoulder of a child when comforting or quieting is needed.
- e. Pat a child's head, shoulder, or back when encouraging.
- f. Gently hold the shoulders or chin of a child when redirecting the child's behavior. This helps the child focus on what you are saying and is helpful with children with Attention Deficit Hyperactivity Disorder.
- g. Hold a preschool child who is crying.

*2. Inappropriate Touch:* The following types of touch must be avoided:

- a. Kissing a child or coaxing a child to kiss you.
- b. Extended hugging and tickling.
- c. Touching a child in any area that would be covered by a bathing suit (Exception: properly assisting a child in the restroom — see Safe Bathroom Procedures below)
- d. Carrying an older child or sitting them on your lap.
- e. Giving a full contact, body-to-body hug.

- **Bathroom Procedures:** Young children may be escorted by an adult to the restroom. Children are to remove and replace their own clothing. Adults may assist with closures only. Older children should inform an adult when they leave the room to use a restroom and when they return. It is suggested the person working with children inform the person picking the child up whether that child used the bathroom. Parents must indicate on the Nursery Form if the Nursery staff has permission to change their child's diapers as needed.
- **Privacy:** If circumstances arise in which there is a need to speak to a child/youth alone, do so in as open a manner as possible. For example, meet the child/youth in a public setting such as a restaurant, library, or park (in an open space where there are people). If the situation calls for immediate attention, meet in a room where people walking by can see those who are talking. Always leave the door open and be sure the meeting is in a location where there are other people nearby and in sight.
- **Discipline:** Use discipline techniques that show respect and care. Corporal punishment is never to be used.
- **Out of Town Events:** Permission slips containing important medical information, insurance, emergency contacts and permission to treat should be filled out for extended out of town trips.

### III. HOW TO RESPOND TO ALLEGATIONS OR KNOWN INCIDENTS OF ABUSE

**Caring for the Alleged Victim:** The best way to respond to someone who alleges they have been abused is to assure them and their family of your concern for their safety and well-being. Take the alleged victim to an open, safe spot in view of people. Have two safe and familiar adults stay with the alleged victim at all times. Because abuse takes away power and control from the victim, victims need to be informed of what is and will be happening in an age appropriate way. The alleged victim should be questioned only by law enforcement or other appropriate authorities. Contact the Pastor or other designated leader of the Church's *Safe Sanctuaries* committee immediately.

Immediately, and with dignity and respect for the sacred worth of the accused, remove the accused from further involvement with children, youth, or vulnerable adults and advise the accused that there has been an allegation of abuse. Details of the allegations of the abuse should not be discussed with the accused at the time of the removal. Allow the police to deal with any further details regarding her or him. In any removal of a staff member or volunteer from any activity/ministry, care shall be taken to handle the removal in a discreet manner, recognizing that there will be an investigation by either state or church authorities, or both.

When it has been alleged that a member of the church staff or volunteer, has committed an act of abuse or exploitation, the staff member or volunteer shall be required to refrain from all ministry/activities with children, youth, and vulnerable adults until the incident has been fully resolved.

**Emergency Contacts and Confidentiality:** Immediately contact the Pastor or other designated leader of the Church's *Safe Sanctuaries* committee if the pastor is unavailable. Never discuss allegations with other people except law enforcement or designated state investigators. To do so can cause irreparable harm to the potential victims, their families and the community.

Refer the victim to the pastor or other designated leader of the Church's *Safe Sanctuaries* Committee. It is the job of the Pastor and/or the designated person to handle these matters in a professional and caring manner and to notify the Binghamton District Superintendent who will handle most inquiries about the alleged abuse.

If the pastor or designated person is not available, then call the Binghamton District Superintendent (748-0662) and let the office administrator or person answering the phone know that this is a confidential emergency. Notify the parents/guardians or the victim and take whatever steps are necessary to assure the safety and well being of the child, youth, or vulnerable adult until the parent(s)/guardian(s) arrive. If the person or child is in need of medical attention, call parents/family members or guardians, if appropriate. The exception would be if the abuser is the parent or guardian, in which case two persons should transport the alleged victim to the hospital immediately for needed medical attention as well as to report the incident to the appropriate authority as mandated by law.

#### IV. HOW TO REPORT ALLEGATIONS

1. The staff person or volunteer who observes alleged abuse or to whom such abuse is reported or disclosed, or who suspects abuse shall be required to report the incident/suspected abuse immediately to the person in charge of the ministry/activity. Upon receiving the information, the person in charge of the ministry/activity shall immediately call the New York State Child Protective Services Hotline (800-342-3720). Identification information for the alleged victim and the adult responsible for their care is required for the report. The pastor in charge and immediate staff supervisor are to be informed immediately before or subsequent to the making of a report. The person in charge of the ministry/activity in which the alleged abuse was observed or disclosed shall immediately attempt to obtain necessary information such as the name of the alleged victim and her/his address and family information.
2. If the accused is the appointed clergy, supply pastor or a member of her/his family, the allegations shall be immediately reported to the District Superintendent. The District Superintendent shall immediately report to the proper authorities as set forth in paragraph 1 above. The District Superintendent shall take responsibility and act according to the established rules in The Book of Discipline. If the District Superintendent is not available, the incident shall be reported to the Bishop's office.
3. All clergy are included in mandatory reporting as required by The Book of Discipline. After the person in charge of the ministry/activity has reported the suspected abuse to the proper authorities, the appointed clergy/supply pastors shall report the incident immediately to the District Superintendent. If the District Superintendent is not available, the incident shall be reported to the Bishop's office.
4. The person in charge of the ministry/event must keep a written report of the steps taken by the church/charge in response to the reported abuse. The report should be kept brief and contain only factual information relevant to the situation. This report should be kept in a secure place. It should be written or typed to prevent it from being changed.
5. NEVER discuss allegations with any other people except law enforcement or designated investigators. To do so can cause irreparable harm to the victim, their family, the church/conference and community.

#### V. HOW TO ANSWER INQUIRIES (PERSONAL & MEDIA) ABOUT ALLEGED OR KNOWN INCIDENTS OF ABUSE

**Confidentiality:** Never discuss allegations with other people except law enforcement or designated state investigators. This can cause irreparable harm to the potential victims, the families and the community. Any questions should be referred to the pastor or other designated leader of the Church's *Safe Sanctuaries* committee.

**Appropriate Emergency Contacts:** All questions and inquiries must be referred to the Binghamton District Superintendent, who is authorized by the Upper New York Annual Conference of the United Methodist Church to activate the Conference's Crisis Communication Plan.

**Handling Calls and Questions from the Media:** If a member of the media, for example, TV station, radio station, or magazine, asks about the alleged situation, refer that person to the pastor or District Superintendent. Appropriate “hold” statements could be:

- *“I want to make sure you have the most accurate and up-to-date information. If you give me your name and number I will have some one call you back. What is your deadline?”*
- *“I appreciate your question. The pastor or District Superintendent will be in touch with you as soon as we have anything we can share with you about that. If you give me your name and number I will have some one call you back. What is your deadline?”*
- *We appreciate your concern. We’re assessing the situation right now and so have no confirmed information. If you give me your name and number I will have some one call you back. What is your deadline?”*

**Then:**

- Take a written message.
- Do not transfer to voicemail without taking a message.
- Get reporter’s name, media outlet, direct phone number, and deadline.
- Ask for topic of story.
- Explain that the pastor or District Superintendent will return the call.
- Do not answer any questions. Be polite, but firm.
- Never say, “No Comment,” and use the “hold” responses from above as needed.
- Complete a Media Inquiry Sheet (page 11) for each call.

**Handling Reporters On-Site**

- Refer all questions to the pastor or District Superintendent (748-0662).
  - Be polite, but firm. Do not be hostile.
  - Do not give your personal opinion.
    - Do not speak “off the record.”
- Never say, “No Comment”; and use “hold” responses from above as needed.

## *Media Inquiry Log Sheet*

Name and number of  
Person taking this message: \_\_\_\_\_

Day/Date of call:	
Time of call:	
Name of caller:	
From:	<name and type of outlet – e.g., newspaper, TV station, wire service, etc.>
Phone Number:	
Deadline:	

Summary of conversation:



*Safe Sanctuaries Participation Covenant*

The congregation of Central United Methodist Church is committed to providing a safe and secure environment for all children, youth, vulnerable adults and volunteers who participate in ministries and activities sponsored by the church. The following policy statements reflect our congregation's commitment to preserving this church as a holy place of safety and protection for all who would enter and as a place in which all people can experience the love of God through relationships with others.

1. No adult who has been convicted or named as a perpetrator in a Registry Report of child abuse (sexual abuse, physical abuse, or emotional abuse) will be permitted to work with children, youth, or vulnerable adults in any church-sponsored activity.
2. Adult survivors of child abuse need the love and support of our congregation. Any adult survivor who desires to volunteer in some capacity to work with children, youth, or vulnerable adults is encouraged to discuss his or her willingness with the church's pastor, District Superintendent or a counseling professional before accepting an assignment.
3. Adult volunteers involved with children, youth, or vulnerable adults of our church must be active participants or members of the congregation at least six months before beginning an ongoing, regular assignment. Other adults may volunteer on an occasional basis working with an adult staff or volunteer who has undergone the *Annual Safe Sanctuaries Policy Review*.
4. Adult volunteers working with children and youth shall observe the "Minimum of Two Unrelated Adults Guideline" at all times so that no adult is ever alone with children, youth, or vulnerable adults.
5. Adult volunteers working with children, youth, and vulnerable adults shall attend an annual training and education event provided by the church to keep workers informed of abuse prevention policies and procedures and state laws regarding abuse and reporting.
6. Adult volunteers shall immediately report any behavior that seems abusive or inappropriate to a member of the church's *Safe Sanctuaries* committee on the Prevention of Abuse.

**Please answer each of the following questions:**

1. As a volunteer or employee in this church, do you agree to observe and abide by all church policies for working in ministry with children, youth, and vulnerable adults?  Yes  No
2. Do you agree to observe the "Minimum of Two Unrelated Adult Guideline" as well as other safety procedures at all times?  Yes  No
3. Do you agree to abide by the six-month rule before beginning an assignment?  Yes  No
4. Do you agree to participate in training and education events provided by the church related to working with children and youth?  Yes  No
5. Do you agree to promptly report abusive or inappropriate behavior to a member of the church's Safe Sanctuaries committee?  Yes  No
6. Do you agree to inform the minister of this congregation if you have ever been convicted of, are under investigation for, or have charges pending for child abuse? *All discussions will remain confidential.*  Yes  No

I have read Central United Methodist Church's *Safe Sanctuaries Abuse Prevention Policies and Procedures for Central UMC* and this Participation Covenant and I agree to observe and abide by the policies and procedures set forth in it.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Print Name: \_\_\_\_\_

**AUTHORIZATION AND REQUEST FOR CRIMINAL RECORDS CHECK**

I, \_\_\_\_\_, hereby authorize the release of information regarding any record of charges or convictions contained in any official governmental file maintained on me, whether said file is a local, state, or national file, and including but not limited to accusations and convictions for crimes committed against minors, to the fullest extent permitted by state and federal law. I do release the requesting agencies from all liability that may result from any such disclosure made in response to this request.

\_\_\_\_\_  
Signature of Applicant Date

Print applicant's full name: \_\_\_\_\_

Print all other names (if any) the applicant has used:  
\_\_\_\_\_

Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_ E-Mail: \_\_\_\_\_

Date of birth: \_\_\_\_\_ Place of Birth: \_\_\_\_\_

Social Security number: \_\_\_\_\_

Driver's license number: \_\_\_\_\_

State issuing license: \_\_\_\_\_ License expiration date: \_\_\_\_\_

Church Official to  
whom request is to be sent: \_\_\_\_\_

**CENTRAL UNITED METHODIST NURSERY FORM**

Name of Child \_\_\_\_\_

Address \_\_\_\_\_

Parents' Names \_\_\_\_\_

Phone Number(s) \_\_\_\_\_

Age of Child \_\_\_\_\_

Date of Birth \_\_\_\_\_

Names of Siblings \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Allergies (especially food) \_\_\_\_\_

\_\_\_\_\_

Any medical conditions? \_\_\_\_\_

Who may take your child out of the nursery? \_\_\_\_\_

Who may not take your child out of the nursery? \_\_\_\_\_

- Nursery staff will be available from 8:15 a.m. to 12:15 p.m. for Sunday services.
- Nursery staff will provide a safe and secure environment.
- Nursery staff will interact with children and provide play activities.
- Children will stay in nursery from the time that parent or responsible party drops them off until parent or responsible party picks them up.
- Parent will provide bottles of milk or formula for infant feeding.

\_\_\_\_\_ Check box and initial the line if nursery staff may change your child's diapers as needed.

Signed \_\_\_\_\_

Signed \_\_\_\_\_ Date: \_\_\_\_\_



**Previous Work Experience:** Please list your previous employers from the past five years. Include the job title, a description of position duties and responsibilities, the name of the company/employer, the address of company/employer, the name of your immediate supervisor, and the dates you were employed in each position.

---

---

---

---

---

---

---

---

---

---

**Previous Volunteer Experience:** Please list any relevant volunteer positions you have held and list the duties you performed in each position, the name of your supervisor, the address and phone number of the volunteer organization, and the dates of your volunteer service.

---

---

---

---

---

---

---

---

---

---

Have you ever been convicted of or pled guilty to a crime, either a misdemeanor or a felony (including but not limited to drug-related charges, child abuse, other crimes of violence, theft, or motor vehicle violations)?  No  Yes

If yes, please explain:

---

---

---



**TO BE POSTED IN THE CHURCH OFFICE  
AND THROUGHOUT THE CHURCH BUILDING**

Safe Sanctuaries Committee of Central UMC  
2014

- 754-6060 Rev. Dr. Michelle Bogue-Trost, Pastor  
341-1632 Kelly Devine, Director of Christian Ed. & Programming\*
- 748-8612 Mary Aebli, at large  
757-9709 Ron De Haas, Board of Trustees  
748-5250 John Denmon, Legal Advisor  
786-9693 Nicole Derick, at large  
754-0882 Pat Hansen, Education Council  
725-3473 Lynn Heckathorn, Staff-Parish Relations Comm. Chair  
748-0075 Norm Pickering, at large

\*Other designated leader of the Safe Sanctuaries Committee.

Central United Methodist Church has established a Safe Sanctuaries abuse prevention policy and procedures to demonstrate absolute and unwavering commitment to the physical safety and spiritual growth of all our children, youth, and vulnerable adults. Copies of the full policy are in the Church Office, the Welcome Center and on the church web-site: [centralumcendicott.org](http://centralumcendicott.org).

Contact any of the above Committee members with questions or to report concerns.