



Jennings Creek

CHRISTIAN REFORMED CHURCH

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Abuse Prevention Policy

3 July 2014

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Abuse Prevention Policy

Jennings Creek Christian Reformed Church

I. INTRODUCTION

At creation, God bestowed upon the human race an inherent dignity since we have been created in the image of God (Genesis 1:27 – Genesis 5:1; Genesis 9:6; James 3:9). Among other things, this dignity implies a mutual responsibility to care for and protect one another. Jesus, himself, showed a special concern for all whom he met, including children and vulnerable members of society (Matthew 18: 2, 10, 14). The Church has a spiritual, moral and legal obligation to provide a safe and secure environment for all who participate in its ministries.

This policy is intended to assist in:

- Making Jennings Creek CRC a safe place to be involved;
- Protecting vulnerable persons from abuse;
- Protecting staff, volunteers and helpers from false accusation, litigation, and/or possible loss of ministry/career;
- Protecting the Church from litigation and loss of testimony.

A. COMMITMENT TO REVIEW

Amendments will be made to these policies and procedures at the discretion of the Council of Jennings Creek Christian Reformed Church in order to maintain its legal compliance, operational effectiveness and obligations to various ministries. On behalf of the Council of Jennings Creek Christian Reformed Church, the Safe Church Team will review this policy every other year.

B. TERMS OF REFERENCE

1. “Church” is Jennings Creek Christian Reformed Church of Lindsay Ontario.
2. “Adults” are individuals 18 years of age or older (Ont. Age of Majority & Accountability Act, 1990).
3. “Minors” are individuals under the age of 18 years (as per law in Ontario).
4. “Volunteers” are non-paid adult individuals (age 18 years of age or older) who serve in a ministry and/or who have direct contact with Minors or Vulnerable Persons.
5. “Vulnerable Persons” as per the *Criminal Records Act* are persons of minor age, elderly, disability or of other circumstances that has rendered them dependent on others, whether temporary or permanent. These individuals who are in a position of dependence are at greater risk than those of the general population of being harmed by an individual in a position of authority or trust relative to them. This

would include, but not limited to children, youth, elderly, and individuals with physical, developmental social or emotional disabilities.

6. "Helpers" are Minors between ages 12-17 years who assist Volunteers.
7. "Member" is any baptized or confessing member of Jennings Creek CRC.
8. "Adherent" is a non-member who attends the Jennings Creek CRC church.
9. "Staff" is individuals paid by the church to fulfill a specific mandate.
10. A "Guardian" is person who is legally responsible for a Minor or Vulnerable Person.

C. DEFINITIONS OF ABUSE

1. "Physical abuse" is any non-accidental human act that results in physical pain or injury to a person whether or not it leaves a cut or wound, or a mark or a bruise. Physically abusive behavior includes any of the following: slapping, pushing, shoving, punching, kicking, and biting to more severe forms like choking, severe spanking, beating, hitting with an object, burning, stabbing and shooting.
2. "Physical neglect" is the failure of a person to care for an individual's needs. This can include maintaining adequate food, clothing, medical care or support, supervision, education, emotional or moral needs. Neglect interferes with or prevents a person's normal development.
3. "Sexual abuse": the exploitation of a person or any sexual act forced on a person for the sexual stimulation or gratification of another person. Sexual abuse can refer to both physical and non physical aspects. Examples of non-physical sexual abuse include people exposing themselves, displaying pornographic material, photographing a person for pornographic materials, obscene telephone calls, voyeurism (peeping Toms) and requests to engage in sexual activity (where no physical contact occurs). Examples of sexual abuse involving physical contact includes fondling of body parts such as breasts, crotch, buttocks, or sexual organs; intercourse; oral and anal sex.
4. "Emotional abuse": when a person causes emotional harm or fails to protect an individual from emotional harm that results from verbal, mental or psychological abuse. Examples of emotional abuse include: bullying, threatening, humiliation, withdrawing attention Emotional abuse weakens a person's mental and physical ability to resist, cuts off his or her contact with others, and causes a gradual loss of self-esteem all of which reinforce a sense of helplessness and dependence on the abuser.

5. "Spiritual abuse" is any use of someone's spiritual (religious) position to control or manipulate another person. For example: when shame is used in an attempt to get someone to support a belief, or to fend off legitimate questions. Spiritual abuse also occurs when a misplaced sense of loyalty to a religious leader is fostered and even demanded. Misusing scripture to maintain a position of dominance or hiding behind "secrecy" are forms of spiritual abuse.
6. "Verbal abuse" is any use of language that causes someone harm. Criticism, cursing, recounting past offenses, expressing negative expectations, and yelling are all forms of verbal abuse. The level of abuse can be gauged by the frequency, volume and emotional weight given to the words.
7. "Economic Abuse" is the misuse or misappropriation of a person's financial resources.

II. GENERAL SAFE CHURCH POLICIES

A. REDUCING RISK

In order to reduce risk:

1. Every effort will be made to ensure that Helpers are in the presence of Staff or a Volunteer.
2. One on one meetings between Volunteers/Helpers and Minors and/or Vulnerable Persons shall not be conducted except for brief periods of time and in a location open to view.

B. MINISTRY TO MINORS - VOLUNTEER PROCEDURE

1. All Volunteers are required to complete a Volunteer application form.
2. All Staff and Volunteers who work on a regular basis with Minors shall complete a Police Vulnerable Sector Check to be renewed every 5 years.
3. If a Volunteer has not been worshipping for a period of 5 yr or longer a Police Vulnerable Sector Check must be completed prior to renewed active ministry involvement.
4. All Staff and Volunteers must agree to comply with the Church's Abuse Prevention policy. If non-compliant, the individual will be required to relinquish his/her responsibility in the ministry.
5. Anyone with a history of allegations or convictions of abuse/neglect of vulnerable persons shall be prohibited from leadership and any involvement in ministries in which this person could pose a risk.
6. Any Volunteer may withdraw their application at any time without prejudice.
7. The Church reserves the right to deny any Volunteer for any reason.

8. Ordinarily, Volunteers must be Members or Adherents of Jennings Creek CRC for a minimum of six months prior to serving in ministry with Minors.
9. All information obtained will be held in the strictest confidence and secured with limited access. Access is restricted to the Lead Pastor and Chair of Safe Church Team or as otherwise required by law.

C. EDUCATION

1. All Staff, Volunteers, and Helpers shall participate in Safe Church Education.
2. All Staff, and Volunteers, is required to read and sign Abuse Prevention document annually

D. DISCIPLINE POLICY (APPLICABLE TO ALL MINISTRIES INVOLVING MINORS)

1. When a minor misbehaves beyond minor correction (at the discretion of the volunteer), or if a pattern of misbehaviour continues, the ministry leader must keep a written record of the contact made using the Occurrence/Incident Report.
2. A Parent/Guardian or suitable Volunteer/Helper should be regularly involved where disruptive behaviour and/or misbehaviour is an ongoing issue.
3. Discipline must reflect the Minor's age and level of comprehension but under no circumstances involve abuse as defined in Section C.
4. Minors are to be reminded of the kinds of behaviour that are unacceptable for a given ministry setting.

E. TRANSPORTATION POLICY

1. Drivers must have a current valid Ontario driver's license that has not been currently suspended or revoked for any reason.
2. Drivers may be required to complete a Police Vulnerability Sector Check.
3. Drivers and passengers, regardless of age, must at all times wear a seatbelt.
4. Passengers who are Minors must be properly secured in a seat that is appropriate for their age and size (e.g., a child's car or booster seat).
5. All passengers must remain seated while the vehicle is in transit.
6. All passengers must obey the driver and other Volunteers in transit.
7. Drivers are expected to adhere to all traffic laws and signage, to drive at a safe speed with the flow of traffic.
8. Minors must adhere to the provincial licensing requirements when transporting other minors.
9. Proof of insurance is required in each vehicle.

10. No Staff member or Volunteer may travel one on one (alone) with a Minor unless Parental/Guardian permission is granted.
11. In case of breakdowns or emergencies, the leader of the applicable ministry must be notified.
12. In case of emergencies the applicable ministry leader will have a copy of all medical release forms which will be kept in an accessible location and readily available.

III. POLICIES FOR SPECIFIC MINISTRIES

A. NURSERY

1. The individual tagging/check-in/check-out system must be used.
2. Only a Parent or Guardian may pick up and drop off a Minor. The person who has dropped off the Minor and is in possession of the matching name tag will be deemed to be the Parent/ Guardian for pick up purposes.
3. Volunteers or Helpers may not remove a Minor from the nursery area without the permission of the Parent or Guardian or in the case of imminent danger to the Minor and/or the Volunteer or Helper. Using the washroom does not constitute leaving the nursery, see section 8.0
4. Only scheduled Volunteers/Helpers are permitted in the nursery area during nursery hours.
5. Once the applicable ministry has begun, the nursery doors should be secured to prevent Minors from unplanned exits.
6. Supervision:
 - a) Recommended that at least one Volunteer and one Helper be in the nursery with no more than five Minors before an additional Volunteer or Helper is required. (1 child under 12 months age, 2 children under age 24 months age, 3 children under age 36 months age per one volunteer)
 - b) Nursery cannot be used without adequate supervision.
 - c) Parent/Guardian must remain with child/infant until the proper ratio of Nursery volunteers and helpers arrive.
7. Minors must be picked up immediately after any event requiring the use of the nursery.
8. Washroom Policy:
 - a) For Minors who do not require assistance in the washroom, the Volunteer or Helper must remain outside the washroom stall.
 - b) For Minors who require assistance, the Volunteer or Helper must assist the child with the washroom stall door open/ajar.

- c) The diapering of a Minor will take place in the appropriate diaper changing areas.
- 9. If a Minor needs medical attention, the Parent(s)/Guardian must be notified immediately. If, after making immediate efforts, the Parent(s)/Guardian cannot be located immediately, they must be notified as soon as possible.
- 10. Behavioral Incident Reporting: for behavioral concerns, a report must be documented on the appropriate form that will be kept in the nursery and left in enclosed envelope (confidential) for the nursery coordinator. This will be to track behaviors of concern that do not constitute abuse but may require a conversation with appropriate parent/guardian if the behavior is ongoing – i.e. a minor hitting another minor with toy etc, without injury.

B. SUNDAY SCHOOL/KID CONNECTION/CHILDREN'S WORSHIP

- 1. The individual tagging/check-in/check-out system must be used for Sunday school ages 3- 5 yr inclusive
- 2. Only a Parent or Guardian may pick up the Minor. The person who has dropped off the Minor and has signed in will be deemed to be the Parent/Guardian.
- 3. The Volunteer/Minor ratio for pre-school Minors aged 36 months to 5 years is 1 Volunteer per 8 Minors, over age 6yr 1 volunteer per 15 minors after which Volunteers and Helpers are added as necessary.
- 4. Volunteers or Helpers may not remove a Minor from the ministry area unless in the case of imminent danger to the Minor and/or the Volunteer or Helper or previously arranged by the Superintendent of Sunday School and with the approval of the Parent(s) or Guardian.
- 5. Enrollment records must be kept for all Minors in attendance, including visiting children and available at all times. These records include: contact information, emergency information, names of the persons to whom the Minor may be released, as well as any special parental instructions (e.g. diet, etc.).
- 6. Washroom Policy: When bringing children to the washroom, the Volunteer or Helper will remain outside of the washroom stall for those Minors who do not require assistance. For Minors who require assistance, the Volunteer or Helper must assist the Minor with the washroom stall door open/ajar/unlocked.
- 7. If a Minor needs medical attention, the Parent(s)/Guardian should be notified immediately. If, after making immediate efforts, the Parent(s)/Guardian cannot be located immediately, they must be notified as soon as possible.
- 8. Minor Behavioral Incident Reporting: for minor behavioral concerns, a report must be documented on the appropriate form that will be kept in the possession of the Sunday school leader and left in enclosed envelope (confidential) for the Sunday school coordinator. This will be to track behaviors of concern that do not constitute abuse but may require a conversation with appropriate parent/guardian if the behavior is ongoing – i.e. Repetitive inappropriate language that does not respond to appropriate discipline.

C. GEMS (Girls Everywhere Meeting the Saviour) and Cadets

1. Each GEMS and Cadets regular meeting should be supervised by at least one Volunteer provided that another Volunteer monitors the facility and observes all activities during the ministry.
2. Enrollment records must be kept for all Minors in attendance and available at all times. These records include: contact information, emergency information, names of the persons to whom the Minor may be released, as well as any special parental instructions (e.g. diet, etc.).
3. At least one GEMS or Cadet Volunteer must be at the ministry location 10 minutes prior to the ministry start time and must remain at the location, supervising, until all Minors are picked up.
4. Minors should be picked up within 15 minutes of the end of any activity. If not picked up within 15 minutes, a counselor/leader will telephone the Parent(s)/Guardian to ensure someone is coming to pick up the Minor.
5. GEMS and Cadet activities planned away from the Church facility/property, out of town, or overnight should be supervised by a minimum of two Volunteers. Beyond this minimum, there should be an additional volunteer for every 15 Minors, maintaining a ratio of 1:15.
6. Volunteers or Staff transporting a Minor for purposes of these ministries must have Parental/Guardian permission to do so and must meet the stipulations of the Transportation Policy.
7. Each GEMS or Cadet participant and volunteer has the right to refuse any displays of affection and their decision will be respected. While the appropriate displays of affection between Volunteers, GEMS or Cadet participants are often part of conveying support and encouragement to one another, such displays can be misinterpreted. For that reason, displays of affections should be limited to such actions as a brief hug, an arm around the shoulder, a handclasp, or a light touch to the forearm and only when consented to by the other person.
8. At the end of any ministry activity:
 - a) Volunteers/Staff may only release a Minor into the care of the designated Parent(s)/Guardian or a person designated by the Parent(s)/Guardian.
 - b) The Minors cannot leave the church/meeting place building, or sponsored activity unless accompanied by the Parent(s)/Guardians or a person designated by the Parent(s)/Guardian.
 - c) Parents must come inside to pick up their Minors.
 - d) When applicable, Minors must wait inside the Church/meeting building to be picked up.
9. If a Minor needs medical attention, the Parent(s)/Guardian should be notified immediately. If, after making immediate efforts, the Parent(s)/Guardian cannot be located immediately, they must be notified as soon as possible.

D. YOUTH GROUP /ODYSSEY

1. Each Youth Ministry activity should be supervised by at least one Volunteer provided that another Volunteer/Staff monitors the facility and observes all activities during the ministry.
2. Volunteers must contact a parent before a planned one-to-one visit with a Minor.
3. Youth Ministry activities planned away from the Church facility/property, out of town, or overnight should be supervised by at least two Volunteers/Staff. The Volunteer/Minor ratio in these ministries is 1 volunteer per 15 Minors.
4. Volunteers or Staff transporting a Minor for purposes of this ministry must have Parental/Guardian permission to do so and must meet the stipulations of the Transportation Policy.
5. Enrollment records must be kept for all Minors in attendance and available at all times. These records include in part: contact information, emergency information, as well as any special parental instructions (e.g. diet, etc.).
6. Each Volunteer/Staff and Minor has the right to refuse any displays of affection and their decision will be respected. While the appropriate displays of affection between Minors and their leaders are often part of conveying support and encouragement to one another, such displays can be misinterpreted. For that reason, displays of affections should be limited to such actions as a brief hug, an arm around the shoulder, a handclasp, or a light touch to the forearm and only when consented to by the other person.
7. Participants should be picked up within 15 minutes of the end of any activity. If not picked up within 15 minutes, a Volunteer/leader will telephone the Parent(s)/Guardian to ensure someone is coming to pick up the participant. On the first such occurrence, a letter with appropriate information will be sent to the Parent(s)/Guardian(s).
8. If a Minor needs significant medical attention, the Parent(s)/Guardian should be notified immediately. If, after making immediate efforts, the Parent(s)/Guardian cannot be located immediately, they must be notified as soon as possible.

E. STORY HOUR AND OTHER MINISTRIES INVOLVING MINORS

1. Each activity should be supervised by at least one Volunteer provided that another Volunteer monitors the facility and observes all activities during the ministry.
2. Volunteers or Helpers may not remove a Minor from the ministry area without Parental/Guardian permission or in the case of imminent danger to the Minor and/or the Volunteer or Helper.
3. Activities planned away from the Church facility/property should be supervised by at least two Volunteers.
4. The Volunteer/Minor ratio for Minors under the age of 18 months is a minimum of 2 Volunteers/Helpers for the first 10 Minors, after which Volunteers and Helpers are added as necessary, maintaining a ratio of 1:5.
5. The Volunteer/Minor ratio for Minors aged 18 months to 30 months is a minimum of 2 Volunteers/Helpers for the first 10 Minors, after which Volunteers and Helpers are added as necessary, maintaining a ratio of 1:5.

6. Enrollment records must be kept for all Minors in attendance and available at all times. These records include: contact information, emergency information, names of the persons to whom the Minor may be released, as well as any special parental instructions (e.g. diet, etc.).
7. Volunteers or Staff transporting a Minor for purposes of this ministry must have Parental/Guardian permission to do so and meet the stipulations of the Transportation Policy.
8. At the end of any ministry activity, Volunteers/Staff may only release a Minor into the care of the designated Parent/Guardian or a person designated by the Parent/Guardian.
9. If a Minor needs significant medical attention, the Parent(s)/Guardian should be notified immediately. If, after making immediate efforts, the Parent(s)/Guardian cannot be located immediately, they must be notified as soon as possible.
10. Ordinarily, ministry activities take place in the Church building with all the appropriate Safe Church Policies enforced. However, in the event that a ministry activity takes place in a home, it is the homeowner's responsibility to ensure that adequate supervision is provided for any Minors on the premises.

F. PASTORAL AND DIACONAL VISITATION POLICY

1. Staff, office bearers and pastoral care providers should take note to exercise good judgment when visiting alone with parishioners of the opposite sex in the privacy of their own homes. It is wise to visit in pairs and/or use public places such as restaurants.
2. Each Staff member, office bearer, pastoral care provider and member of the congregation has the right to refuse any displays of affection and their decision will be respected. While the appropriate display of affection between staff members, office bearers and members of the congregation are often part of conveying support and encouragement to one another, such displays can be misinterpreted. For that reason, displays of affections should be limited to such actions as a brief hug, an arm around the shoulder, a handclasp, or a light touch to the forearm and only when consented to by the other person.
3. Consider requesting that an elder, deacon or pastoral care provider of the same sex be assigned to the person who needs frequent pastoral visits.
4. Pastors' offices should be equipped with windows in the doors and blinds that can be opened during pastoral visits.

H. NEW MINISTRIES

Any new Church ministry that is developed to benefit Minors or Vulnerable Persons will be subject to the Abuse Prevention Policy.

IV. OCCURRENCE/INCIDENT/ABUSE REPORTING PROCEDURES

A. General Policies

1. Evidence or suspicion of abuse by anyone in a leadership position or of a Minor must be reported and handled with care. The purposes of reporting are to stop the abuse, to provide assistance for the victim, and to hold perpetrators accountable and begin the process of correction and redemption.
2. All efforts to respect confidentiality will be made. Unless required to do so by law or as necessary in the course of an investigation, the name of a victim will not be disclosed without her or his consent. It will not be the policy to assume an alleged abuser is guilty before conviction or admission. Every attempt will be made to protect and maintain the safety of the person alleging abuse and the alleged abuser.
3. Where there is evidence or disclosure of abuse the Kawartha – Haliburton Family and Children’s Services (705-743-9751 or 1-800-661-2843) must be notified immediately in keeping with the provisions of provincial law. Abuse of a person who is not/no longer a Minor will be reported to outside authorities only with the consent of the victim, even if the abuse occurred while the person was a Minor. In situations where the victim is a Vulnerable Person, it may be necessary to notify civil authorities.
4. All suspicion or disclosure of abuse must also be brought to the attention of the Safe Church Team or the Pastor.
5. Jennings Creek CRC recognizes and respects the right of a victim to pursue legal remedies through civil courts, independent of any action taken within the processes established by the Christian Reformed Church in North America (CRCNA). Spiritual support, pastoral help, and other forms of appropriate engagement by the church will be offered, whether or not legal action is taken in a particular case.

B. Protocol for Reporting Abuse

1. Signs and symptoms of abuse or reports of abuse from a Minor or a Vulnerable Person need to be taken seriously. Any person who has reasonable grounds to suspect a Minor (or a Minor who is a Vulnerable Person) is or may be in need of protection must report the suspicion and information to the Kawartha – Haliburton Family and Children’s Services (705-743-9751 or 1-800-661-2843).
2. If the situation involves an adult Vulnerable Person who may be subject to provincial trusteeship, the Safe Church Team will determine the need to notify civil authorities.
3. An investigation of said symptoms and reports must be conducted only by people trained to investigate abuse complaints. In the case of a Minor, the trained investigators are representatives of local Police departments and the Kawartha- Haliburton Family and Children’s Services.
4. The person reporting should use the Occurrence/Incident Report and keep these guidelines in mind when completing the report. First, **do not** ask the person if he/she is/was abused. It is appropriate, however, to ask how the sign or symptom appeared. Second, **do not** interview the person in great detail about the signs or symptoms. These guidelines are in place because only trained investigators from the Police or Family and Children’s Services are to make the determination as to whether or not abuse has taken place. Finally, it should be remembered that there is no liability for reporting suspected abuse.

5. Anyone who has evidence or disclosure of abuse must also inform a member of the Safe Church Team or the Pastor. If the Pastor is informed of an abuse situation, he will inform the Safe Church Team.
6. In all cases of abuse, whether of a Minor or a Vulnerable Person, and in addition to the civilian legal protocols that are followed (i.e., those initiated by protocols 1 – 3, above), the Safe Church Team will, in congruence with the established protocols for the Christian Reformed Church in North America and in consultation with the victim, as appropriate, determine what course of action will be taken, including:
 - a) recommendation that Council request that the Safe Church Team of Classis establish a review panel, to engage in fact-finding and provide advice to the Council;
 - b) Referral to the appropriate pastoral team member as a matter requiring pastoral counseling
7. The Safe Church Team operates in an advisory capacity to the designated authorities in the Church. Any pastoral and/or disciplinary action will be taken by the designated authorities according to the Church Order of the Christian Reformed Church in North America.
8. If the situation involves a Church leader, matters such as notification, temporary suspension from office, and disciplinary measures will be handled in accordance with the process adopted by the Synod of the Christian Reformed Church in North America. Depending on the circumstances and severity of the incident, suspension from a position, with pay for paid staff, may be temporary to allow time for further investigation, and will be done without prejudice as to the final determination. Suspension may include limitations or conditions on contact with children or other church members, pending the conclusion of a more formal hearing process. Disciplinary measures will be in accordance with the established policies of the Synod of the Christian Reformed Church in North America including, when appropriate, a permanent ban on holding pastoral office in the Christian Reformed Church in North America.

C. Occurrence/Incident/Abuse Response Guide

Type of Injury	Care to be provided	Required Reporting	Required Follow Up
1. Minor Physical Injury (i.e. trip, fall, scrape, cut, etc)	<ul style="list-style-type: none"> • Provide first aid 	<ul style="list-style-type: none"> • Inform Parent/Guardian of injury and care provided 	
2. Critical Injury (i.e. broken bone, excessive bleeding etc.)	<ul style="list-style-type: none"> • Provide first aid • Call required emergency service • Accompany individual to emergency care facility if warranted 	<ul style="list-style-type: none"> • Inform Parent/ Guardian of injury and care provided • Complete Occurrence/Incident report • Submit report to Safe Church Committee 	<ul style="list-style-type: none"> • Inform Lead Volunteer of injury and care/treatment provided • Lead Volunteer to inform Pastor, as soon as possible, of incident and care provided

Type of Injury	Care to be provided	Required Reporting	Required Follow Up
3. Behavioural incident/Discipline See Abuse & Discipline Policy. See Minor Incident Reporting		<ul style="list-style-type: none"> Inform Parent/ Guardian of the events and any applicable discipline measures that were required Complete - Occurrence/Incident report Submit report to Safe Church Committee 	<ul style="list-style-type: none"> Inform Lead Volunteer of the events and any applicable discipline measures that were required
4. Auto Accident	<ul style="list-style-type: none"> Provide first aid Call required emergency service Accompany individual to emergency care facility if warranted Report to insurer 	<ul style="list-style-type: none"> Inform Parent/Guardian of the event Complete Occurrence/Incident report Submit report to Safe Church Committee 	<ul style="list-style-type: none"> Inform Lead Volunteer of injury and care/treatment provided Lead Volunteer to inform Senior Pastor/Safe Church Team, as soon as possible, of accident and care provided
5. Medical Incident (i.e. Anaphylactic, allergic, seizure, etc.)	<ul style="list-style-type: none"> Provide first aid Call required emergency service Accompany individual to emergency care facility if warranted 	<ul style="list-style-type: none"> Inform Parent/Guardian of the event Complete Occurrence/Incident report Submit report to Safe Church Committee 	<ul style="list-style-type: none"> Inform Lead Volunteer of injury and care/treatment provided
Type of Injury	Care to be provided	Required Reporting	Required Follow Up
6. Abuse of a Minor	<ul style="list-style-type: none"> Report to Kawartha-Halliburton Family and Children's Services and follow their direction re: informing parent/guardian Report to Safe Church Team and Senior Pastor 	<ul style="list-style-type: none"> Inform Parent/Guardian of the event is advised to do so (in some instances the parent/family is the abuser) Complete Occurrence/Incident report Submit report to Safe Church Committee 	<ul style="list-style-type: none"> Spiritual support, pastoral help, and other forms of appropriate engagement by the church will be offered to all involved If the incident involves a Church leader disciplinary measures mandated by Synod will be followed in addition to any civil legal remedies

<p>7. Abuse of a Vulnerable Person</p>	<ul style="list-style-type: none"> • Report to Safe Church Team and Senior Pastor who will determine the need to notify civil authorities 	<ul style="list-style-type: none"> • Inform Parent/Guardian of the event • Complete Occurrence/Incident report • Submit report to Safe Church Committee 	<ul style="list-style-type: none"> • Spiritual support, pastoral help, and other forms of appropriate engagement by the church will be offered to all involved • If the incident involves a Church leader disciplinary measures mandated by Synod will be followed in addition to any civil legal remedies
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I hereby acknowledge that I have read and understood the abuse prevention policy of Jennings Creek CRC as outlined above.

Volunteer Name (Please Print) _____

Volunteer Signature _____

Date (month/Day/Year) _____