

Peace United Reformed Church

Child Protection Policy

Statement of Purpose

Peace United Reformed Church (Peace URC) is committed to providing a safe and secure environment for those participating in our ministry activities, especially our children and youth. We understand the responsibility placed upon our church by both God and parents who entrust children to our care.

Consequently, all officers, employees, and volunteers shall abide by the standards of behavior and requirements outlined in this policy. The standards included in this policy are not exhaustive; rather, they provide a guideline of conduct we believe is in accordance with God's law to love one's neighbor.

It is our desire to protect the spiritual and physical well-being of those most vulnerable among us. Any person known to pose a threat to children or youth will be prohibited from working in any ministry involving children or youth. This is non-negotiable. Violations of these standards by employees are regarded as a serious breach of integrity and could result in discipline, up to and including termination of employment. Violations of these standards by officers or volunteers will result in ecclesiastical discipline as described in the Church Order of United Reformed Churches in North America. The consistory will comply with mandatory reporting when required by Washington State law in accordance with RCW 26.44.030.

Definitions

For purposes of this policy, the terms "minor" or "child" or "children" or "youth" includes all persons under the age of eighteen (18) years.

Child/youth worker is an adult that is working or volunteering with children and youth.

A volunteer is an unpaid member of the church who is 18 years of age or older and who has direct contact with, or supervision of, children.

Misconduct Towards Minors

This policy prohibits all misconduct towards minors. It is not possible to itemize all conduct that is in violation of this policy, however misconduct towards minors includes, but is not limited to:

- Deliberate assault or molestation
- Undesired physical contact
- Any form of non-parental corporal punishment
- Sexually oriented humor or language
- Providing or displaying pornographic media
- Causing a minor to engage in any sexual act
- Sexual advances or sexual activity of any kind between any person and a minor

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- Physical neglect of a minor, including failure to provide adequate supervision
- The consumption of or being under the influence of illegal or illicit drugs or abuse of alcohol while leading or participating in a function for minors

Background Check

Prior to employment or volunteering at Peace URC, prospective employees and volunteers must undergo a criminal background check to identify any person with a criminal history of physical or sexual abuse to a child for possible exclusion from employment or volunteering.

All volunteers must be members of Peace URC for at least **six months** before they will be considered for any volunteer ministry position involving contact with children or youth.

Screening Procedures

All church employees and church officers, all licensed exhorters, teachers, nursery workers, and youth activity volunteers working with those under the age of 18 and participating in our programs and activities will be screened as follows:

- 1) Child Protection Policy Reading – A prospective employee or volunteer who is being considered for service as a youth worker must read this policy. They must also sign and submit to the deacons the form “Acknowledgment to Comply with the Policy” (Exhibit 7). A copy of this policy and all related exhibits are available on the church’s website at <https://www.peaceurc.com>
- 2) Child/Youth Worker Application Submission – A prospective employee or volunteer must complete and submit a “Child/Youth Worker Application” (Exhibit 3) to the council. Whenever new elders and deacons are asked to serve, the council will initiate screening for candidates to include a background check and “Child/Youth Worker Application” (Exhibit 3). The elder in charge of Sunday School and the Nursery coordinator should also initiate screening for prospective teachers and nursery workers.
- 3) Child/Youth Worker Application Review - The council will review the application, ensuring that the employee or volunteer is an appropriate match for the ministry position.
- 4) Criminal Background Check Authorization – Each applicant will be asked to complete “Background Investigation Authorization Form” (Exhibit 11) to authorize a criminal background check. The form can either be returned to the Nursery Committee Chair or a deacon.
- 5) Application Materials Safekeeping - The diaconate will permanently file and store in a secure location all application materials, including the signed copy of the “Acknowledgment to Comply with the Policy” (Exhibit 7), the “Child/Youth Worker Application” (Exhibit 3),

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Authorization for Background Investigation, and the results from the criminal background checks.

Should a breach in security be discovered, the deacons will investigate to determine the cause of the breach of security, report their findings to the Consistory, take steps to prevent the breach in the future, and notify the individuals whose personal information has been compromised.

Unless otherwise specified, superseded versions of this policy, signed forms and exhibits, and related records shall be retained as long as necessary to meet the statute of limitations and other legal requirements. Peace URC will keep the forms permanently.

Violation of Policy or Procedures

Anyone who becomes aware of a violation of the procedures set forth by this policy should take all necessary steps to ensure compliance by promptly notifying a pastor or elder either verbally or using the "Incident Witness Report" (Exhibit 1). The report may be emailed to the Consistory at peace.urc.council@gmail.com.

Reporting and Response

Peace URC considers any allegation of abuse or molestation a serious matter. Each situation will be fully investigated first through civil authorities, and then by ministry leaders with the assistance of legal counsel.

The council is responsible for overseeing this policy. The consistory shall be responsible for investigating any reports and complaints of violations of this policy. Any complaint or report of a violation of this policy shall be submitted to any member of the consistory. Any person who reports an incident shall submit an "Incident Witness Report" as attached in Exhibit 1. A copy of the form may be obtained from any council member.

The consistory will seek legal counsel as soon as possible after receiving notice of possible abuse or molestation within the congregation. Advice from legal counsel will be the basis for the church's response to the allegations. The consistory will also provide a report to the church's insurance carrier.

The consistory shall determine the appropriate procedures for investigating each report or complaint. The procedures may include some or all of the following:

1. The consistory receiving the initial report will be responsible for confirming the facts reported and the condition of the child or other victim on the same day on which the first report was made or as soon as practical.

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2. As soon as practical, the consistory shall see that the "Child Protection/Sexual Harassment Incident Report" is completed. A copy is attached to this policy as Exhibit 2.
3. Data concerning the child or other victim, name, address and other pertinent information will be obtained through discussions with the initial reporter and church officers. The name and address of the person responsible for the care of the child, if available, will be obtained.
4. Consistory will suspend any accused person from the performance of his duties involving minors until the investigation by the governmental agency has been completed.
5. Consistory will inform the victim and the victim's family of the steps that are being taken and continue to keep them advised of the status of the investigations.
6. In instances where child abuse is confirmed, the consistory will immediately dismiss the worker from that position. At the conclusion of the investigation the consistory shall consider disciplinary action where appropriate.
7. In instances where the evidence is inconclusive, the consistory shall take whatever action or inaction it deems appropriate, taking into account the desires of the parties involved.
8. As required by law, when there is reasonable suspicion of child sexual abuse or neglect, a mandated reporter shall report the incident to the county child welfare department, child protective services, or to local law enforcement (police or sheriff's department) immediately by phone. The consistory shall fully comply with mandatory reporting requirements for the State of Washington in accordance with RCW 26.44.030 and RCW 26.44.040. In accordance with Washington Senate Bill 5375, all members of the clergy—including licensed, ordained, or similarly positioned religious leaders—are mandatory reporters of child abuse and neglect. If a clergy member or worker has "reasonable cause to believe" a child has suffered abuse or neglect, they must report it to the Department of Children, Youth, and Families (DCYF) (866-363-4276) or law enforcement within 48 hours. For an emergency call 911.
9. When appropriate, the consistory shall keep the congregation informed of the investigation with respect to matters which are not confidential, so that the congregation will hear about the investigation from within the church rather than from the news media.

The consistory, upon reaching a conclusion, will notify the person filing the complaint, the victim, and the accused as appropriate. Peace URC officers will not engage in or tolerate

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retaliation against any person for making a good faith claim of misconduct or harassment or providing information relating to such complaints during an investigation.

Dealing With Law Enforcement, News Media

All church officers, employees, and volunteers of Peace URC will cooperate fully with law enforcement or governmental agencies investigating abuse and neglect.

A member of consistory or a church attorney will be the designated spokesperson to handle all inquiries from the news media. The church's spokesman will be the only person to convey information concerning the situation, doing so in a prudent manner to avoid compromising an ongoing investigation and to maintain the privacy of the individuals involved.

Counseling Procedures

Pastors and elders are encouraged to counsel with members as necessary. It is difficult to devise a specific policy for all counseling situations. However, the following guidelines shall be observed whenever possible.

When counseling a woman or child, there must be another adult present during the counseling session. During counseling sessions, the blinds shall be open and if possible, the door shall be open. Prior permission to counsel minor children may be granted by parents to cover a particular time period (i.e., a school year) for their child to receive counseling from pastors, elders, or designated lay counselors (Exhibit 9).

Elders and Deacons

Any private meetings regarding church business with members or visitors shall be conducted with two or more officers present.

Nursery Procedures

The nursery serves children under 4 years of age during Sunday school, and under 3 years of age during the worship service.

In order to serve in the Nursery, any volunteer shall (i) be a member of the church for at least **six months**, and (ii) receive approval from the council after submission of a "Child/Youth Worker Application" (Exhibit 3).

At least two non-related adults, one of whom must be a woman, shall staff the nursery. Teenage volunteers shall be allowed to work in the nursery, provided there are at least two adults in the nursery who have been approved by council. A teenage volunteer must be the son or daughter of a member of the church who has been a member of the church for at least six

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months. The parent or guardian of the teenage volunteer must complete and sign a “Parent/Guardian of a Minor Consent and Hold Harmless” Form (Exhibit 4). During the hours of operation of the nursery, the window blinds and the top half-door shall remain open, if possible.

Children shall only be released to their parents unless prior written arrangements are made with the nursery leader. Permission slips will be available for parents to sign, authorizing the release of the child/children to other adults (Exhibit 8).

Volunteers will not be permitted to change diapers unless the volunteer is the parent or guardian of the child that needs a diaper change. Parents of the child shall be summoned if necessary to change a diaper. If an older child must use the restroom, the parent or guardian of the child shall be summoned to facilitate use of the restroom.

All suspicious behavior shall be reported to the consistory.

The Nursery Committee chairperson shall be responsible for compliance with this section. These responsibilities include verifying with council that all volunteers have submitted a “Child/Youth Worker Application” and have been approved by the council. The Nursery Committee shall direct all new volunteers to the church website to obtain a “Child/Youth Worker Application” form.

Sunday School Procedures

In order to serve as a Sunday school teacher, any volunteer shall be a member of the church for at least twelve months.

At a minimum, all Sunday school classes shall be conducted in a room with a window with blinds open or the door shall remain open.

Each Sunday, a Deacon shall be designated to act as the Sunday school monitor and shall be responsible for randomly monitoring Sunday school activities including unannounced visits to classrooms. The Sunday school monitor will log their visitation each Sunday on the “Deacon Monitor Log” (Exhibit 10) maintained in the office and shall be responsible to report all suspicious behavior to the consistory.

The elder in charge of Sunday School shall be responsible for compliance with this section. This shall include verifying with the council that all volunteers have submitted a “Child/Youth Worker Application” (Exhibit 3), completed a background check, and have been approved. The elder in charge of Sunday School shall direct all new volunteers to the church website to obtain a “Child/Youth Worker Application” form.

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Other Youth Activities

For all other youth activities, (except for Reformed Youth Services (RYS)), a minimum of two non-related adults shall be present with children at all times. All youth activities shall be conducted in highly visible locations and not in isolated parts of the building. All suspicious behavior shall be reported to the consistory.

At least one parent of a child shall be required to complete and sign a "Parent/Guardian of a Minor Consent and Hold Harmless" form and a "Waiver and Consent of Parent and Authorization to Treat a Minor" form on an annual basis (Exhibits 4 and 5). These completed forms shall be maintained on file with the deacons. A copy of the completed "Parent Consent to Treat a Minor" form shall be taken on any field trip.

Church officers will supervise on an ongoing basis and make unannounced visits to classes on the church site or other program sites when practical.

The adult youth activity leader shall be responsible for compliance with this section. This shall include verifying with the council that all volunteers have submitted a "Child/Youth Worker Application" (Exhibit 3) and have been approved. The adult youth activity leader shall direct all new volunteers to the council to obtain a "Child/Youth Worker Application" form.

Children Play Areas

Our children play in the enclosed grassy area east of the church building on nice days and in the fellowship hall during inclement weather. The deacons will assign a parent to observe the children in these areas. Empty rooms and classrooms should be monitored by the deacons as well.

Training

Prior to employment or volunteering, prospective employees and volunteers must complete child protection training. The council will provide church staff and volunteers whose duties require direct contact with and supervision of children with training in the identification and reporting of child sexual abuse and neglect. This training may be delegated to a committee.

The training should include when and who submits the "Incident Witness Report" (Exhibit 1), and the "Child Protection/Sexual Harassment Incident Report" (Exhibit 2).

The Council or committee will review the "Child Protection/Sexual Harassment Policy" with every new applicant and annually with all existing employees and volunteers. Completion of the training and all subsequent reviews will be documented with an electronic spread sheet in the church Council folder in Google Docs.

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Annual Reviews

The council shall review the terms of this policy on an annual basis. An appropriate committee will make any recommendations and necessary updates to the council.

Insurance

The church shall obtain a sufficient level of liability insurance coverage that would cover child abuse and sexual misconduct claims. Currently, the church has the recommended amount for a small church with minimum youth programs and no daycare.

Registered Sex Offenders

This section applies to Registered Sex Offenders attending Peace URC. The registrant must be a professing believer. Unbelieving sex offenders are welcome to meet with church officers for the purpose of evangelism. The policy and procedures in this section supplement terms of parole and requirements of Washington Department of Corrections (DOC) and the Community Custody Officer (CCO). The intention of the policy is to allow the registrant to participate in the worship service while protecting congregants.

Attendance during a worship service shall be governed by the following requirements and restrictions:

1. Any registrant shall make himself known to the Consistory before, or immediately upon, his arrival at Peace URC. Failure to do so may result in being barred from attending Peace URC.
2. When a registrant is made known, the consistory will, with wisdom and expediency, arrange an in-person interview with the registrant, obtain personal references (e.g. previous pastor or chaplain), and be given contact information for his CCO.
3. Further documents including, but not limited to, conditions of parole, police reports and court transcripts may be obtained by the consistory for review.
4. The registrant will not attend services until given permission by the Consistory. The consistory will determine if the registrant may continue worshipping at Peace URC after review of the gathered information.
5. If permission is granted, a printed copy of this policy will be given to the registrant. The registrant in turn will sign the "Acknowledgement to Comply with the Policy" (Exhibit 7) and give the form to the consistory.

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6. The registrant must be willing to publicly make himself known to the congregation of Peace URC. The consistory will work diligently and with wisdom to determine the appropriate time to make the registrant known to the congregation.
7. Registrants shall be limited to attending Sunday morning service under the following conditions:
 - a. Registrants will always be escorted while on church property by a consistory-approved chaperone. This includes, but is not limited to, being escorted to the arrival/departure location, sitting in the worship service, and using the bathroom facilities.
 - b. Registrants will arrange for arrival and departure times at designated locations.
 - c. Registrants are prohibited from all areas of the church building except the narthex, sanctuary, hall to restroom, and restroom.
 - d. Registrants will sit in the area designated by consistory before worship begins (no earlier than the opening prelude), and exit after the benediction.
 - e. The chaperone will ensure that the registrant leaves the parking lot upon exiting the sanctuary.
 - f. If the registrant will be absent from worship, they shall contact their chaperone before 9:00am on the day of the service.
8. Contact with church members will be conducted as follows:
 - a. Contact shall be mediated or approved by the Consistory
 - b. Subsequently, contact may be initiated by a church member himself.
 - c. Registrants may contact the chaperone by phone or email.
9. Registrants shall not:
 - a. Initiate contact with members in person, via phone, email, or any other mode of communication.
 - b. Possess or view a church director or have access to Church Social.
10. Contact with the consistory may be made in the following ways:
 - a. Electronic mail – chris@peaceurc.com
 - b. Postal service – P.O. Box 87494 Vancouver WA 98687
11. If benevolence is required by a registrant, the following procedures govern the interaction:
 - a. The registrant may approach a member of the council and indicate that the registrant requires benevolence.

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- b. The registrant shall not ask for benevolence from church members outside of council members.

The registrant's failure to comply with this policy will result in notification of the proper authorities, including but not limited to consistory, police, or CCO. The consistory reserves the right to limit the number of registrants in attendance at Peace URC. The consistory also reserves the right to bar a registrant from attending Peace URC.

Communication of Policy

In addition to initial training, the Council shall see that this policy shall be reviewed by the council itself, all church employees, all nursery volunteers, all Sunday school teachers, and all volunteers for youth activities. This review will be documented by a spreadsheet and kept in a folder in Google Docs.

The Congregation will be periodically informed of the existence and location of this policy.

An up-to-date copy of this policy will be posted on the church website.

Supervision Policy

Children should not be in a private one-on-one situation with an adult in the church building except for a parent or guardian.

1. Church Classrooms – There will be two adults in each Sunday School classroom. In addition, a deacon will monitor each classroom during Sunday School hours and log the visits in the "Minor Children Monitor Log" (Exhibit 10).
2. Off Church Campus Youth Activities – If an official youth activity is conducted off-campus, at least one council member shall be present. In addition, parents shall be required to complete and sign a "Parent/Guardian of a Minor Consent and Hold Harmless" (Exhibit 4) and a "Waiver and Consent of Parent and Authorization to Treat a Minor" (Exhibit 5). Both forms will be given to the adult supervisor conducting the activity and will be carried on their person for the duration of the activity. The "Parent/Guardian of a Minor Consent and Hold Harmless" form (Exhibit 4) is valid for one year from the signature date. The diaconate will retain these forms for safekeeping.
3. Nursery Care – The nursery, serving infants and children under 3 years of age during the worship service, and under 4 years of age during the Sunday school, shall be staffed with two non-related adults, one of whom must be a woman. A deacon will monitor the nursery periodically and log the visits in the "Minor Children Monitor Log" (Exhibit 10). Nursery workers are not permitted to change an infant's diapers unless the nursery

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volunteer is the parent of the infant needing a diaper change. When a parent is not present in the nursery, the parent will be summoned to change the diaper.

Open Door Policy

All official youth activities shall be conducted in highly visible locations. Classroom doors shall remain open unless there is a window in the door or a side window beside it. Window blinds must remain open as well. If a doorknob is to be kept locked, the door must be propped open with a wedge that can be easily removed in case of an emergency.

Restroom Guidelines

For children under the age of 5, parents will be summoned to take their child to a restroom. For children age 5 and above, at least one adult male should take boys to the restroom and at least one adult female should take girls. The adult worker should check the restroom first to make sure that the restroom is empty, and then allow the child inside. The adult should then remain outside the restroom door and, when the child is finished, escort the child back to the classroom.

If a child is taking longer than seems necessary, the worker should open both restroom doors and call the child's name. If a child requires assistance, the worker should ensure both bathroom doors are propped open, and should also leave the restroom stall open as he or she assists the child. For the protection of all, adult workers should never be alone with a child in a restroom with the door closed and should never be in a closed stall with a child. Parents are strongly encouraged to have their children visit the restroom prior to each class.

Discipline

Workers are never to spank, hit, grab, shake, or otherwise physically discipline anyone. Physical restraint should only be used in a situation where it is reasonably necessary to prevent an individual from physically harming himself or another individual. Disciplinary problems should be reported to a church officer and to a parent or guardian.

Check-In/Check-Out Procedures

Sunday School teachers of young children should arrive in the classroom at least 10 minutes before a scheduled activity. They must remain at their assigned post until everyone in their care has left the classroom.

Nursery Workers are to release children in their care only to parents, guardians, or persons specifically authorized to pick up the child. The "Parental Release Authorization" form (Exhibit 8) is available for parents to authorize the release of their child to another adult. This form is given to the Nursery Coordinator or worker for a specific day only and retained by the deacons.

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Teenage Workers

There may be times when it is necessary or desirable for babysitters (paid or volunteer) who are themselves under age 18 to assist in caring for children during programs or activities. The following guidelines apply to such workers:

- 1) Teenage workers must be at least age 12.
- 2) Teenage workers will be screened as specified above in “Screening Procedures” (except for a background check, which can’t be conducted on minors). They will also be trained to recognize child abuse and neglect.
- 3) Teenagers shall be allowed to work in the Nursery, provided the teenager is the son or daughter of a member of the church who has been a member of the church for at least six months. The parent or guardian of the teenager must complete and sign a “Parent/Guardian of a Minor Consent and Hold Harmless” Form (Exhibit 4). The form is valid for one year from the signature date and will be retained by the deacons.
- 4) Teenage workers must never be left alone with children.

Accidental Injuries to Children

If a child or youth is injured while under our care, the following steps should be followed:

- 1) For minor injuries, scrapes, and bruises, workers will provide First Aid (Band-Aids, etc.) as appropriate and will notify the child’s parent or guardian of the injury at the time the child is picked up from our care.
- 2) For injuries requiring medical treatment beyond simple First Aid, the parent (or guardian) will immediately be summoned. If warranted by circumstances, an ambulance will be called.
- 3) Adult volunteers who become aware of an injury to a child should take steps to provide for continued supervision and monitoring of remaining children.
- 4) Once the child has received appropriate medical attention, an adult volunteer should complete an incident report in the case of injuries requiring treatment by a medical professional using the “Medical Treatment Report” (Exhibit 6), which is submitted to the deacons.

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Illnesses

Volunteers/workers who are ill (with a fever, or a communicable disease that can be transmitted by cough or by touch) will not be permitted to participate in any ministry activity. A suitable substitute—one who has been previously approved through the church's screening and training procedures—should take the place of a worker who is ill.

Exhibit 1

INCIDENT WITNESS REPORT

[illegible]

Approved by Peace URC Council
Aug 24 2026

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**Exhibit 2
CHILD PROTECTION/SEXUAL HARASSMENT INCIDENT REPORT**

Name of Preparer: (printed)_____

Type of abuse (physical, sexual, mental, neglect, other):_____

If visible injuries, how were the injuries treated and by whom?_____

Name, address, age, sex, ethnicity, phone number of the victim: _____

Names, addresses, ages, sex, ethnicities, phone numbers of involved parties of the victim
(parents/guardians, siblings):_____

Name, address, age, sex, ethnicity, phone number of the suspect:_____

Person reporting/witnessing the incident:_____

Date, time, and location of incident:_____

Description of the incident as reported or witnessed: _____

Did anyone else witness the event? If so, list names, addresses, phone numbers:_____

Were parents/guardians notified?__ List the date/time:_____

Were any authorities notified?_____ Who?_____ When?_____

Was the insurance company notified?_____ When?_____

Other details? _____

Signature:_____ Position:_____

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**Exhibit 3 (Page 1 of 3)
CHILD/YOUTH WORKER APPLICATION**

It is a goal of Peace URC to create a safe and secure environment for all children and workers who are involved in the activities of this church pursuant to the Child Protection Policy. In support of this goal, it is necessary to gather pertinent information from those who desire employment or offer volunteer services to our children and youth. Provide a copy of this form to any of the elders.

Full Legal Name: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Email Address: _____ Date of Birth: _____

Current Phone: (Home) _____ (Work) _____

Position applying/volunteering for: _____

Have you ever worked with youth or children before? _____

List those places (Organization):	Contact Name:	Phone:
_____	_____	_____
_____	_____	_____
_____	_____	_____

Is there any reason you should not work with children or youth? _____

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**Exhibit 3 (Page 2 of 3)
CHILD/YOUTH WORKER APPLICATION**

Please respond to the following:

I have never been convicted of, nor pled guilty or no contest to, a crime. Exclude convictions that have been sealed, expunged, or legally eradicated, misdemeanor convictions for which probation was completed and the case was dismissed, or offenses about which inquiry is not permissible in this state. Also exclude infractions such as traffic violations.

True

Not True

If not true, please briefly describe the nature of the crime(s), the date and place of conviction and the legal disposition of the case. The church will not deny its position to any applicant solely because the person has been convicted of a crime. The church, however, may consider the nature, date, and circumstances of the offense, as well as whether the offense is relevant to the duties of the position applied for.

I have never been accused of, participated in, or been convicted of sexual misconduct.

True

Not True

If not true, give a short explanation of the incident, date, and place.

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**Exhibit 3 (Page 3 of 3)
CHILD/YOUTH WORKER APPLICATION**

No civil lawsuit alleging actual or attempted sexual discrimination, harassment exploitation, or misconduct, physical abuse, or child abuse has ever resulted in a judgment being entered against me, been settled out of court, or been dismissed because the statute of limitations has expired.

True

Not True

If not true, give a short explanation of the lawsuit, indicating the date, nature and place of the incident leading to the lawsuit; where the lawsuit was filed; and the precise disposition of the lawsuit.

I have never terminated my employment, profession credentials, or service in a volunteer position, or had my employment, professional credentials, or authorization to hold a volunteer position terminated for reasons relating to allegations of actual, or attempted sexual discrimination, harassment, or physical abuse, or child abuse.

True

Not True

If not true, give a short explanation, indicating the date of termination; name, address, and telephone number of employer or volunteer supervisor; and nature of the incident(s) leading to your termination.

I hereby give permission to Peace URC and its agents to make a thorough investigation of my past employment and background and release from liability all persons, companies, or corporations supplying such information. I also release the church from any liability that might result from making such an investigation. I understand that any false statements or implications made by me in this application or other required documentation shall be considered sufficient cause for discharge or denial of employment or voluntary service.

Signature: _____

Date: _____

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**Exhibit 4
PARENT/GUARDIAN OF A MINOR CONSENT AND HOLD HARMLESS**

(This form should be completed for each increased risk and offsite event and a copy taken on each trip.)

Name of activity: _____ Date: _____

Child's Name: _____

Date of birth: _____ Age: _____ Sex: _____

Address: _____

Phone number (include area code): _____

I _____ am the parent or legal guardian of
(Printed name of parent/guardian)

_____ have been informed of the above activity,
(Printed name of minor)

sponsored by Peace URC and hereby give my consent for my minor child to participate in this activity.

I understand that all reasonable safety precautions will be taken by the leaders of this activity, and that the possibility of an unforeseen hazard does exist. I further agree not to hold Peace URC officers, and volunteer staff liable for damages, losses, diseases, or injuries incurred by the minor listed on this form. I also understand that my minor child is to be excluded from the following activities:

Signature of parent/guardian: _____

Date signed: _____
(Valid for one year from date signed)

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Exhibit 5 (Page 1 of 2)

WAIVER AND CONSENT OF PARENT AND AUTHORIZATION TO TREAT A MINOR

Date: _____

I (we) the undersigned parent(s), or legal guardian of _____, minor participant, do hereby authorize any leaders for Peace URC to authorize and consent any x-ray examinations, anesthetic, medical or surgical diagnosis rendered under the general or special supervision of any member of the medical staff and emergency room staff licensed under the provisions of the Medicine Practice Act or a Dentist licensed under the provisions of the Dental Practice Act and on the staff of any acute general hospital holding a current license to operate a hospital from the Department of Public Health.

It is understood that this authorization is given in advance of any specific diagnosis, treatment of hospital care being required but is given to provide authority and power to render care which the physician in the exercise of his best judgment, may to rendering treatment to the patient, but that any of the above treatment will not be withheld if the undersigned cannot be reached.

Further, the undersigned agree that Peace URC, its agents, employees, officers and volunteers shall be held harmless from any liability for damages to person or property to the minor named herein that might arise out of, in route to, in route from, while in residence, or because of any involvement or participation in activities sponsored by Peace URC.

In exchange for the privilege of participating in activities sponsored by Peace URC, I hereby indemnify and hold harmless Peace URC officers and volunteers of Peace URC from any liability and expense incurred because of participation.

The following must be filled out completely and signed. No minor is permitted to do any activity without this form on file.

Child's Full Name: _____ Phone: _____

Birth date: _____ Last Tetanus Toxoid Booster: _____

Please list all allergies to drugs or foods: _____

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**Exhibit 5 (Page 2 of 2)
WAIVER AND CONSENT OF PARENT AND AUTHORIZATION TO TREAT A MINOR**

Please list all special medications or pertinent information: _____

Telephone/Cell phone numbers where parents/guardian may be reached:

Father's Home #

Father's Work #

Mother's Home #

Mother's Work #

Family Physician: _____ Phone: _____

Physician Address: _____ City: _____ State: _____ Zip: _____

Insurance Co: _____ Policy #: _____

List any restrictions not already covered: _____

Signature of Father, Mother, or Legal Guardian, or participant if over 18 years of age

Date:

Address: _____ City: _____ State: _____ Zip: _____

This waiver of liability will remain in effect through the duration of participation with Peace URC unless revoked in writing by the undersigned and delivered to the aforesaid agent.

This waiver of liability is to be completed and handed to the adult supervisor arranging the outing and is to be carried on the person of the adult supervisor throughout the outing.

**Peace United Reformed Church
Child Protection Policy**

**Exhibit 6
MEDICAL TREATMENT REPORT**

Describe what happened to warrant the medical treatment:

Describe the nature of the treatment provided:

Name and address of the hospital and/or treating physician:

Reporter's Name (printed): _____ Signature: _____

Volunteer Position: _____ Date: _____

**Peace United Reformed Church
Child Protection Policy**

**Exhibit 7
ACKNOWLEDGEMENT TO COMPLY WITH THE POLICY**

I _____ hereby acknowledge
(Printed Name)

I have received a copy of the Child Protection of Peace United Reformed Church, read it, understand it, and will comply with it.

(Signature)

(Date)

(Email to the at peace.urc.council@gmail.com)

**Peace United Reformed Church
Child Protection Policy**

**Exhibit 8
PARENTAL RELEASE AUTHORIZATION**

I, _____ (parent/guardian) hereby authorize the following adult
to pick up my child from the Nursery in the event that I am not able to do so:

_____ (name of adult designee).

Parent Signature: _____ Date: _____

Parent Cell Phone: _____

Designee Cell Phone: _____

To be completed upon pick up:

Designee Signature: _____ Date: _____

(Valid only on the date indicated above.)

**Peace United Reformed Church
Child Protection Policy**

**Exhibit 9
PERMISSION TO COUNSEL A MINOR**

I, _____ (parent/guardian) hereby authorize the following
counselor to offer counsel to my child over the course of the designated timeframe:

Name of counselor: _____

Time Period: _____

Parent Signature: _____ Date: _____

Exhibit 10
DEACON SUNDAY SCHOOL MONITOR LOG

Note monitoring is not scheduled and should not be announced. Generate a new sheet at the beginning of each quarter.

**Peace United Reformed Church
Child Protection Policy**

**Exhibit 11
BACKGROUND INVESTIGATION AUTHORIZATION FORM**

By signing below, you hereby authorize the obtaining of consumer reports by Peace United Reformed Church (URC) at any time after receipt of this authorization.

I hereby authorize the obtaining of consumer reports by Peace URC at any time after receipt of this authorization. To this end, I authorize any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by Protect My Ministry.

Signature:	Print Name (including middle name):
Date:	Social Security Number:
Driver's License # and State of Issuance:	Date of Birth:
Email Address:	Current Address: