

SAFE SANCTUARY POLICY

First United Methodist Church • Morristown, TN

June 2021



*Providing a safe environment for children, youth, & adults
as they grow in faith.*

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THEOLOGICAL FOUNDATION & PURPOSE

First United Methodist Church - Morristown

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

Our Christian faith calls us to offer both hospitality and protection to the little ones, the children. The Social Principles of The United Methodist Church state "...children must be protected from economic, physical and sexual exploitation, and abuse."

God calls us to make our churches a safe place, protecting children and youth from any form of abuse. God calls us to create communities of faith where children and youth grow safe and strong.

FUMC offers "Safe Sanctuary" training to all adults working with children and youth. We ask the congregation of FUMC to help maintain a safe sanctuary where children and youth can learn and develop the spiritual resources, they need to grow in Christ by following these policies and procedures.

This policy has been developed in order to ensure the safety of all the children and youth in our care. We also aim to protect FUMC staff and volunteers from false accusations and abuse. This policy is a work in progress and will be reviewed and updated regularly by members of our Safe Sanctuary Committee (at least every two years). FUMC Morristown has adopted this policy in covenant with all United Methodist congregations.

PROGRAMS: Below is a list of programs that call for the application of our Safe Sanctuary Policy

- Nursery & Childcare – any event using campus childcare
- Sunday School / Children's Church
- Choirs (*Kids Choir, Cherub Choir, Revelation Youth Choir, etc.*)
- Confirmation Outings - Meetings with Mentors
- Off-Campus Events & Overnight Trips for children/youth
- Vacation Bible School
- Wednesday Night Kids, Wednesday Night Youth, Sunday Night Youth
- Other events for children and youth led and hosted at FUMC Morristown
- Any FUMC sponsored event where children/youth are present

AS A RESULT OF THIS POLICY, WE SHALL ACHIEVE THE FOLLOWING:

1. All volunteers and paid staff working with children and youth at FUMC Morristown will complete a screening process before being allowed to lead youth or children.
2. Whenever possible, there will be at least two unrelated adult volunteers present in each area of ministry where children and youth are in attendance.
3. All paid staff and adult volunteers will have clear safety guidelines and procedures while traveling off-site and/or staying in overnight accommodations during FUMC Morristown sponsored events.
4. All paid staff, adult volunteers, and student leaders will participate in bi-annual training.
5. Clear and concise procedures for reporting instances of suspected abuse will be provided to all persons participating in FUMC Morristown sponsored programs.
6. A safe environment will be provided so that individual children/youth may receive basic counseling, support, and prayer.
7. A copy of this policy will be made available to anyone.
8. FUMC Morristown will follow all state laws.

NOTE: We acknowledge that Boy Scouts of America's "*Youth Protection Program*" seeks to provide a safe and protective environment, therefore is compatible with our Safe Sanctuary Policy.

DESCRIPTIONS & DEFINITIONS

First United Methodist Church - Morristown

CHILD: (birth - 11 years old); nursery through fifth grade

YOUTH: (ages 12 - 18 years old) sixth through twelfth grade

JUNIOR VOLUNTEER: (ages 12 – 21 years old) May assist two adults in an activity, function, or event. Note: Junior Volunteers must be at least 2 years older than the oldest child/youth in attendance.

ADULT VOLUNTEER: (at least 21 years of age or older) Has completed all requirements to safely work with children/youth.

PRIMARY LEADER: Any adult directly responsible for supervising and overseeing a specific, church-related function, event, or activity. (Note: Must be at least 5 years older than the oldest child/youth in attendance)

ASSISTANT LEADER: Any adult that assists the Primary Leader.

PROGRAM STAFF: paid workers of FUMC (*clergy, ministry staff, nursery staff*) who have responsibility for or have interaction with children and/or youth.

TYPES OF ABUSE

CHILD ABUSE:

Any act committed by a person in a position of trust which harms or threatens to harm a child's welfare, physical, spiritual or mental health. The four types of abuse are -

- ***Physical Abuse:*** Deliberate or intentional cause of injury, trauma, bodily harm to a child or youth.
- ***Emotional Abuse:*** Exposing a child or youth to spoken or unspoken violence or emotional cruelty.
- ***Neglect:*** Endangers a child's health, welfare, and safety through negligence.
- ***Sexual Abuse:*** Involves an act of a sexual nature between a child/youth and an adult or significantly older, more powerful person - who initiates that contact for the purpose of their own sexual arousal or gratification. The victim is not capable of consenting to such contact or resisting such sexual acts.

RITUAL ABUSE:

Abusive acts committed as part of ceremonies or rites; often related to cults or pretend to be.

BULLYING, HARASSMENT, AND INTIMIDATION (BHI):

A conscious, willful, and deliberate hostile activity intended to harm, induce fear through the threat of further aggression, and create terror. It is not about anger, nor about conflict; it is about contempt --- a powerful feeling of dislike toward someone considered to be worthless/inferior/undeserving of respect.

CYBERBULLYING:

Uses the power of the internet, cellular networks, and social media to harass another person (the target).

Cyberbullying encompasses text or instant messages with hostile or degrading comments, embarrassing digital images, and fictitious online posts intended to humiliate, threaten, or coerce.

APPLICATION & SCREENING PROCESS

First United Methodist Church - Morristown

All volunteers and program staff are required to complete the **4 SAFETY STEPS** before being approved to work or volunteer in areas of ministry with children and youth.

#1: SAFE SANCTUARY TRAINING (*renewal every 2 years*)

Volunteers and program staff are required to attend Safe Sanctuary Training to be informed of:

- Church policies for the prevention of child abuse of children and youth
- Basic understanding of the characteristics of abusers and their behaviors
- Policy & Procedures to be used in all ministries with children/youth
- Appropriate steps to follow for reporting an accident or incident of suspected child abuse
- Details of the Tennessee state laws regarding the definitions of child/youth abuse and the requirements of reporting abuse when it is discovered.
- Read and sign the “*Safe Sanctuary Covenant*” indicating that they will abide by and cooperate with the church’s policies and procedures.

#2: SCREENING PROCESS

Workers are required to complete our Screening Process, which requires:

- Complete the FUMC Morristown Volunteer Application. All applications will be reviewed by a designated Safe Sanctuary staff member and will be kept on file in the church office.
- Adults serving as “Primary Leaders” must be at least 21 years old and at least **5 years older** than the oldest child/youth in attendance. “Assistant Leaders” must be at least 18 years of age.
- Provide references to be checked
- Active participation at FUMC Morristown for **at least six months** before being eligible to serve in positions with children/youth. (An exception may be made with the approval of the Safe Sanctuary Committee).

#3: POLICIES & PROCEDURES

Workers are required to review the policies contained in this manual and sign the Safe Sanctuary Covenant indicating that he or she has read and understood the material, and agrees to comply with policy requirements.

- Leaders from outside groups/organizations bringing children onto the campus of FUMC Morristown must read and sign a copy of our policies indicating that they understand the material and agree to comply with FUMC Morristown policy requirements.

#4: CRIMINAL BACKGROUND CHECK (*renewal every 2 years*)

FUMC Morristown requires that all volunteers and program staff (18 years of age and older) undergo a criminal background check every 2 years. **Any outside volunteers (*not attending FUMC Morristown regularly*) will be required to have a background check every 12 months.** All information obtained will be kept confidential. Persons having a criminal history of abuse, violent offenses, or any drug related conviction will not be allowed to serve with children & youth.

Background checks will be completed using **Trak-1**. This system checks State and Local criminal and sexual offender registries and will include a social trace which verifies the applicant’s identity. It will also verify name, social security number, date of birth, and any known affiliated addresses of the applicant.

TWO ADULT RULE

First United Methodist Church - Morristown

All FUMC Morristown sponsored activities involving children/youth will have at least (2) un-related adult volunteers present at all times. In the event that only one adult volunteer can be present or two *related* adult volunteers wish to serve together, the following guidelines will serve as a “mandatory minimum:

- **NURSERY THROUGH PRE-K** (ages birth to 5 years old)
Must have (2) un-related program staff or adult volunteers present at all times. No exceptions.
- **ELEMENTARY** (K – 5th Grade)
In the event that only (1) adult volunteer can be present, there must be another approved adult volunteer available to float the hallways to help monitor AND door must remain open at all times.
- **YOUTH** (6th – 12th grade)
May have (1) adult leader or program staff person per classroom if other adults are present on the same floor; door must remain open at all times.

Off-Site Travel & Overnight Accommodations

OFF-SITE TRAVEL:

- **One-on-One:** Program staff & volunteers will make every effort to avoid transporting a single child/youth (*see “Two Adult Rule” above*)
- **Rides:** In cases where it is necessary for a program staff or volunteer leader to give a single child/youth a ride, permission will be sought from the parents. Written approval from a parent/guardian will be needed if this transportation arrangement is on-going.
- **Traveling Trios:** Participation in an offsite event where multiple activity options are offered; all participants need to be in groups of three or more - and have the approval of an adult leader.
- **Night-Time Travel:** While traveling with FUMC student ministry on a bus, car or airplane, all participants must be seated next to a person of the same gender after dark.

OVERNIGHT ACCOMMODATIONS:

FUMC Morristown sponsored overnight events with children/youth will always provide designated “male” and “female” sleeping rooms.

- Whenever possible, unrelated youth and adults should not share a room, and will never share a bed. If, because of circumstances beyond our control, youth and adults must be assigned to the same sleeping room, parents must be contacted, and permission must be given.
- Every effort will be made to assign (2) un-related adults of the same gender as the youth they are rooming with. Adults must be approved FUMC Morristown adult volunteer or program staff (with training & current background check on file).
- No person may enter a room of the opposite gender. If adult leaders or chaperones must enter a youth room, they may do so briefly, and the room door must remain open.
- It is expected that anyone of legal age refrain from tobacco and/or alcohol use while one a church sponsored event. (It is understood that those under the legal age are restricted from tobacco and alcohol consumption by state law).

REPORTING INCIDENTS OF SUSPECTED ABUSE

First United Methodist Church - Morristown

Everyone in Tennessee is a mandated reporter under state law. Any person with reasonable cause to believe a child is being abused or neglected must, under the law, immediately report to the Tennessee Department of Children's Services or to local law enforcement. The reporter can remain anonymous.

EMERGENCY CONTACT INFORMATION

Senior Pastor: **Walter Weikel** (423) 930-6125 | walter@fumcmorristown.org

Children's Ministry Director: **Lisa Cavallucci** (423) 231-6913 | lisa@fumcmorristown.org

Youth Ministry Director: **Chris Jacobs** (423) 440-1004 | chris@fumcmorristown.org

District Superintendent: **Rev Angela Hardy Cross** (423) 586-2942

Dept of Child Services: (423) 318-6800 | <https://www.tn.gov/dcs.html>

State Child Abuse Hotline: (877) 237-0004 | <https://apps.tn.gov/carat>

Morristown Police Dept: (423) 585-2710

Morristown Sheriff's Office: (423) 586-3781

FUMC Morristown requests that you notify the Director of Children's Ministry and the Senior Pastor of your concerns so we can continue to fulfill our Safe Sanctuary obligations.

All authority in cases involving minor children is governed by local, state and federal laws. FUMC Morristown will cooperate fully with any investigation conducted by law enforcement or regulatory agencies. To the fullest extent possible, but consistent with our legal obligation to report suspected abuse to appropriate authorities, we will endeavor to keep the identities of the alleged victims and investigation subject confidential.

If the investigation substantiates the allegation, our policy provides for termination of the person's volunteer abilities with any children/youth ministries.

Building Safety

Church Building: No child will ever be left unattended in the church building or on the children's playground during Children's Ministry programming, classes, or childcare. Children's Ministries volunteers and program staff are prohibited from being alone with an individual child in any room, building or isolated area of the playground.

Playground: Volunteers and program staff are to circulate, watching children during play periods, giving particular attention to isolated areas which are not easily seen from all viewpoints.

BULLYING, HARASSMENT, & INTIMIDATION

First United Methodist Church - Morristown

It is the purpose of FUMC Morristown to promote positive relations among its community and prohibit acts of **bullying, harassment, and intimidation (BHI)** in all of its forms by all members of the church community.

RISK FACTORS: Children who are bullied have one or more of the following risk factors: they are perceived as “different” from their peers, perceived as weak or unable to defend themselves, are depressed or anxious, are less popular than others and have few friends, or do not get along well with others. Research shows that half the children who are bullied never tell their parents about it.

FORMS OF BULLYING:

- **Verbal:** Name-calling, belittling, taunting
- **Social:** Spreading rumors, destroying or manipulating friendships; excluding or ostracizing the target
- **Physical:** Hitting, shoving, kicking, using physical coercion, intimidation through gestures
- **Criminal:** Assault; sexual aggression
- **Cyberbullying:** Using digital technology to engage in bullying-type behaviors

THREE ELEMENTS OF BHI:

1. **Imbalance of power** --- the bully can be older, bigger, stronger, more verbal, higher on the social scale, a different race, the opposite sex, or a large number of kids banded together.
2. **Intent to do harm** --- the bully means to inflict emotional harm and/or physical pain, expects the action to hurt, and takes pleasure in witnessing the hurt.
3. **Threat of further aggression** --- both bully and bullied know that the bullying can and probably will occur again.

When bullying escalates unabated, a fourth element is added:

4. **Terror** --- systematic violence used to maintain dominance.

RIGHTS AND RESPONSIBILITIES:

Based on our belief that all persons are of sacred worth, we declare that it is the right of all individuals of all ages to be free of victimization. It is the responsibility of those who witness victimization to stop it and/or to speak to a trusted adult or pastor.

- If a child or youth is in immediate risk of harm, call 9-1-1
- Do what you can to stop the bullying/abuse
- Protect the targeted youth
- Summon assistance from other leaders, authorities, etc.
- Gather factual information about the bullying incident
- Notify parents or guardians of both the targeted and the bully
- Notify a member of FUMC Morristown program staff
- Check back with the targeted youth to ensure the problem has stopped

CYBERBULLYING

First United Methodist Church - Morristown

A rapidly growing form of bullying, cyberbullying, uses the power of the internet, cellular networks, and social media to harass a target. The target may become depressed, avoid school or social activities, or have suicidal thoughts.

TYPES OF CYBER-BULLYING:

- **Harassment & Stalking:** Repeatedly sending cruel, vicious, and/or threatening messages
- **Sexting:** minors sending sexually provocative images of themselves to partners and acquaintances
- **Exclusion:** intentionally excluding someone from an online group
- **Flaming:** online arguments using angry or vulgar language; typically occur in public communication environments for peers to witness
- **Outing:** tricking the target to reveal personal information (via instant messaging) and then posting or forwarding that information to others; may contain sensitive, personal information or sexually provocative images of the target.
- **Phishing or Trickery:** cyber-bully tactic that requires tricking, persuading or manipulating the target into revealing personal and/or financial information about themselves and/or their loved ones. Once acquired, the bully uses this information to access their profiles, purchase unauthorized items, etc.
- **Denigration (dissing):** sending or posting rumors/gossip about a person to intentionally damage their reputation or friendships.
- **Impersonation (imping):** breaking into someone's social media account or email; used to impersonate the target and send vicious or embarrassing material to others.
- **Happy Slapping:** used to describe an attack on a target by someone else. The attack is often recorded on video, camera or cell phone and is circulated on the internet or other social media for the amusement and pleasure of others.

RIGHTS AND RESPONSIBILITIES:

Based on our belief that all persons are of sacred worth, we declare that it is the right of all individuals of all ages to be free of victimization. It is the responsibility of those who witness victimization to stop it and/or to speak to a trusted adult or pastor.

- Encourage children/youth to speak to a trusted adult (parent, volunteer, teacher, pastor, etc.) immediately if they are victim to cyberbullying.
- Notify parents or guardians of both the targeted and the bully
- Notify a member of FUMC Morristown program staff
- Call the police if cyberbullying becomes criminal -- threats of violence, extortion, harassment via stalking or hate crimes, child pornography, sexual exploitation, photo or video image of someone in a place where he/she would expect privacy.
- Block cyberbullies by using available privacy controls (such as blocked-sender lists and call-blocking).
- Protect the targeted youth
- Do NOT erase the messages or pictures -- save them as evidence.

SUICIDE AWARENESS & PREVENTION

First United Methodist Church - Morristown

In extreme circumstances -- bullying, harassment, and intimidation can lead to suicide. Program staff, volunteers, and parents need to be aware of some common warning signs for suicidal behavior.

COMMON WARNING SIGNS:

- Withdrawing from social contact and wanting to be left alone
- Mood swings – emotionally high one day and deeply discouraged the next
- Preoccupied with death, dying, or violence
- Feeling trapped or hopeless about a situation
- Sudden change in normal eating or sleeping patterns
- Participating in risky or self-destructive activities (using drugs, driving recklessly)
- Becoming severely anxious or agitated (particularly when experiencing other warning signs above)

INTERVENTION & RESPONSE:

If a child or youth mentions suicide, take it seriously!

- Immediately notify the child's parent/guardian
- Notify the program director
- Utilize the National Suicide Prevention Lifeline (*below*)
- Don't leave the child or youth alone
- Do not try to handle the situation without help
- Call 9-1-1 if you believe the child/youth is at immediate risk.

**National Suicide Prevention Lifeline:
1-800-273-8255**

Additional Resources

Stop Cyberbullying

www.stopcyberbullying.org

Anti-Bully and Anti-Cyberbully Programs

learning.learningforlife.org

Stop Bullying

www.stopbullying.gov

Online Safety Tips for Parents

www.safekids.com

SOCIAL MEDIA

First United Methodist Church - Morristown

Social Media is defined as social networking websites or applications that foster interactions in a virtual environment. (examples include -- but not limited to -- Facebook, Instagram, Snapchat, Tik Tok, Tumblr, Twitter, Flickr, FaceTime, Skype, blogs, dating websites, email, instant messaging, texting and phone calls).

As our church seeks to provide a safe environment for children and youth, it shall be within the scope of our ministry to educate parents, guardians, children, and youth on the safe use of social media platforms. **It is recommended that parents/guardians always monitor their child's social media interactions.**

1. Photographs and/or videos of children & youth may NOT be posted on any social media sites without written consent from parent/guardian (*Media Release Form*).
2. NO personal or identifying information of children/youth will be posted on the internet.
3. The volunteer or staff person shall never initiate a connection (friending, following, etc.) on social media.
4. If a child, youth, or other vulnerable person initiates a connection, that individual's parent or guardian as well as the ministry supervisor shall be notified.
4. Any material that raises suspicion that a child/youth has been or will be abused/neglected/exploited will be reported immediately to the Ministry Director or Senior Pastor (in compliance with Tennessee law and this policy).
5. Inappropriate communication will not be tolerated.

MEDIA RESPONSE PLAN

First United Methodist Church - Morristown

NEWS & MEDIA:

The Safety Committee shall select a spokesperson to handle dissemination of information to staff, media and congregation -- dealing with emergency situations, accidents, or reports of suspected abuse. The Safety Committee shall also select an attorney who will be present with the spokesperson while answering any investigative questions from the police or social service agencies. The spokesperson will consult with the FUMC Morristown attorney **before** conveying any information to staff, media or congregation regarding emergency situations, accidents or reports of abuse or suspected abuse.

In his/her absence, the Senior Pastor will be the spokesperson. The Safety Committee shall have ready for release a clear position statement outlining FUMC Morristown's policy regarding any abuse of children/youth and the establishment of safeguards.

Safety Committee

FUMC Morristown recognizes the importance of providing and maintaining a safe environment for children & youth. The purpose of the Safety Committee is to enable our church to carry out appropriate ministries with children & youth while safeguarding program participants against any type of abuse.

MEMBERS:

- Senior Pastor or other clergy staff assigned by the Senior Pastor
- Director of Children's Ministry
- Director of Youth Ministry
- A member of Staff Parish Committee
- A member from the Board of Trustees
- Church members determined by our church leadership

MEETINGS:

Meetings of the Safety Committee will be held on a bi-annual basis to discuss safety policies, risk management practices, and updates. The Safety Committee will also meet on an emergency basis upon the recommendation of a member or following the report of any incident or allegation.

RESPONSIBILITIES:

- Applying existing policies and procedures related to the safety of children & youth and risk management issues
- Monitoring all ministries with children & youth for ongoing compliance with safety policies
- Updating our safety policies as needed
- Making recommendations to our Board of Trustees regarding safety issues

ACCIDENT REPORT FORM

First United Methodist Church - Morristown

***** PLEASE PRINT ALL INFORMATION: *****

Date of Accident: _____ Time of Accident: _____

Adult in charge at time of accident: _____

Name of Child Injured: _____

Location of Accident: _____

Parent or Guardian: _____

Person(s) who witnessed the accident:

Name: _____ Phone: _____

Name: _____ Phone: _____

Description of Accident: _____

What was done to treat the injury? _____

Was a parent/guardian contacted and informed of accident? YES NO

PHOTO & VIDEO RELEASE FORM

First United Methodist Church - Morristown

I hereby give *First United Methodist Church, Morristown* the absolute and irrevocable right and permission, with respect to the photographs/video taken of my child, or in which he/she may be included with others:

1. To copyright the same in *First United Methodist Church, Morristown's* name.
2. To use, re-use, publish and re-publish the same (including quotes) in whole or in part, severally or in conjunction with other photographs/video, in any form of media (print or digital), including social networks, and for any purpose whatsoever, including (but not by way of limitation) illustration, promotion and advertising, and trade; **and**
3. To use my child's name in connection therewith.

I hereby waive any right to inspect or approve the finished product, including written copy that may be created in connection therewith.

I understand that pictures/video taken *will not* be used in any illegal or immoral manner.

I understand that it is the policy of *First United Methodist Church, Morristown* to protect the identity and privacy of minors in publications and to comply with all national, state, and local laws regarding this subject. Therefore, *First United Methodist Church, Morristown* will only identify minors in publications, when necessary, by first name only.

I hereby release and discharge *First United Methodist Church, Morristown* from any and all claims and demands arising out of or in connection with the use of the photographs/video, including any and all claims for libel and invasion of privacy.

I have read the foregoing and fully understand the contents thereof. I represent that I am at least eighteen (18) years of age and am fully competent to sign this Release.

PLEASE CHECK ONE OF THE BOXES BELOW:

CONSENT: We/I hereby certify that We/I are/am the parent(s) or guardian(s) of the above-named child and do hereby give our/my consent without reservation to the foregoing on behalf of My Child.

NON-CONSENT: We/I hereby certify that We/I are/am the parent(s) or guardian(s) of the above-named child and do not hereby give our/my consent without reservation to the foregoing on behalf of My Child.

Child 1: _____

Child 4: _____

Child 2: _____

Child 5: _____

Child 3: _____

Child 6: _____

(Mother/Guardian's Signature)

(Date)

(Mother/Guardian's Printed Name)

(Primary Phone Number)

(Father/Guardian's Signature)

(Date)

(Father/Guardian's Printed Name)

(Primary Phone Number)

STUDENT MINISTRY COVENANT

First United Methodist Church - Morristown

In order to create a positive and healthy atmosphere, we expect each person (student, adult leaders and staff) to live within the framework of our Student Ministry Covenant.

As a gathered community in Christ, we agree to:

- Share God’s love by always speaking in a positive and encouraging manner.
- Becoming visible reflections of Christ in our relations with one another, and all whom we come into contact with during our time together.
- Respond to God by participating in and promptly being on time for all scheduled group programming.
- Value God’s people by respecting the authorities God provides for us (local and state officials, FUMC staff, adult counselors, young adult leaders, junior volunteers, or any other event staff).
- Exercise humility and self-control by being modest in our choices of clothing and appropriate in our relations with others.
- Exemplify Christ as we honor all rules, regulations and safety guidelines of any hired charter companies or accommodations.
- Get excited by the opportunity to live out this covenant as a gathered community in Christ!

Additional Guidelines (while participating in Retreats, Trips and Special Events):

- **Male/Female Rooms:** Whenever participating in overnight events which include designated room assignments for males and females, no person may enter a room of the opposite gender. If adult leaders or chaperones must enter a youth room, they may do so briefly and must be (2) unrelated adults – one male and one female.
- **Traveling Trios:** Participation in an offsite event where multiple activity options are offered; all participants need to be in groups of three or more - and have the approval of their adult leader.
- **Offsite Travel:** If a student must travel offsite during a regularly scheduled church event, permission must be received from church program staff.
- **Night-Time Travel:** While traveling with FUMC student ministry on a bus or airplane, all participants must be seated next to a person of the same gender after dark.
- **Tobacco and Alcohol:** It is expected that anyone of legal age refrain from tobacco and/or alcohol use while one a church sponsored event. (It is understood that those under the legal age are restricted from tobacco and alcohol consumption by state law).

I understand that *not* acting in accordance with this covenant may result in disciplinary actions (at the director’s discretion), which may include expulsion from an event, suspension from future events, and the assumption of legal or financial liability. By my signature on this form, I am indicating that I have read this covenant and accept responsibility for my actions.

Student Name (print)

Date

Signature of Student

Date

Signature of Parent

Date

VOLUNTEER COVENANT

First United Methodist Church - Morristown

The congregation of *First United Methodist Church, Morristown* is committed to providing a safe and secure environment for all children and youth, as well as all paid staff and volunteers, who participate in youth and children's ministries and activities sponsored by the church. The following policy statement reflects 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.

SAFE SANCTUARY POLICY AND SEXUAL ABUSE & MISCONDUCT STATEMENT VERIFICATION

- I certify that I have received and read the *FUMC Safe Sanctuary Policy* and agree to abide by the policies set forth. I understand that a violation of any of these policies can lead to my immediate suspension or termination as a certified volunteer.

Applicant's Name (print)

Date

Signature of Applicant

As a volunteer seeking to work with children/youth, I am committed to demonstrating the love of Jesus Christ so that each child/youth will be "surrounded by steadfast love, established in the faith, and confirmed and strengthened in the way that leads to life eternal" (*Baptismal covenant II, United Methodist Hymnal, p. 44*).

AS PART OF THIS COMMITMENT, I WILL:

- Provide appropriate guidance to each child/youth in my care
- Provide support and assistance to parents when they arrive with their child
- Be punctual and reliable in my attendance
- Notify the team leader in advance if I must be absent; find a replacement if possible
- NOT engage in physical punishment/discipline of any child
- Cooperate with other adult leaders, staff, and parents
- Follow all appropriate safety measures, policies and procedures while working in ministries with children/youth
- Agree to participate in training opportunities provided by the church related to my volunteer assignment
- Promptly report inappropriate behavior to team leaders and Ministry Director
- Agree to inform a minister of this congregation if I have ever been convicted of child abuse

Applicant's Name (print)

Date

Signature of Applicant

REQUEST & AUTHORIZATION FOR CRIMINAL RECORDS CHECK

First United Methodist Church - Morristown

I _____, hereby authorize *First United Methodist Church Morristown* to do a background check through **Trak 1**. I understand that this check will include a State and National Criminal & Sexual Offender search plus a Social Trace to verify my identity. I release *First United Methodist Church Morristown* and **Trak 1** from any and all liabilities, claims, or lawsuits. I am aware that *FUMC Morristown* will use this background information to help determine whether or not I am qualified to work with children/youth.

Signature

Date

Full Legal Name (printed): _____

Maiden Name or Other Names Used:

Address: _____

Date of Birth: _____ Place of Birth: _____

Social Security Number: _____

Driver's License Number: _____
STATE NUMBER

**** ALL INFORMATION PROVIDED WILL BE KEPT CONFIDENTIAL ****