



SAFEGUARDING GOD'S CHILDREN

FOR VOLUNTEERS AND STAFF





THANK YOU!

Your heart for service and dedication at Luther Memorial Church makes a difference.

We appreciate your commitment to our children and to our ministries.

-
1. Expectations and Commitments
 2. Supervision
 3. Re-direction & Consequences
 4. Mandated Reporting
 5. Awareness, Symptoms, and Signs



Expectations & Commitments



TRAINING AND BACKGROUND CHECK

- Before working with children or youth in any ministry context, volunteers and staff must complete the following tasks:
 - Review the Safeguarding God's Children program (this video or presentation) and complete the Reflection Questionnaire every three (3) years.
 - Complete the DCFS Mandated Reporter training (required by Illinois law) every three (3) years.
 - Complete a background check for church records every five (5) years.

LUTHER MEMORIAL CHURCH'S COMMITMENT TO YOU

- Prayer
- Materials and Resources needed for your volunteer position
- Support from staff and leadership
- Community
- Training



Supervision



CHECKING IN AND OUT

- For ministries that allow children through sixth grade to be dropped off for events:
 - A parent or caregiver must sign children in and out of the event.
 - Parents or caregivers are expected to escort the child to the check in area.
 - No child should be released from a ministry event without a parent or caregiver present to pick them up and sign them out (unless prior arrangements are made).
 - If a child wanders away from the group, immediately contact the Children & Youth Ministry Team Chairperson or the Pastor.

CHILD SUPERVISION

- Staff and volunteers are responsible for children during ministry activities once they are checked in.
 - Children should be dropped off no more than 10 minutes before the scheduled start time.
 - Children must be picked up no later than 10 minutes after the scheduled end time.
 - Children may not leave an event early without prior consent from a parent or caregiver given to the ministry leader.

THE TWO-ADULT RULE

- There must be at least two non-related adults present when supervising children. The adults should always be in sight of each other.
- A youth 14 years of age or older may count as a second adult leader under the two-adult rule while serving with young children.

THE TWO-ADULT RULE

- If only one adult leader is available:
 - Contact the Children & Youth Ministry Team Chairperson or Pastor immediately.
 - Remain in a visible location, leave room doors open if indoors.
- Youth 7th Grade and Above Only:
 - Exceptions may be made for small group times and for one-on-one mentoring with older youth.

RESTROOM PROCEDURES

- Children younger than 5 may be assisted in the restroom if necessary.
 - In this case, take the child to the nearest restroom to be helped.
- Children up to 4th grade should be escorted to the hallway restrooms.
 - The escort should remain outside the restroom to wait for the children.
 - The escort should take at least 2 children of the same gender.
 - No adult volunteer should enter a restroom stall with a child.

FIELD TRIPS AND DRIVING

- If children are taken off campus, parents or caregivers must pre-approve the trip with signed releases and medical consent.
- All children under 12 must be transported in the rear seats and each person must have a seatbelt.
- Drivers must be over 21 and have their licenses for at least 3 years.
- Vehicles used must be fully insured.
- Drivers must be registered with LMC and comply with the transportation policy.
- The two-adult rule applies during off-campus events.

OVERNIGHT EVENTS

- In addition to rules previously mentioned, parents or caregivers must complete a waiver specific to the event for students to participate in overnight events.
- Male and female students must sleep in separate rooms with two adult leaders.
 - Or, if necessary, separate sides of one large room with adult leaders between the two sides.
- Students and adults must wear modest sleepwear.



Re-Direction & Consequences



RE-DIRECTION & CONSEQUENCES

- The number one rule to remember in ministry is that **each of us is a Child of God.**
 - This means each person should be treated with the same respect, love, and support that scripture teaches us.
- Re-direction is important when a child's behavior is disruptive or creates an unsafe situation for oneself or others.
 - Clear rules and consistent messages about behavior are key to prevention.

RE-DIRECTION & CONSEQUENCES

- Occasionally, children have trouble following the rules or display disruptive behavior. In these cases:
 - Attempt to redirect the child to another activity.
 - Talk with the child to change the behavior. Be specific and clearly explain the issue.
 - If the child continues the behavior, the leader should discuss the behavior with the child's parents or caregivers and with the Children & Youth Ministry Team Chairperson or Pastor.

RE-DIRECTION & CONSEQUENCES

- Behavior that is deemed out of control, harmful, or illegal by a leader will be responded to immediately and may result in the following:
 - Removal of the child from the activity and personal family contact from the Pastor.
 - If the activity is illegal, the police will be contacted, and further disciplinary action may be necessary at the discretion of the Pastor and/or Church Council.



Mandated Reporting



HOW DO WE RESPOND?

- All leaders and volunteers are mandated to report any suspicious, careless, or problematic behaviors by adult and youth leaders to the Children & Youth Ministry Team Chairperson or Pastor, who will contact other staff and DCFS as necessary.
- Do not share information about suspected abuse with anyone (including parents/guardians) unless it is absolutely necessary in seeking assistance with the situation. Always maintain confidentiality.
- All volunteers and staff are required to complete the DCFS Mandated Reporter Training annually.

IF A CHILD DISCLOSES ABUSE

- How you respond when a child discloses abuse is **important!**
- How we respond will tell the child how to feel about disclosing.
 - Stay calm and mask emotions.
 - Be empathetic.
 - Do not be judgmental.

If a Child Discloses Abuse

- Assure the child...
 - That you believe them,
 - They were right to disclose,
 - They are not responsible, and
 - They are not alone.
- Let them know you will need to contact others to help.



TEACHING TO RESPOND

- Even with training, many children will not tell an adult when another adult has violated their personal boundaries.
- It is important for children to have alternative skills for coping and responding to these boundary violations.
- Adult leaders must be the primary protectors of children at LMC.

TEACHING TO RESPOND

■ What Can a Child Do?

- Tell the person to stop.
- Get away from the person.
- Stay away from the person.
- Tell an adult who can help protect them.



HOW DO WE PREVENT?

Where appropriate and relevant:

- Teach children the correct names of their body parts.
- For children who are potty-trained, follow the idea that only doctors and parents should touch genitals, chests, and bottom areas (parts of the body covered by bathing suits).
- Enforce the idea that no one is allowed to touch a child's private parts unless it is to keep them clean or healthy.
- Teach children how to respond if someone violates their personal boundaries.

THREATS OF HARM

- Concerns about a child or student harming themselves or others should be taken seriously and should be immediately reported to the Children & Youth Ministry Team Chairperson or Pastor.
- If the child seems to have an imminent intent to do harm, a leader should stay with the child and contact 911.
- If you deem it to be helpful, alert the child that you have determined it necessary to call for additional help to keep them safe.



Awareness, Signs, and Symptoms





WHY SHOULD WE DISCUSS THIS?

- We are charged to protect the children in our care. It is up to us to keep them safe.
 - Children are taught that adults will keep them safe from harm.
 - Children are taught to trust adults.
 - Children don't understand sexuality or psychology and won't recognize danger signs in abusers.

WHAT DOES A PERPETRATOR LOOK LIKE?

- What would you be looking for to spot a perpetrator?
- What are characteristics that would alert you to be cautious of someone?
- How common is child sexual abuse?

FACTS VS. MYTHS

- You cannot distinguish a perpetrator by the way he or she looks - you can tell more by paying attention to their actions.
- A perpetrator can work in any job from an executive to a volunteer.
- A perpetrator often relates better to children than adults.
- Perpetrators may seek employment or volunteer in programs involving children in genders or ages of their preference.

FACTS VS. MYTHS

- A perpetrator will go to great lengths to conceal illicit activities.
- A perpetrator may talk about children in the same way one would talk about an adult love interest or spouse.
- Perpetrators will push boundaries with youth and children to find a victim.
- Perpetrators are often nonviolent people and often have few problems with the law.

GAINING ACCESS TO CHILDREN

- Perpetrators look like everyone else.
- Perpetrators try to gain the trust of parents and other adults.
- Perpetrators gain the trust of children.
- Perpetrators often get into a trusted role with children.
- Perpetrators sometimes use their groups and organizations to attain these roles.

HOW COMMON IS CHILD SEXUAL ABUSE?

-
- 1 in 8 males will be abused by the time he is an adult.
 - 1 in 4 females will be abused by the time she is an adult.
-

REPORTING

As much as **70%** of child abuse goes unreported.

A child tells an average of **7** adults about the abuse before a report is made.

TRUE OR FALSE:

Strangers are
responsible for most
child sexual abuse.

FALSE: Strangers are NOT responsible for most child sexual abuse.

- 10% of abuse is perpetrated by strangers.
- 30% is perpetrated by family members.
- 60% is perpetrated by others known to the child.

■ TRUE OR FALSE: Children usually lie about sexual abuse.



FALSE: Children usually tell the truth about sexual abuse.

- Less than 5% of all allegations turn out to be false.
- Most abused children have been known to later deny, minimize, forget, or confuse the incident, but rarely do they lie.
- When children do report, we must remember they have a different cognitive structure and memory function than adults, so reports may seem inconsistent when they are true.

WHAT KEEPS CHILDREN FROM TELLING?

fear

GROOMING

- **Grooming** – preparing for something in the future.
 - Perpetrators will “groom” a child to become a potential victim by gaining their trust, isolating them, and making them feel special.

GROOMING BEHAVIORS

■ **Gaining Trust**

- Perpetrators gain trust of a potential victim by spending extra time with the victim and assuring their behaviors are appropriate and good.
- Sometimes, perpetrators will give gifts to a potential victim to make them feel special and loved.



Awareness, Signs, and Symptoms

GROOMING



GROOMING BEHAVIORS

Favoritism

- Perpetrators place the victim in positions that indicate he or she is the perpetrators “favorite” in the group. At some point, the perpetrator makes it apparent to the victim that they are expected to reciprocate the “favor.”

GROOMING BEHAVIORS

Alienation from Support

- Perpetrators will develop an exclusive relationship with the victim, which means they isolate the victim from their friends, peers, and family who could help them out of the situation

GROOMING BEHAVIORS

Secrecy

- Once perpetrators establish trust, it is easy for them to create secrecy within the relationship.
- The perpetrator may tell the victim that their relationship is “special” and that others would not understand it, therefore they must keep it a secret.



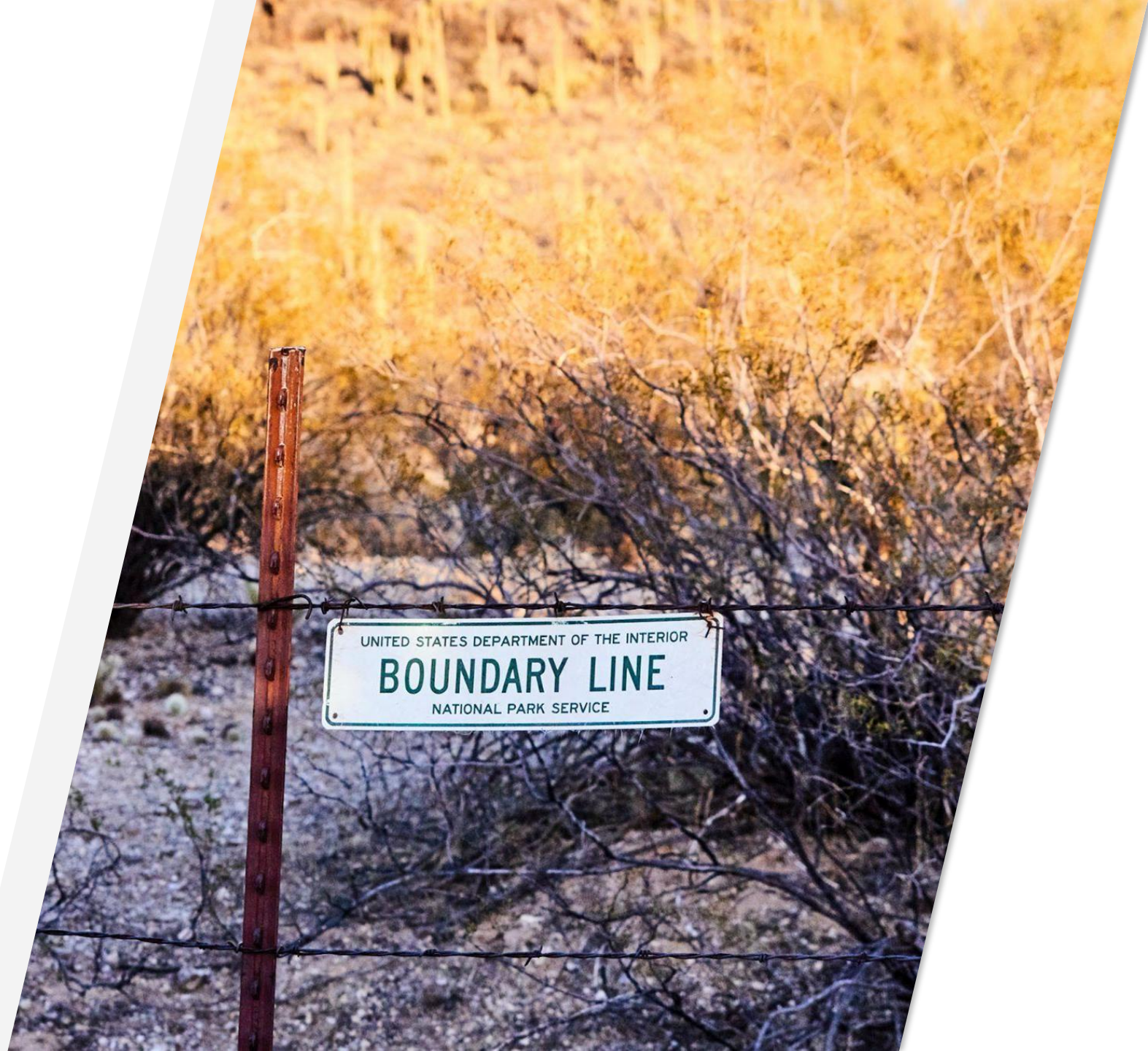
Awareness, Signs, and Symptoms

PHYSICAL BOUNDARIES



PHYSICAL BOUNDARIES

- What are examples of physical boundary violations?
- Why would perpetrators of abuse violate physical boundaries?



PHYSICAL BOUNDARIES

Physical Boundary Violations

- Touching too much
- Touching in ways that adults would not typically touch a child
 - What could be some exceptions to this idea?

PHYSICAL BOUNDARIES

Why do perpetrators of abuse violate physical boundaries?

- In order to get children or youth accustomed to lots of physical contact from the perpetrator

APPROPRIATE AFFECTION (With Consent)

- Verbal praise
- Brief hugs or side hugs
- Pats on the shoulder, back, or head
- Handshakes, high-fives, or fist bumps
- Touching hands, faces, shoulders, and arms
- Arms around shoulders
- Holding hands while walking with children
- Sitting beside children or youth
- Kneeling or bending down for hugs with children
- Holding hands during group prayer or group games

INAPPROPRIATE AFFECTION

- Any form of unwanted affection
- Inappropriate or lengthy embraces
- Kisses
- Holding children over 3 years old on your lap
- Touching bottoms, chests, or genital areas other than for appropriate diapering or toileting for infants and toddlers
- Showing affection in isolated areas
- Touching knees or legs of children or youth
- Wrestling with children or youth
- Tickling children or youth
- Any type of massage given by a child to an adult
- Any type of massage given by an adult to a child
- Giving gifts or money to individual children (with some exceptions).
- Private meals with individual children
- Contacting children outside church events without permission from parents or caregivers
- Snapping bras or giving wedgies, or any touch of underwear whether covered by clothing or not
- Comments or compliments related to physique or body development



Awareness, Signs, and Symptoms

EMOTIONAL BOUNDARIES



REFLECTION

- What are some examples of emotional boundary violations with children and youth?
- Why would perpetrators violate emotional boundaries?

EMOTIONAL BOUNDARIES

Emotional Boundary Violations

- Treating a relationship with a child as if it were a romantic or intimate adult relationship

EMOTIONAL BOUNDARIES

Why do perpetrators of abuse violate emotional boundaries?

- In order to become close with the child and gain control of the child through the emotional relationship

EMOTIONAL BOUNDARIES

Examples of Emotional Boundary Violations

- Spending too much time with a child
- Calling a child or youth too much
- Emailing too much
- Getting involved in too many of a child or youth's activities
- Acting possessive toward a child or youth



Awareness, Signs, and Symptoms

BEHAVIORAL BOUNDARIES



REFLECTION

- What are some examples of behavioral boundary violations?
- Why do perpetrators of abuse violate behavioral boundaries?

BEHAVIORAL BOUNDARIES

Behavioral Boundary Violations

- Involving a child in activities that his or her parents would not ordinarily allow the child to do
- Behavioral boundary violations relate to the grooming behavior of “alienation”

BEHAVIORAL BOUNDARIES

Why do perpetrators of abuse violate behavioral boundaries?

- Once a child has been involved in activities he or she wants to keep secret, that child is less likely to tell anyone about the abuse.

BEHAVIORAL BOUNDARIES

Examples of Behavioral Boundary Violations:

- Ridiculing the beliefs of a child's parents or caregivers,
- Allowing a child to do things against the wishes of his or her parents or caregivers,
- Giving gifts to a child without the parents' or caregivers' permission,
- Asking a child to keep secrets from his or her parents or other adults,
- Offering children or youth cigarettes, alcohol, or drugs.



Awareness, Signs, and Symptoms

WHAT TO WATCH FOR



SIGNS AND SYMPTOMS

Physical abuse

- Unexplained injuries, such as bruises, fractures, or burns
- Injuries that don't match the given explanation
- Untreated medical or dental problems

SIGNS AND SYMPTOMS

Sexual abuse

- Sexual behavior or knowledge that is inappropriate for the child's age
- Trouble walking or sitting without pain and/or complaints of genital pain
- Attempts to abuse or harass other children sexually

SIGNS AND SYMPTOMS

Emotional abuse

- Delayed or inappropriate emotional development
- Loss of confidence or self-esteem
- Loss of interest or enthusiasm
- Depression (often shown as apathy)
- Headaches or stomach aches with no medical cause
- Desperately seeks affection
- Loss of interest in personal performance

SIGNS AND SYMPTOMS

Neglect

- Poor growth or weight gain
- Poor hygiene
- Lack of clothing or supplies to meet physical needs
- Taking food or money without permission
- Eating a lot in one sitting or hiding food for later
- Mood swings that are not appropriate to the situation
- Indifference or apathy

REFLECTION

- How do perpetrators of abuse gain access to children?
- What keeps children who are abused from telling?
- How common is child sexual abuse?
- Why is it essential to act when you see warning signs of abuse rather than wait until you confirm that abuse has occurred?



Final Reflection



REFLECTION

What are key elements of your learning from this training? How will you use the content from this training while caring for the children of LMC and the wider community?

Please complete the Reflection Form at:

<http://safechurch.lmcquincy.org>