

The use of teenagers no matter how qualified highly increases the potential liability for the church, and additionally could prevent some potential parent from attending and/or joining your church. **The end result is that the church must make the final decision as to what liability they are willing to risk.**

The Three Adult Rule:

Three (3) or more adults should be present during **any church activity** away from the church facilities involving minors.

The adult to minor ratio for any activity away from the church should be **one (1) adult to every eight (8) minors.**

Parental Permission:

Minors attending regularly scheduled church activities are implied to have parental permission.

The worker shall obtain the written consent of the parent/guardian before going out alone with the minor, or spending time with the minor in an unsupervised situation. Such meetings should be held in church facilities where they can be visible or at a public where there is high visibility

Questionable Behavior:

Any observed **inappropriate conduct or relationship** between adult volunteers or paid staff member and a minor **should be confronted immediately.** Situations where such behavior continues should result in terminating the use of both the volunteer or paid staff member as appropriate.

Prior to beginning work with minors, each potential worker **should be counseled** concerning possible results of abusive relationships with minors.

Windows should be installed in **all classroom doors of rooms** used with minors.

Pairs of adults should be used as chaperons and supervisors for overnight events and should be approved by the senior pastor or his designee and/or personnel committee in advance of the event. There should be **one adult to chaperon every ten (10) participants.**

Each potential worker with minors **should be given a copy** of any existing policy concerning child abuse that the church may have during the recruiting process and they should acknowledge that they have read the entire document and agree with its contents.

Managing Security of Preschool Age Children

All preschool children will be treated as individuals requiring security.

The parent/guardian bringing a pre-school child to any church-sponsored activity will be given a token, receipt or card. That token, receipt or card will match a similar item placed on the child at the time of arrival. First time parent/guardian should fill out an enrollment card giving the basic information on their child. No child should be given to a parent/guardian without that parent/guardian identifying himself/herself with and returning the token, receipt or card.

A secondary procedure should require that parents or guardians provide correct answers to identification questions.

Managing Reporting Obligations (Questions and Answers)

A. Q: What constitutes sexual/child abuse?

A: In Kansas, child abuse is typically defined as any non-accidental physical injury, physical neglect, emotional injury or sexual act inflicted upon a child by a parent or caregiver. (See "Symptoms of Abuse/Molestation".)