

Safe Sanctuary Policy for Children, Youth, and Vulnerable Adults

**Cannon’s Camp Ground United Methodist Church
3450 Cannon’s Campground Road
Spartanburg, South Carolina 29307
864.579.0881
cannons_umc@charterinternet.com**

Table of Contents

Introduction.....	1
Definitions.....	2
Statement of Purpose.....	2-3
Statement of Covenant.....	3
Guidelines.....	3
Procedures for the Implementation of The Safe Sanctuary Policy.....	4
Safety Measures.....	4-5
Supervision.....	5-6
Overnight Accommodations.....	6
Operational Procedures.....	6-7
Prohibitive Behaviors.....	7-8
General Safety Standards.....	8-9
Communication.....	9
Provision for Volunteers, Leaders, and Staff.....	9
Parent and Congregational Education.....	9
Procedure for Reporting Incidents.....	10
Church Response to Incidents.....	10
Policy Review.....	10
Reporting and Investigation.....	10-12
Reinstatement of Cleared Persons.....	12
Media Response.....	12-13
Outside Organization Information.....	13
Amendment to Policy.....	13
Conclusion.....	13
Signatures of Church Leaders.....	13

I. Introduction

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

Jesus said, “Whoever welcomes [a] child...welcomes me” (Matthew 18:5). Children and youth are our present and our future, our hope, our teachers, our inspiration. They are full participants in the life of the church and the realm of God. Jesus also said, “If any of you put a stumbling block before one of these little ones...it would be better for you if a great millstone were fastened around your neck and you were drowned in the depth of the sea” (Matthew 18:6).

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 that “children must be protected from economic, physical, emotional and sexual exploitation and abuse” (§ 162C).

Tragically, churches have not always been safe places for children. Child sexual abuse, exploitation and ritual abuse [“ritual abuse” refers to abusive acts committed as part of ceremonies or rites; ritual abusers are often related to cults, or pretend to be] occur in churches, large and small, urban and rural. The problem cuts across all economic, cultural, and racial lines. It is real, and it appears to be increasing. Most annual conferences can cite specific incidents of child sexual abuse and exploitation within churches. Virtually every congregation has among its members adult survivors of early sexual trauma. Such incidents are devastating to all who are involved: the child, the family, the local church and its leaders. Increasingly, churches are torn apart by the legal, emotional, and monetary consequences of litigation following allegations of abuse.

God calls us to make our churches safe places, protecting children, youth, and vulnerable adults from sexual, ritual, emotional, verbal, psychological, and physical abuse. God calls us to create communities of faith where children and adults grow safe and strong. *(From The Book of Resolutions of The United Methodist Church – 2000, pp. 180-181. Copyright © 2000 by The United Methodist Publishing House. Used by permission.)*

Members of Cannon’s Camp Ground United Methodist Church come from a variety of experiences, backgrounds and needs, and is committed to providing an environment that is as safe as possible for children, youth, and vulnerable adults who participate in any Cannon’s ministry. Also, Cannon’s Camp Ground United Methodist Church is committed to taking the necessary precautions to protect any person serving in Cannon’s ministry from false accusations or suspicions. Members of Cannon’s Camp Ground United Methodist Church recognize the need to have formal, written policies and procedures to help prevent the opportunity for the occurrence and/or appearance of abuse of children and youth and protect workers from false accusations and/or suspicions.

The following policies and procedures are not based on a lack of trust in workers but instead are intended to protect our children, youth, vulnerable adults, employees,

volunteers, and the entire church body. Workers are required to follow these policies and procedures.

It is not the intent of the membership of Cannon’s Camp Ground United Methodist Church to be judgmental, for we are all accountable to God. The membership of Cannon’s Camp Ground United Methodist Church will rely on God's wisdom in developing, implementing and carrying out God's will through this policy. Compassion and truth will be the guiding forces for any investigation, reporting or follow-up action that results from the procedures as outlined in this policy.

Congregational support is critical for adherence to this policy. The limited nature of our resources, and our desire to devote as much time and effort as possible to the work of the Lord, mandates that this policy be fully understood by every member of our congregation and church family. This will enable church staff and leadership to do what is necessary to preserve the church's resources for the work of the Lord.

II. Definitions

The following terms shall be utilized within this document;

Criminal History: refers to any items reported on a person's criminal records, including arrests, charges, indictments, convictions, probations and deferred adjudications.

Programs, events, and Ministry(ies): shall mean on campus, or church-sponsored off campus, activities or programs, involving children, youth, and/or vulnerable adults, including but not limited to those related to child care, Kids of the Kingdom, district and conference youth events, mission trips, Sunday school, Salkehatchie Summer Service, and United Methodist Youth Fellowship.

Vulnerable Adult: A person 18 years of age or older who has a physical or mental condition which substantially impairs the person from adequately providing for his or her own care or protection.

Thus, in covenant with all United Methodist congregations, we adopt this policy for the prevention of abuse of children, youth, and vulnerable adults.

III. Statement of Purpose

Our Christian faith calls us to offer both hospitality and protection to those who cannot protect themselves. In response to this call and action of the 2007 South Carolina Annual Conference of the United Methodist Church, we hereby commit ourselves as a community of faith to this policy of safety for children, youth, and vulnerable adults.

Our congregation’s purpose for establishing this safety policy and accompanying procedures is to demonstrate our absolute and unwavering commitment to the physical safety and spiritual growth of all of our children, youth, and vulnerable adults and for the protection of

the adults who perform these ministries. We are committed to providing within our ministries a “safe sanctuary” that will foster healthy growth and development in spiritual and other dimensions as we have opportunity to provide ministry.

IV. Statement of Covenant

Therefore, as a Christian community of faith and a United Methodist congregation, we pledge to conduct the ministry of the Gospel in ways that assure the safety and spiritual growth of all of our children, youth, and vulnerable adults as well as all of the workers with these individuals. We will follow reasonable safety measures in the selection and recruitment of workers; we will implement prudent operational procedures in all programs and events; we will educate all of our workers with children and youth regarding the use of all appropriate policies and procedures; we will have a clearly defined procedure for reporting a suspected incident of abuse that conforms to the requirements of state law; and we will be prepared to respond to media inquiries if an incident occurs.

V. Guidelines

- All paid employees and volunteers will be required to comply with the following:
 - Follow reasonable safety measures in the selection and recruitment of workers;
 - Implement prudent operational procedures in our programs and events;
 - Conform our facilities to meet reasonable safety standards to reduce risk of harm or injury;
 - Provide for workers adequate training regarding the implementation of our policies, procedures, and preferred methodologies;
 - Provide adequate supervision and support for workers as they are in ministry on our behalf;
 - Educate parents, guardians and others in our congregation as to our policies and procedures;
 - Have in place a clearly defined procedure for reporting instances of injury, harm or abuse that conforms to requirements of state law;
 - Respond with compassion and integrity to needs as they present themselves following incidents of harm, injury, or abuse;
 - Regularly review our policies and procedures to assure that they conform to current legal, health, and safety standards.

**Procedures for the Implementation of The Safe Sanctuary Policy as of 1/1/2008
(Policies below are in bold type. Procedures describe how policies will be carried out.)**

VI. Follow reasonable safety measures in the selection and recruitment of volunteer workers.

- All workers with children, youth, or vulnerable adults will have been active with their peers in the life of this congregation for at least three(3) months prior to their taking leadership responsibilities in our ministries.
- Volunteers who join this congregation after December 31, 2007 will be required to undergo a criminal background check at the expense of the church. The results will be reviewed by the senior minister and will be held in confidence.
- All staff members shall have a criminal background check prior to hiring. For staff members hired prior to December 31, 2007, each person shall have a criminal background check by January 15, 2008.
- Criminal background checks of each volunteer and staff member, including ministers, shall be conducted as necessary, with a minimum frequency of at least three years.
- All persons working with children, youth, and vulnerable adults will be screened for criminal sexual misconduct and other sex-related crimes through the State and National websites Registry for Sexual Offenders.
- For information concerning the driving of church vehicles, please refer to the “Vehicle Usage Policy.
- Any persons found to have driving offenses such as excessive speeding tickets or have been charged and convicted of driving under the influence or driving while intoxicated (whether alcohol or drug related) within the last ten(10) years will not be allowed to transport children, youth, or vulnerable adults at any time. However, these persons may still work with children, youth, or vulnerable adults under the supervision of a paid staff member.
- Persons having a Criminal History of any of the following types of offenses shall not be allowed to serve in any Ministry:
 - Child abuse, whether physical, emotional, sexual, ritual, or neglectful;
 - Violent offenses, including murder, rape, assault, domestic violence, etc.;
 - Other offenses, depending on how recent, the frequency, and nature may also preclude a volunteer, staff member, or minister from serving in a Ministry. This will be determined on a case-by-case basis by the senior minister in conjunction with the appropriate leader of specified areas. In such cases, the determining factors will be the best interests, safety and well being of the children, youth, and/or vulnerable adults. Any volunteer staff member, or minister whose criminal history is such that his or her approval is subject to decision by the senior minister and the applicable leader, will be given the opportunity to explain the circumstances to the Senior Clergy and the applicable leader.

- Persons shall meet the requirements and approvals for service set out herein in order to be a worker with children, youth, and/or vulnerable adults. Communication will include the statutory requirements for the mandatory reporting of child abuse and the identification of abuse as defined by the state of South Carolina and the South Carolina Department of Social Services.

VII. Provide adequate supervision and support for workers as they are in ministry;

- At least two adults will be present for all activities, programs, and events for children, youth, or vulnerable adults. Leaders should never be alone, one-on-one, with a child, youth, or vulnerable adult in an isolated or closed situation.
- If the required number of adult volunteers cannot be obtained for each group, then the group shall be combined with another group or the program/event/ministry shall be cancelled.
- Groups from within the church or from outside the church who use the church facilities for any type of event involving children, youth, or vulnerable adults must provide a minimum of two adults (age 21 years or older) at events. This policy includes birthday parties, lock-ins, group events, camps, and other non-church related events.
- Young people ages 12 to 18 are welcome to serve as assistant leaders under direct adult supervision (persons 19 years or older.) At no time are young people (18 years or younger) to be left alone with children (adults must be in the same area as children and youth.)
- Young people working with children must be at least 5 years older than the oldest child within the group. For example, if a child is 5 years old, the young person must be at least 10 years old in order to work with him or her.
- In the case of youth workers, a youth worker must be at least 5 years older than the oldest youth or at least 21 years old. In the event a youth is 18 years old, the youth worker must be at least 23 years old.
- The two (2) Worker rule shall be followed, except as noted below:
 - Planned one-on-one lunches between leaders and children/youth/vulnerable adults provided they are held in public places, schools, etc. and shall only occur if
 - a. permission has been given by the parent,
 - b. for Worker/Youth lunches, the appropriate Director or leader has been notified, and
 - c. Separate transportation is to be used.
 - Before or after program, event, or ministry events, a volunteer, staff member, or minister may “pick up” or “drop off” a child, youth, or vulnerable adult at their home provided written permission has been given by the parent.
 - When family members work together (husband/wife/parent/child/siblings/etc.), an additional volunteer or staff member shall be present. An exception will be allowed

- only in cases where both family members have actively served in the Church for at least one (1) year.
- Leaders and teachers will know to whom they can go for assistance whenever it is needed.
- Leaders and teachers will be recognized and affirmed by the congregation on an annual basis.

A. Overnight Accommodations

- When staying in a hotel, adult volunteers, staff members, and ministers shall sleep in separate rooms from children, youth, and vulnerable adults. Rooms shall be divided according to gender.
- Volunteers providing transportation for programs, activities, or events for children, youth or vulnerable adults will:
 - Hold a valid driver’s license and provide a copy of license to the church,
 - Carry personal automobile insurance, providing proof of such policy by submitting a copy of the insurance card to keep on file at the church office,
 - Be at least 23 years of age,
 - Not have more than two moving violations in the past year,
 - The church's auto insurance guidelines will supersede these when they differ.
- Leaders and teachers will know to whom they can go for assistance whenever it is needed.
- Leaders and teachers will be recognized and affirmed by the congregation on an annual basis.

B. Implement prudent operational procedures in all church programs and events;

- Persons working in the infant or toddler nurseries will follow sanitary procedures when changing diapers and caring for toilet needs of children. Hands must be sanitized after every diaper change and in-between the handling of children. Nurseries will provide sanitizer. Diapers should be placed in plastic bags and disposed of properly.
- Persons working with any children should not serve if he or she is sick, even with a simple “cold.” These persons should seek replacements or contact the appropriate coordinators or leaders to find a replacement worker.
- Sick children & youth will be returned to their parents or legal guardian to avoid exposure to others.
- Sick children should not be brought to any church-related activity.
- Only adults can move or set up TVs, projectors or other heavy equipment.
- Children and youth will be under adult supervision when they are in the church building, on the playground, or on any church property. When official childcare is not provided, parents are expected to provide supervision at all times.
- Transportation to and from church-related events will be provided by the church using the designated vehicles (bus and van.) In the event additional transportation

- is needed, adult volunteers’ personal vehicles shall be used with those persons’ permission. For persons transporting children, youth, and/or vulnerable adults, the following procedures apply.
 - Use a vehicle in good mechanical condition,
 - Carry no more people than can be secured in seat belts or appropriate restraints,
 - Use good judgment in driving and not place youth or self in harm’s way by driving with excessive speed, horseplay, etc.
- When one vehicle is used for an event, the two-adult rule applies. When multiple vehicles are used for an event, a single Worker may drive if the all the vehicles travel together. When multiple vehicles are required, one child, youth, or vulnerable adult shall not ride with one volunteer, staff member, or minister. Occupants of vehicles shall wear seatbelts.
- Youth/children, twelve (12) years and younger, shall not sit in the front seat of vehicles with air bags. Weight and height of front seat riders shall also be considered when determining if young riders should be allowed in the front seat of vehicles with air bags.
- For further information regarding the use of church transportation, please refer to the Vehicle Usage Policy.
- The following ratio should be followed (in addition to the 2-adult rule):
 - 1 adult for every two infants
 - Toddlers: 1 adult for every four toddlers
 - Children (ages 3-5): 1 adult for every 6 children
 - Children (ages 6-11): 1 adult for every 9 children
 - Youth (6th-12th grade)/Vulnerable adults: 1 adult for every 12 youth/vulnerable adults

VIII. Prohibitive Behaviors

- The following are unacceptable and will not be tolerated at any ministry:
 - Tobacco
 - Alcohol
 - Illegal drugs
 - Firearms or other weapons
 - Foul or offensive language
 - Pornographic material
- The following behaviors are prohibited for leaders, volunteers, staff, ministers, and any persons who come in contact with one another during any church-related event, program, or ministry (whether on the church property or during events away from the church (retreats, mission trips, etc.):
 - Threatening to inflict or intentionally inflicting emotional or physical injury

- Committing any sexual offense or engaging in any sexual contact
- Making any kind of sexual advance or making a request for sexual favors
- Engaging in verbal, visual or physical conduct of a sexual nature, including but not limited to back rubs, massages, kissing, or similar contact.
- Physical discipline, such as spanking
- Touching to comfort or affirm a person in an age-appropriate manner is permitted. Side-by-side hugs are suggested instead of full body contact. Appropriate touching need not be completely avoided, but is acceptable only in public. Workers shall be aware of how it looks and how the person being contacted may interpret the contact.

The said examples are not “all-inclusive”. Any behavior that contravenes the Statement of Purpose shall be considered prohibited behavior.

IX. General Safety Standards to Reduce Risk of Harm or Injury

- Every classroom and office door will have a window providing a view of the interior. Nothing shall cover the door windows unless the room is used as a dressing room during weddings. For those doors incapable of having a window installed, the door must remain open. In the case of rooms with Dutch doors, the top half of the door shall be kept open. It is acceptable to close the door to a room if there is a window to the hallway that allows observation of activities in the room.
- Under no circumstances shall a volunteer, staff member, or minister be alone with a child, youth, or vulnerable adult behind a closed door with no window. Doors shall never be locked while occupied by the previously mentioned persons.
- The behavior of a child, youth, or vulnerable adult who is a constant disruption shall be discussed with his or her parents or legal guardian and the applicable group leader. Parents or legal guardian shall be asked to attend the Ministry to observe or control the problem behavior. A child, youth, or vulnerable adult who is disruptive or a danger to him/herself or others shall be removed immediately by the volunteer, staff member, or minister and the parents, legal guardian and the applicable leader shall be promptly notified.
- Trustees will regularly check facilities for safety hazards.
- Toxic materials, including cleaning and other supplies, will be stored in locked facilities well out of the reach of children, youth, and vulnerable adults.
- Electrical outlets in children's classrooms will be covered when not in use.
- Playground areas will be checked regularly for dangers by the Trustees.
- Emergency exit plans are posted in each area of the building. Also posted are instructions for tornado safety. These plans will be reviewed regularly with parents, leaders, teachers, and caretakers.
- All policies and procedures will be accessible to any church member. Copies will be kept in a notebook in the Sunday School Superintendent's office, the senior minister’s office, the office of the minister of Christian Education and Family Life, and the church's main office.

- Periodically portions of our policies and procedures will be published in our newsletter or distributed in our worship services.
- As needed, policies and procedures will be reviewed with parents and guardians.

X. Communication with Parents/Legal Guardians

- Workers should attempt to keep open lines of communication with parents or legal guardians.
- Parents and legal guardians shall always be permitted to observe in a classroom.
- Parents and legal guardians shall be advised by the applicable Director where to report suspected abuse or other concerns regarding a situation and be assured that reports shall remain confidential.
- Parents and legal guardians shall be advised by the applicable Director that they must pick up their respective child/youth/vulnerable adult no later than ten (10) minutes after the Ministry is over unless special arrangements have been made with the volunteers, leaders, or ministers concerned.
- A signed Emergency Medical Release and Ministry Participation Form shall be obtained for each child, youth, or vulnerable adult in order to participate in any program, event, or ministry, and is adequate for one year unless personal information, medical information, or insurance information changes. It is the responsibility of the parent or guardian to update the Emergency Medical Release Form in the event of any changes. Persons designated to pick up the child, youth, or vulnerable adult shall be listed on this form. No child will be released to persons under the age of eleven (11).

XI. Provide for workers adequate training regarding the implementation of our policies, procedures, and preferred methodologies;

- Before taking responsibility for children, youth or vulnerable adults, workers will attend an orientation where policies, procedures, and preferred methodologies will be reviewed.
- Annually there will be opportunities to update and improve knowledge and skills useful in our ministries. Volunteers and paid workers are encouraged to take advantage of these opportunities.

XII. Educate parents and others in our congregation as to our policies and procedures;

- Policies and procedures pertinent to a specific area will be posted in an easily accessible location (for example, nursery policies will be posted outside the nursery door).
- All policies and procedures will be accessible to any church member. Copies will be kept in a notebook in the pastor's office, the Sunday School Superintendent's office and the church's main office.
- Periodically portions of our policies and procedures will be published in our newsletter distributed in our worship services.
- As needed, policies and procedures will be reviewed with parents and guardians.

XIII. Have in place a clearly defined procedure for reporting instances of injury, harm or abuse that conforms to requirements of state law;

- Any instance of injury, harm, or abuse that occurs in the context of any of our ministries with children, youth, or vulnerable adults will be reported immediately to the senior pastor and/or the SPRC chair. Any such instances involving clergy will also be reported to the district superintendent. Suspected abuse of any kind is to be reported immediately to the Department of Social Services as required by state law.

XIV. Respond with compassion and integrity to needs as they present themselves following incidents of harm, injury, or abuse;

- When instances of injury, harm, or abuse occur, the Senior Minister, the Minister of Christian Education and Family Life, the lay leader and other congregational leaders they deem appropriate for the situation, will take the lead in determining the need for ministry and will coordinate its implementation.
- The senior pastor will act as official spokespersons for the congregation with the community and the media. The senior pastor may designate persons to speak on his or her behalf as deemed necessary.

XVI. Regularly review our policies and procedures to assure that they conform to current legal, health, and safety standards.

- Annually the church will conduct a "Safety Audit" to assess adherence to the safety policies and procedures.
- When the need arises, the church will convene a Safety Task Force to bring the policies and procedures up to date. This task force should include representation from the Board of Trustees, the Staff-Parish Relations Committee, the Lay Leadership Committee, parents and guardians of children and youth, workers with children, youth, and vulnerable adults, and others with knowledge, skills, or expertise that will assist the task force in doing its job effectively.
- The Board of Trustee will assess the church insurance coverage annually.

XVII. Reporting and Investigations

• Notification Requirements

- Workers having cause to believe that a violation of this policy has occurred or having cause to believe a child's physical or mental health or welfare has been adversely affected by abuse or neglect by any person shall immediately notify a Director. The Director shall immediately notify the Senior Clergy. However, in cases where the alleged wrongdoer is the person to whom notification should be given, he or she shall be considered absent for purposes of this reporting procedure, and the notification shall be made to that person’s immediate supervisor.

- Subject to his or her obligation to report such an incident as set forth hereinafter, any person making and/or receiving such a report shall keep the information strictly confidential.
- **Imminent Threat**
 - Where an imminent threat of continued or additional abuse exists, any Worker with knowledge or information about such abuse shall immediately contact another adult and take steps to ensure the safety of the Protected Person. In connection herewith, any needed emergency healthcare shall be provided, such as
 - first aid,
 - emergency services, and/or
 - transport to a hospital emergency room.
 - The alleged victim shall be immediately removed from contact with the suspected abuser. The Protected Person’s safety and well being are paramount before any reporting.
- **Reporting Procedure**
 - Workers having cause to believe a child's physical or mental health or welfare has been adversely affected by abuse or neglect by any person shall immediately notify a Director. The Director shall immediately notify the Senior Clergy. The Worker is required by state law to make a report to the Spartanburg Department of Social Services. Pertinent portions of the law relating to timing and substantive requirements of such reports to DSS. Allegations shall be taken seriously and no pre-judgments shall be made.
 - Situations shall be handled confidentially with due respect for the privacy of the alleged victim and others involved in the incident. The person making a report shall provide only the facts known with respect to the incident. The Director and Senior Clergy, together with the person making the notification shall complete an Accident / Incident Report form
- **Responding to the Report of Policy Violation**
 - The Senior Clergy receiving a report of policy violation shall:
 - Document the alleged violation
 - Counsel the alleged wrongdoer
 - Determine the necessary corrective actions that may include dismissal
- **Responding to the Report of an Incident of Abuse or Neglect**
 - The Senior Clergy receiving a report of an Incident of Abuse or Neglect shall:
 - Immediately contact parents or guardian of the alleged victim and inform them of the alleged incident.
 - If one parent or guardian is the alleged wrongdoer, the person receiving the report shall not contact either parent or guardian until

- after Child Protective Services has conducted their initial investigation.
 - Immediately contact Cannon’s Camp Ground United Methodist Church legal counsel and insurance company.
 - Suspend the Worker from all positions of responsibility and take additional steps as necessary to
 - Ensure that the alleged wrongdoer has no contact with the alleged victim.
- **Investigation**
 - All investigative actions shall be performed by the appropriate legal authorities.

XVIII. Reinstatement/Application of Cleared Workers/Persons

- For reports of an incident of abuse or neglect, where a volunteer, staff member, or minister is cleared of all allegations or charges, the affected person may apply for reinstatement of their position within the church. If such application is made, a committee shall be formed consisting of the Senior Clergy, the applicable Director, the SPRC Chairperson, and the church’s legal council to evaluate the option of reinstatement. The committee may approve or deny the request for reinstatement.
- For persons who seek service within the church and who have past cleared allegations or charges of an incident of abuse or neglect from outside Cannon’s Camp Ground United Methodist Church, this same committee shall be formed to evaluate the option of allowing this service. The committee may approve or deny the request for service.

XIX. Media Response Plan

- The Senior Clergy shall;
 - Select a spokesperson to handle dissemination of information to staff, media and congregation.
- In his or her absence, the Senior Clergy will be the spokesperson and will have ready for release, a clear position statement outlining the Safe Sanctuary Policy of Cannon’s Camp Ground United Methodist Church regarding any abuse of children, youth, and vulnerable adults and the established safeguards.
- The Church spokesperson shall;
 - Use text or a prepared public statement to answer questions from the media and/or inform the congregation
 - At all times, the identity, privacy and confidentiality of those involved shall be strictly maintained
 - Should anticipate media questions
- Guidelines for Spokesperson
 - Be prepared
 - Be candid and honest

- Be clear, concise and in context
- Do not ask for quote review
- Do respond to calls and questions as quickly as possible
- When an answer is unknown, the spokesperson shall simply state, " I don't know, but I'll do my best to find out the information for you."
- Never say "no comment"

XX. Policies Applicable to Outside Organizations

- Any outside organization, group(s) or individual(s) who use any of the facilities of Cannon’s Camp Ground United Methodist Church, shall sign the Indemnification and Release form stating that they understand and are in compliance with this policy as appropriate for the Organization’s activity. Specifically, in addition to those policies and procedures as appropriate for the Organization’s activity, the Organization shall adhere to section VI, VII, VIII, and X.
- Certified leaders of the Boy’s or Girl’s Scouts of America shall be subject to their own respective organization’s rules and regulations concerning safety of those individuals they are charged with caring for.

XXI. Amendment to Policy

- This policy may be amended as needed and approved by Church Council.

XXII. Conclusion

- Persons who refuse to comply with this policy or repeatedly fail to follow it shall be subject to dismissal.

This policy shall be effective January 1, 2008 with regular reviews and updates as deemed necessary.

Church Council Chairperson Name (Printed) _____

Signature _____ Date _____

Trustees Chairperson Name (Printed) _____

Signature _____ Date _____

SPRC Chairperson Name (Printed) _____

Signature _____ Date _____

Clergy Name (Printed) _____

Signature _____ Date _____

Clergy Name (Printed) _____

Signature _____ Date _____