

**Eastminster Presbyterian
Church**

**CHILDREN, YOUTH, AND
VULNERABLE ADULTS
PROTECTION POLICY**

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CHILD AND YOUTH PROTECTION POLICY

I. PURPOSE, APPLICABILITY, SCOPE AND POLICY TERMS

Purpose

This policy is intended:

- To be faithful to our baptismal vows as we seek to welcome children and remove stumbling blocks.
- To provide a safe and secure environment for children, youth, and vulnerable adults at EPC.
- To protect children, youth, and vulnerable adults from sexual, physical, and emotional abuse while participating in EPC activities.
- To provide a mechanism to deal with reported concerns and subsequent actions.
- To guide EPC as an institution in the conduct of its employees and volunteers and prevent incidents and allegations of child abuse.
- To protect adult volunteers and employees from unwarranted allegations of child abuse.

This policy addresses five components of child and youth protection:

1. Screening applicants for employment and volunteer service for a history of behavior potentially detrimental to children, youth, and vulnerable adults.
2. Training both employees and volunteers and children, youth, and vulnerable adults in the child and youth protection policy and in appropriate supervision and chaperoning.
3. Reporting allegations and/or concerns regarding child and youth protection issues
4. Responding to allegations and/or concerns regarding child and youth protection issues.
5. Addressing known offenders as members of EPC

Applicability

This policy applies to persons including EPC employees and volunteers participating in all children, youth, and vulnerable adults programs of EPC, including but not limited to:

- Sunday school classes
- Children and youth fellowship programs
- EDS
- Children and youth choirs
- Church sponsored retreats, mission trips, etc
- Vacation Church Camp
- Wellness Ministry and its sponsored activities.
- Church sponsored athletic teams
- Cub Scouts, Boy Scouts, Girl Scouts
- Outreach
- EPC Basketball League
- Nurseries and childcare
- Stephen ministers, care teams, and other roles that may apply as designated by the Associate Pastor for Pastoral Care

Scope

Who is Covered by this Policy?

This policy supercedes all prior EPC child, youth, and vulnerable protection policy statements.

All employees of Eastminster Presbyterian Church, including the staff of the Eastminster Day School, are governed by this policy, which relates specifically to the Personnel Manual's reference to "Child Protection Policy." With regard to any employee(s) of EPC, perceived conflicts or ambiguities in interpretation and application of this policy shall be resolved by the Business Director and Head of Staff.

Generally, EPC does not directly control independent contractors, however, all independent contractors who work with EPC children, youth, and vulnerable adults are governed by

this policy.

All volunteer leaders of Eastminster Presbyterian Church who work with children, youth, and vulnerable adults are governed by this policy.

What Does the Policy Require?

1. All employees and volunteers shall abide by the Code of Conduct.
2. Each person must assume responsibility for his/her own actions in working with children, youth, and vulnerable adults and for attending training offered on child and youth protection.
3. An individual may be terminated from employment and/or volunteer service for failure to observe and abide by this policy. This action may be taken regardless of the outcome of any investigation if the Head of Staff, Administrator, Personnel Committee, or CYAP Steering Committee determine that the Child and Youth Protection Policy and procedures have not been followed.

Outside Groups Using EPC Facilities

All leaders of non-EPC sponsored groups and events using EPC facilities, which have direct supervision of children, youth, and vulnerable adults, are expected to adhere to these policies. Upon receipt of the policy from EPC, the leaders must review the Child and Youth Protection Policy and sign the Outside Group Leaders Release Form to acknowledge their review of it and to confirm their agreement to follow the policy.

Given the nature of the outside groups that use EPC facilities, EPC will not perform background checks, seek personal and professional references, review employment records, or obtain civil and criminal records for such groups. Leaders of outside groups will be invited to attend EPC's frequently scheduled training classes and are expected to conduct their own due diligence in this regard.

Policy Terms (glossary):

Employee – Any person who works for salary or wages at Eastminster Presbyterian Church (EPC) (e.g. staff, EDS employees, custodians.)

Leader – An adult member designated by the sponsoring organization, with responsibility for children and/or youth. The adult must be a minimum of 18 years of age and at least 4 years older than the oldest child or youth they supervise. Leaders of overnight trips must be at least 22 years of age, with at least half the leaders 25 years of age or older.

Volunteer – Any person who works does not work for Eastminster Presbyterian Church (EPC) and is helping with children, youth, or vulnerable adults.

Church Sponsored Activity - Includes any and all gatherings that arise from EPC-generated worship, educational, fellowship, administrative, pastoral, mission or recreational events. These events include on-campus and off-campus gatherings.

Child or Youth – Persons under 18 years old and considered a minor under the law. This term shall also include legally incompetent persons. A Child is 5th grade and younger. Youth are 6th grade-18 years old.

Vulnerable Adult – Any person who is over the age of 18 who is still at risk due to mental or physical constraints or limitations.

Head of Staff – the Senior Pastor of Eastminster Presbyterian Church.

Child, Youth, and Vulnerable Adults Protection Steering Committee (The Steering

Committee) A three- five person team which meets to oversee the policy's implementation, to monitor compliance, to recommend policy changes and clarifications, to provide frontline evaluation of concerns, making recommendations to the appropriate decision-making persons/entities, and to provide routine interpretation and training. Members include the Senior Associate Pastor, the Business Director, Associate Pastors for Children and Youth, and one layperson.

Adult Leadership Form – This form tracks compliance of adult leadership for ministries that supervise children and/or youth.

Child Abuse – A non-accidental injury or pattern of injuries to a child. Child abuse may include:
Neglect – Occurs when the adults responsible for the well-being of a child fail to provide for the child. Neglect may include not giving food, clothing, shelter; failure to keep children clean; lack of supervision and withholding medical care.

Physical Abuse – An injury or pattern of injuries that happen to a child that are not accidental. These injuries may include beatings, burns, bruises, bites, welts, strangulation, broken bones or death.

Sexual Abuse – Sexual abuse is the sexual assault or exploitation of children. Sexual abuse may consist of numerous acts over a long period of time or a single incident. Children can be victimized from infancy through adolescence. Typically, the perpetrator keeps the child from disclosing the abuse through intimidation, threats, and rewards.

Emotional Abuse – Chronic and persistent acts by an adult that endanger the mental health or emotional development of a child including rejection, ignoring, terrorizing, corrupting, constant criticism, mean remarks, insults and giving little or no love, guidance and support.

Spiritual Abuse – Using religious references to shame or by guilt to motivate a child into a particular action or behavior.

II. SCREENING OF EMPLOYEES AND VOLUNTEERS

1. Personal interviews, application forms, personal and professional references, employment records, background checks (both criminal and civil) are required for all employees. Background checks will be done on EPC leaders. Information gained by these means will be used to determine eligibility to work with children, youth, and vulnerable adults.
2. Interviews, reference checks, employment records, and criminal and civil background checks are to be documented in writing, and become confidential church property. These records will not be released to any party except with the written approval of the Head of Staff or Administrator. These records will be made available to the employee or volunteer, but not a candidate for employment, if a written request is made to the Head of Staff or Administrator.
3. In addition, all current and potential employees and volunteers will be required to sign the Employee and Volunteer Ministry Application Form at the beginning of their service and again every three years. This statement is a supplement to the personal application, and is maintained in the employee's personnel file or in departmental notebooks of volunteer forms.
4. Additionally, all parents within the Children's department will be asked to submit to a background check due to the nature of the volunteer roles needed from them. This will help with ease of recruitment and service within the department.
5. Stephen ministers and care team members will be asked to submit to a background check due to the nature of the volunteer roles needed from them.
6. For Employees: Any candidate for employment who has a past conviction of or pending proceeding addressing an allegation of child abuse or neglect cannot be employed by Eastminster Presbyterian Church without the express written approval of

the Personnel Committee, including the Head of Staff and Administrator. The Personnel Committee, including the Head of Staff and Administrator, will consider the available information related to the circumstances of the situation in order to make a determination about the employment of the individual in question. Active substance abuse or a conviction for any of the following will automatically disqualify an individual from employment with children or youth: pedophilic behavior, incest, rape, assaults, indecent exposure, pornography, sodomy or abuse of a minor.

7. For Leaders: Any candidate for leader service who has a past conviction of or pending proceeding addressing an allegation of child abuse or neglect cannot work with children, youth, and vulnerable adults at Eastminster Presbyterian Church. Active substance abuse or a conviction for any of the following will automatically disqualify an individual from service with children, youth, and vulnerable adults: pedophilic behavior, incest, rape, assaults, indecent exposure, pornography, sodomy, or abuse of a minor. The CYAP Steering Committee will inform any leader applicant denied the opportunity to serve with children, youth, and vulnerable adults the reason(s) for disqualification and how to access information relevant to the decision.

III. SUPERVISION

Two-Adult Policy

At least two adults will supervise all church sponsored programs and activities involving children, youth, and vulnerable adults whether on or off campus. Adults must remain in sight of one another at all times except in emergency situations. It is permissible for one adult driver to transport several children, youth, and vulnerable adults in a single vehicle in a convoy of vehicles traveling to or from an event.

Since spouses cannot be compelled to testify against one another in a court of law, husbands and wives count as one adult. Adults in leadership roles are expected to avoid situations where they are alone with children, youth, and vulnerable adults by having leadership teams of at least two adults for all activities. The presence of two or more adults prevents awkward circumstances where child abuse could occur or be alleged, allows shared leadership, and facilitates appropriate discipline. This two-adult policy extends to all overnight and off campus-related events. Under no circumstances can one adult alone take or accompany children or youth on an overnight outing.

When one-on-one interactions between children, youth, and vulnerable adults and employee/volunteers are necessary (e.g. in emergency situations), care must be taken to conduct the meeting in an environment that provides visibility by other adults. Another adult must have knowledge of the employee/volunteer's whereabouts and with whom they are meeting.

Situations where a single adult is alone with a single child or youth are to be avoided at all times. If a situation arises in which an adult is alone with a child or youth (i.e. an emergency situation) the adult should notify another adult in a leadership role before and/or after the period during which he/she is alone with the child or youth.

The two-adult policy does not apply to those within the confidential care ministry, such as but not limited to: care teams, Stephen ministers, and other roles that may apply as designated by the Associate Pastor for Pastoral Care.

Adult/Child/Youth Ratios

- The required adult/child/youth ratios for chaperones for any ministry with children or youth that is held within a contained classroom shall be 1:10. Gender balance is suggested.
- The required adult/child/youth ratios for chaperones for any ministry with children or youth that is held in the gym, outside, on the lawn or off campus shall be 1:6. Gender balance (proportionate number of male and female chaperones) is suggested.
- The required adult/child/youth ratios for chaperones for overnight trips shall be 1:6. Gender balance (at least two male and two female adult chaperones) is required.

Open Door Policy

Doors to rooms in which children, youth, and vulnerable adults are present are to remain open. If noise increases to a level that disturbs other classes, the door may be shut as long as there is clear glass in at least half the door, nothing impedes vision through the glass, and at least two adults are present. Employees and volunteers are expected to avoid any situation in which they could be alone with children, youth, and vulnerable adults or out of sight of others except in emergency situations.

This is to protect:

- a) children against situations in which abuse might occur, and
- b) adults against false accusations of child abuse.

Paid Workers within Children's Department

To help with safety on Sunday mornings in the Children's department, paid employees will float through the hallways to monitor classrooms, and assist teachers and volunteers when needs arise.

Six Months Policy

Any person in a leadership position with children or youth must have been a member of EPC for at

least six months. Any exceptions must be approved by the CYAP Steering Committee for each specific volunteer opportunity. No exceptions will be granted for overnight situations. A waiver form is to be submitted for each exception requested. See the Child and Youth Protection Waiver Form attached.

Training for Adults

All employees, all church officers, and any leaders, who work with children, youth, and vulnerable adults are required to participate and complete an online training through the Darkness to Light program. This training will include the following:

- The need for the Child Protection Policy
- Definition of child abuse
- Preconditions for child sexual abuse to occur
- Definition of inappropriate conduct
- Church policies governing working with children, youth, and vulnerable adults
- Two Adult Policy
- Open Door Policy
- Procedures for reporting allegations and/or concerns regarding child and youth protection issues
- Procedures for responding to allegations and/or concerns regarding child and youth protection issues
- Supervising and chaperoning children and/or youth

Following successful completion of the above training and approval of their application, employees and volunteers may be deemed eligible to work with children, youth, and vulnerable adults at EPC. Training sessions must be renewed every three years and background checks will be renewed every three years, or at the discretion of the Steering Committee.

Training for Children, Youth, and Vulnerable Adults

Parents bear the primary responsibility for teaching their children about child and youth protection and safety issues. Nonetheless, from time to time, EPC may offer age- appropriate educational opportunities for children, youth, and vulnerable adults to provide them with necessary information about child and youth protection issues, including their right to be free from unwelcome and inappropriate touching or remarks, how to report their concerns, and church policies regarding their safety. Parents will be advised prior to any such educational sessions.

Adult Leadership Form

All departments that engage in ministries with children and/or youth are required to submit an Adult Leadership Form to the Executive Pastor's office for the CYAP Steering Committee in order to document compliance with this policy. This form tracks membership status, compliance with training, ensures proper ratios, acknowledges background checks and transportation requirement compliance. A separate form must be submitted for each activity, event, trip or ministry. If two different age groups are attending the same ministry, two separate forms must be completed and submitted. Overnight ministries must submit the ALF no later than one month before the activity, event, trip or ministry. Non-overnight ministries must submit the ALF no later than two weeks before the activity, event, trip or ministry.

Code of Conduct

1. EPC employees and leaders will not verbally, emotionally, physically or sexually abuse children.
2. EPC employees and leaders will not discipline children by use of physical punishment or by failing to provide the necessities of care.
3. EPC employees and leaders may use physical restraint only in situations necessary to protect the child or others from harm.
4. EPC employees and leaders will provide proper supervision and exercise sound judgment in providing a safe environment at all times.

5. EPC employees and leaders will avoid situations during EPC programs where they would be alone with a single child and cannot be observed or monitored by others. As adults supervise children, they should space themselves in a way that other adults can see them.
6. EPC employees and leaders are expected to observe the Two-Adult Policy and Open Door Policy in their interaction with children, youth, and vulnerable adults at all times except in an emergency situations.
7. Restroom supervision:
 - EPC employees and leaders will always use proper supervision when children are using public bathrooms to ensure their safety.
 - EPC employees and leaders will call on leaders who may be “floating” from room to room to assist with restroom supervision in order to maintain the two-adult rule.
 - EPC employees and leaders will make sure suspicious or unknown individuals are not occupying the restroom before allowing children to use the facilities.
 - Children will be sent in pairs, and whenever possible, with EPC employees and leaders. EPC employees and leaders will stand in the doorway while children are using the restroom in visual sight of another adult. This policy allows privacy for the children and protection for the EPC employees and leaders (i.e. not being alone with a child).
 - If EPC employees and leaders are assisting younger children, doors to the facility must remain open.
8. EPC employees and leaders will respect the rights of children, youth, and vulnerable adults who will not to be touched in ways that make them feel uncomfortable, and their right to say no. Adults will discourage children from touching others in an inappropriate manner.
9. EPC employees and leaders should be alert to the physical and emotional state of children entering the program. Any signs of injury or possible child abuse must be reported to the Associate Pastor for Children and their Families or the Associate Pastor for Youth and Their Families who will report to the CYAP Steering Committee and the Head of Staff or the Administrator of EPC. If the Associate Pastors mentioned above are not available, EPC employees and leaders should call the church on-call pastor at any time in order to report. (803.256.1654)
10. EPC employees and leaders should release children (fifth grade and younger) only to the authorized parent, guardian, or other individual authorized in writing by the parent or guardian.
11. Using, possessing, or being under the influence of alcohol or illegal drugs, or being impaired by legally prescribed drugs during church working hours or church sponsored programs is prohibited.
12. Smoking is allowed only in designated areas. Smoking or use of tobacco during church programs is prohibited.
13. Profanity, inappropriate language or jokes, and any kind of harassment in the presence of children or parents is prohibited.
14. EPC employees and leaders will not share inappropriate details of their personal life or ask children to share inappropriate details through any form of communication: written, verbal or electronic.
15. EPC employees and adult leaders may not date program participants under 18 years of age.
16. Because gift giving can be a form of “buying” silence or loyalty, gift giving must be done on a group basis and for specific occasions only (e.g. baptism, 3rd grade Bibles, confirmation and graduation). EPC employees and leaders are not allowed to give gifts to individual children or youth without knowledge and permission of parents and EPC minister / department head.
17. EPC employees and leaders are required to read, sign and adhere to all policies related to identifying, documenting, and reporting child abuse and attend training sessions on the subject, as instructed by a supervisor.
18. EPC employees and leaders are required to report to the Head of Staff or Administrator any circumstances that under this policy affect their ability to work with children, youth, and

vulnerable adults.

IV. SOCIAL MEDIA POLICY

Communicating with Children, Youth, and Vulnerable Adults

- **Privacy Settings.** Set stringent privacy settings on any social networking profile if you are an adult ministering to children, youth, and young adults.
- **Youth Leaders.** Grant the Associate Pastor for Youth and Young Adults full access to your profile and correspondence if you accept friend requests from minors or youth associated with our community of faith.
- **Abuse and Neglect.** Remember material on any site (church-affiliated or not) that raises suspicion that a child has been or will be abused/neglected/exploited should be immediately reported to the clergy and/or the Department of Social Services (DSS).
- **Two-Person Rule.** Note that any and all private communication between a child/youth and adult must include two adults, preferably one being the Associate Pastor for Youth and Young Adults or the Associate Pastor for Children and their Families.
- **Group Page.** Keep in mind that the best way to communicate is through a group page set up by the church. Tie events to the group page.
- **Limit Commentary on Pictures.** Remember, if you are an adult, limit comments to just one or two photographs on a child/youth's page. Otherwise, it can be perceived as intrusive and make the child/youth feel uncomfortable.
- **Staff Communication.** Due to nature of positions, the Associate Pastor for Youth and Young Adults and the Middle School Director's phones will be absorbed into the church budget, and they will be permitted to communicate with Youth and vulnerable adults one-on-one. By the church absorbing their phone plans, the Head of Staff, Senior Associate Pastor, and Business Manager will be permitted to periodically check their phones for concerning content.

Groups on Social Networking Sites – Youth

- **It Takes Two.** Be sure each group has at least two unrelated adult administrators as well as at least two youth participants.
- **Closed Versus Hidden.** Choose closed, not "hidden" groups, for youth.
- **Inviting Youth.** Let youth take the lead when it comes to group invitations. Youth administrators should invite their peers, unless a youth specifically asks you to invite him/her.
- **Appropriate Content.** Create behavioral covenants to govern appropriate content for an online youth group.
- **Consequences.** Report any material on any site (whether affiliated with the church or not) that raises suspicion that a child has been or will be abused/neglected/exploited to the clergy and/or the South Carolina Division of Social Services (DSS). If the material is on a church-affiliated site, that material should be documented for church records and then removed from the site after consultation with DSS and/or police.
- **Inappropriate Behavior.** Address any content that depicts inappropriate behavior during a church-sponsored event or activity with fellow youth leaders and parents.
- **Open to parents.** Open social networking groups for youth to current members' parents.
- **Former Youth Workers.** Remove former adult leaders and youth members from digital communication via the church's social networking sites after youth "age-out" of a program or leaders depart from their current positions.

V. REPORTING

The law and this EPC policy make the responsibility for reporting Child Abuse and Suspicions of Child Abuse very clear. See Section IV and V of this policy for guidance and direction regarding reporting of and responding to Child Abuse and Suspicions of Child Abuse

A. Allegations

1. Every employee and leader of Eastminster Presbyterian Church is required to report any situation which presents a suspicion that child abuse may have occurred. Such report shall be made to the Associate Pastor for Children and their Families or the Associate Pastor for Youth and Their Families, in no case more than 24 hours after such occurrence, who will report to the CYAP Steering Committee and the Head of Staff or the Administrator.
2. Any report of child abuse made by a child about their care by a parent, guardian, youth, adult, or EPC staff employee or leader, despite how unlikely such report may seem, must be relayed to the Associate Pastor for Children and their Families or the Associate Pastor for Youth and Their Families who will report to the CYAP Steering Committee, and Head of Staff or the Administrator of EPC.
3. The Pastor or Administrator shall, as required by law, report the situation to the Richland County Department of Social Services or other local authorities for investigation.
4. All concerns and reporting shall be kept confidential.

B. Concerns

From time to time issues arise regarding the conduct of our children, youth and adults at EPC, and the Children and Youth Ministry Programs that are not clearly abuse related issues but impinge upon child and youth protection and safety, and may require attention and review. Sometimes patterns and trends of a questionable nature may be noticed. This section provides a means to report such issues other than Child Abuse in a manner that will assure the issues, patterns, or trends are recorded for subsequent review, addressed, and resolved.

Examples of issues reported might include:

- lack of adherence to the Child and Youth Protection Policy;
 - observations of inappropriate class or group conduct or activities during EPC sponsored events for Children and Youth;
 - potentially inadequate, inappropriate, or unwise leadership of children and youth Ministry Activities.
1. All adults, youth and children are encouraged to report any issues. These are to be reported as soon as possible to the responsible adult leadership at the time the issue is observed. Such notification may be oral.
 2. When it is appropriate or more comfortable, anyone who wishes to have a concern addressed is encouraged to bring the issue to the attention of the Associate Pastor for Children and Families and/or the Associate Pastor for Youth and Their Families either verbally or in writing. All disciples are encouraged to be responsible in identifying issues.
 3. Specific concerns shall be communicated to the Child and Youth Protection Policy Steering Committee in a timely manner. The Steering Committee is available to hear concerns from any member or employee of EPC related to protection and safety concerns of children, youth, and vulnerable adults.

VI. RESPONDING

A. Allegations

In the event of an allegation of child abuse, the following procedures shall be followed at Eastminster Presbyterian Church:

1. Every allegation shall be taken seriously. Adequate care, respect, and confidentiality shall be offered to alleged victims and perpetrators until the allegation is substantiated or cleared.
2. The Administrator will immediately contact the EPC attorney and liability insurance carrier.
3. In consultation with the EPC attorney the following may be appropriate:
 - a. The Head of Staff may notify the parent(s) or legal guardian of the alleged victim.
 - b. The Head of Staff and/or the Administrator may notify the accused individual.
4. Written documentation, relating to the matter, shall be kept in a confidential file.

- a. The Head of Staff, Administrator and/or the Personnel Committee may complete an internal investigation in addition to that which will be carried out by the authorities, following the required notifications.
 - b. An individual accused of child abuse may be placed on leave from his/her responsibilities at the discretion of the Head of Staff, Administrator or Personnel Committee. For employees, this may be with or without pay.
 - c. To protect the child, youth, and vulnerable adults from further possible abuse or harassment, EPC will prohibit the accused individual access to the alleged victim and other children, youth, and vulnerable adults in ministries sponsored by EPC.
 - d. In the event of an unsubstantiated allegation, the Head of Staff or the Administrator will make a determination as to whether the individual will be allowed to return to work as an employee or volunteer at the Church. They will consider the individual's likely effectiveness in working with children/youth following an allegation and investigation of child abuse. An employee has the right to appeal the decision to the Personnel Committee. A volunteer has the right to appeal the decision to the Clerk of Session who will address the situation with the Session in the appropriate time and manner.
5. EPC employees and volunteers are expected to cooperate fully with the investigation authorities, with guidance from the EPC attorney.
 6. All EPC employees and volunteers will refer any inquiries regarding the situation to the CYAP Steering Committee. The Head of Staff, or his/her designee, shall be the only person authorized to release any information regarding an allegation except where the law requires others to release information, such as to a protective services investigator or a police officer.
 7. All EPC employees and volunteers are expected to avoid denial, minimization, or blame during the period of investigation of the allegation.

B. Concerns

1. Every report of a concern regarding the children or youth of EPC shall be evaluated to determine if it in fact represents a report or a suspicion of Child Abuse. Such concerns will be processed as described by this policy.
2. The Child and Youth Protection Steering Committee shall evaluate any report of a concern related to child and youth protection and safety, even if it does not fall under the legal definition of abuse or its suspicion, to assure proper follow up on the issue.
3. All concerns reported shall be documented and maintained for long term review of notable trends or patterns of unacceptable activity by the Steering Committee. If a trend or pattern develops the Steering Committee will determine appropriate action. If a conflict of interest is noted during the review, other church staff will perform the review. Over a longer term, the file of written concerns shall be reviewed in summary form by the Steering Committee.

VII. ADDRESSING KNOWN OFFENDERS WHO ARE MEMBERS

At Eastminster Presbyterian Church, we seek to live in covenant with God and with one another and to be a redemptive community to all who are members. We also acknowledge that redemptive action and responsible action can, at times, be in tension or even in seeming opposition. We embrace this fact as a natural part of seeking to be the church in the world.

We adopt these procedures for ministering to those among us who are known offenders of children, youth, and vulnerable adults while maintaining our focus on protecting the children, youth, and vulnerable adults of our church

1. Known offenders will be encouraged to make their status and any terms of probation known to the Pastor.
2. The Steering Committee will appoint a group of 3-5 members to establish appropriate boundaries, in writing, governing the life of the offender within the church, including areas on campus where he/she may go unaccompanied. Group members will receive training in protection of children, youth, and vulnerable adults and in dealing with known offenders. No decisions made by this group will conflict with any provisions of the EPC Child and Youth Protection Policy.
3. The known offender will give written acknowledgement and acceptance of EPC's Child and Youth Protection Policy and of the boundaries imposed.
4. At no time is a known offender to be assigned to ministries with children, youth, and vulnerable adults.

5. At no time is a known offender to congregate with children, youth, and vulnerable adults
6. At no time is a known offender allowed in areas of the church or grounds dedicated to children, youth, and vulnerable adults or in use primarily by children, youth, and vulnerable adults.
7. As circumstances warrant, the Steering Committee may identify a known offender to church employees and leaders whose ministries should be informed of this fact.
8. Known offenders will receive the normal pastoral care afforded any member.
9. Should a known offender disregard the terms established in this policy , or should a known offender disregard any boundaries or conditions set by the Steering Committee and his/her appointed group, the violation will be handled through the Rules of Discipline in the Constitution of the Presbyterian Church.