

Hope Lutheran Church Nanaimo Policies

Our Mission: To live Christ's teachings and share them with others,
to nurture and strengthen spiritual growth to embody Christ in the world.

A – 006 Children and Vulnerable Adult Safety Policy

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1. INTRODUCTION

This document explains Hope Lutheran Church Policy on Sexual/Senior Abuse prevention. Our congregation subscribes to the abuse policies of the National ELCIC and the BC Synod of the ELCIC.

2. PRINCIPLES

Everyone, member and guest, is entitled to a church environment free from abuse or abusive situations.

3. APPLICATIONS AND PRACTICES

The congregation will provide a safe and caring environment for everyone taking part in church activities.

- 3.1 Church Council members, staff and all people who work with young and/or vulnerable adults/seniors are required to have a current criminal record check on file. The criminal check is valid for no more than 5 years. All criminal record checks shall be kept in a secure file in the church office. Appendix 1
- 3.2 All employees, any church volunteers that work directly with children or vulnerable seniors, and members of the Church Council are required to attend a biennial training program dealing with Child and/or Elder Abuse. The program will include definitions, signs, protocol, action, recent changes in legislation, church responsibility or role, employee and volunteer's rights and expectations, harassment, sexual and otherwise including children, youth, vulnerable adults and seniors. The church council executive shall ensure such training is made available.
- 3.3 Two individuals appointed by the Church Council Executive will conduct "Abuse Prevention Yearly Internal Audit". This audit will include the following subject areas A. Operational Procedures, B. Premise Checklist and C. Responding Protocol items. Following the Audit a report will be made to the Church Council and a copy of the audit will be kept in the church files.
- 3.4 Responding Protocol for our church will include:
 - Reporting suspected incidents of abuse to the appropriate officials.
 - Following such a report, informing the pastor of the church. Should the pastor not be available the report would be made to the chairperson of the council.
 - Preparing a written account of their decisions and actions. This written account, prepared by the person who reports the abuse, will be kept in a secure church file.

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- 3.5 Should the potential abuser be an employee, the employee will immediately be placed on leave with pay until the situation is satisfactorily resolved.
- 3.6 All parties shall be supported by the church and are entitled to as much confidentiality as possible.

4. REFERENCES

Child, Family and Community Service Act: Part 3, Div. 1, Section 14: Duty to Report Need for Protection. Insurance company resources.

Appendix 1

Records of persons requiring Criminal Background checks and dates of completion:

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Appendix I Records Of completed Criminal Background Checks

Pastor

When done

Council members

When done

Other persons Sunday School teachers, home visitors and such

When done

