



1 (6) months before being allowed to be in a supervisory role in activities for children, youth, or  
2 vulnerable adults.

3  
4 **4. Selecting Workers**

- 5  
6 a. Only workers that have successfully completed the application and screening process shall be  
7 eligible to be considered for selection to a ministry position with children, youth, and/or  
8 vulnerable adults.  
9  
10 b. In the event that the criminal background check reveals a conviction or other cause for concern,  
11 the pastor and/or another ministry leader shall consult with the applicant.  
12  
13 c. Adults convicted of child abuse or named as the perpetrator in a founded or indicated child abuse  
14 report through a designated state or county agency, or who are under investigation for, or who  
15 have charges pending for child abuse, shall not be accepted as paid employees or volunteers to  
16 have direct access to children, youth, or vulnerable adults in any church-sponsored activity or  
17 setting.  
18

19 **Procedures for Conducting Ministry Programs and Events for Children, Youth and Vulnerable Adults**

- 20  
21 1. Adult staff and volunteers and clergy shall observe the “Two-Adult Rule” at all times so that no adult  
22 is ever alone with children or youth or vulnerable adults at a church/charge, district or conference-  
23 sponsored event or activity. The two-adult rule requires that regardless of the size of the group, there  
24 shall always be two unrelated adults present. This may include the presence of an adult “roamer”  
25 who moves in and out of rooms/ministry activities. No child, youth, or vulnerable adult shall be left  
26 unsupervised while attending a ministry program or event.  
27  
28 2. Adult staff and volunteers are those who are at least 18 years old and who are at least five years  
29 older than the oldest minor present, whom they are leading, ministering to or supervising. Youth  
30 (those ages 13-17) are invited to assist adult volunteers but are not to be considered an adult for the  
31 “two-adult rule”.  
32  
33 3. All adult staff and volunteers and clergy shall be observant for unusual behaviors and signs of child,  
34 youth, and vulnerable adult abuse and shall report them immediately to the appropriate supervisor.  
35  
36 4. All adult staff and volunteers and clergy working with children, youth, and vulnerable adults shall  
37 receive a copy of the applicable local church/charge, district or conference ministry or program Safe  
38 Sanctuaries® Policy before starting their service and shall agree to covenant with the (local) United  
39 Methodist Church, District or Conference ministry or program to fully cooperate with these abuse  
40 prevention strategies.  
41  
42 5. All ministry activities shall occur in open view. Each room or space where ministry events occur must  
43 be open to public view. This may require enclosed spaces such as classrooms having a viewing  
44 window, a glass panel in the door, a half door configuration or an open door.  
45  
46 6. Attendance records shall be kept for all ministry events/activities involving children and youth. These  
47 records shall include at a minimum, the date and names of all participants and shall be kept until  
48 Jesus returns (perpetuity).  
49

- 1 7. Ministry activities involving transportation shall require a written permission slip/form and signed by  
2 a parent/guardian. Drivers of children, youth and vulnerable adults must be 21 years of age. The  
3 ministry supervisor shall be required to keep a copy of their current license and proof of insurance  
4 card on file with the appropriate ministry program (i.e., church/charge, district, conference ministry).  
5
- 6 8. Facilities shall be free from conditions that pose a safety or health hazard to the participants.  
7
- 8 9. Every clergy in any active status or relationship with the Conference whose appointment is set or  
9 approved by the bishop, every person serving as a supply pastor (assigned by the district  
10 superintendent) and retired clergy performing ministerial functions shall regularly review and be  
11 familiar with public sex offenders registries maintained by New York State law enforcement agencies.  
12 This is done by accessing:  
13 New York: [http://criminaljustice.state.ny.us/SomsSUBDirectory/search\\_index.jsp](http://criminaljustice.state.ny.us/SomsSUBDirectory/search_index.jsp)  
14 PA: <http://www.pameganslaw.state.pa.us/EntryPage.aspx?returnURL=~/SearchCounty.aspx>  
15
- 16 10. "Social media are tools whereby effective and fruitful ministry may grow and be nurtured. Although  
17 these tools can aid us and increase the scope of contact and connection as well as the breadth of  
18 people who may be touched by our ministry offerings, social media cannot be the source or  
19 foundation of ministry. Our foundation is Jesus Christ. Social media are creations of human ingenuity  
20 that provide for us one more way to express and proclaim the good news of the gospel of Jesus  
21 Christ. We are called to use social media with care, consideration, intentionality, and a Christ-like  
22 spirit." Safe Sanctuaries in a Virtual World, Joy Thornburg Melton and Michelle L. Foster, Discipleship  
23 Resources, Nashville, TN; 2014. Social media guidelines should be reviewed at:  
24 [http://gbod-ssets.s3.amazonaws.com/legacy/kintera-files/safe-sanctuaries/SafeSanctuaries\\_SAMPLESocialMediaGuidelines1.pdf](http://gbod-ssets.s3.amazonaws.com/legacy/kintera-files/safe-sanctuaries/SafeSanctuaries_SAMPLESocialMediaGuidelines1.pdf)  
25

## 26 EDUCATION

27

28 All adults who have regular and direct contact with children, youth, and vulnerable adults will be Safe  
29 Sanctuaries® trained. Topics should include but not limited to the need for Safe Sanctuaries®, types and  
30 signs of abuse, recognizing signs of abuse and neglect, basic procedures in hiring/selecting workers,  
31 basic procedures in supervising workers and program participants, responding when abuse or neglect is  
32 disclosed or suspected, and reporting abuse. All adults who work with children, youth, and vulnerable  
33 adults shall have an annual orientation that includes but is not limited to the church's/ministry's Safe  
34 Sanctuaries® policies and procedures as it applies to the ministry/event. The Upper New York Annual  
35 Conference shall make available a standardized training program to assist each charge, district, agency,  
36 and ministry to fulfill the covenant to "educate all of our workers with children, youth, and vulnerable  
37 adults regarding the use of appropriate policies and methods." (2011 Safe Sanctuaries® Resolution)  
38

## 39 REPORTING AND RESPONSE

### 40 Reporting

41 Reporting shall be required by any staff or volunteer that personally witnesses an incident of abuse or  
42 exploitation, when an allegation of an event of abuse or exploitation is made to staff or a volunteer by a  
43 third party and/or when a child, youth, or vulnerable adult discloses abuse or exploitation to a staff  
44 member or volunteer. It is crucial that reporting be immediate and the allegations dealt with as soon in  
45 time as possible to the incident or disclosure.  
46

- 47
- 48 1. The staff person or volunteer who observes alleged abuse or to whom such abuse is reported or  
49 disclosed, or who suspects abuse shall be required to report the incident/suspected abuse

1 **immediately** to the person in charge of the ministry/activity. Upon receiving the information, the  
2 person in charge of the ministry/activity shall **immediately** call:

- 3 • New York state Child Protective Services Hotline: (800) 342-3720
- 4 • Pennsylvania state Child Protective Services Hotline: (800)932-0313
- 5 • New York state Justice Center Vulnerable Adults Hotline: (855) 373-2122
- 6 • New York state Office of Children and Family Services Adult Abuse Hotline: (844) 697-3505

7  
8 Identification information for the alleged victim and the adult responsible for their care is required  
9 for the report. The pastor in charge and immediate staff supervisor are to be informed immediately  
10 before or subsequent to the making of a report. The person in charge of the ministry/activity in which  
11 the alleged abuse was observed or disclosed shall immediately attempt to obtain necessary  
12 information such as the name of the alleged victim and his/her address and family information.

- 13  
14 2. If the accused is the appointed clergy, supply pastor or a member of his/her family, the allegations  
15 shall be immediately reported to the district superintendent. The district superintendent shall  
16 immediately report to the proper authorities as set forth in paragraph 1 above. The district  
17 superintendent shall take responsibility and act according to the established rules in *The Book of*  
18 *Discipline* with respect to claims against the pastor. If the district superintendent is not available, the  
19 incident shall be reported to the bishop's office.  
20
- 21 3. Every clergy in any active status or relationship with the Conference whose appointment is set or  
22 approved by the bishop, every person serving as a supply pastor (assigned by the district  
23 superintendent) and retired clergy performing ministerial functions are included in mandatory  
24 reporting as required by *The Book of Discipline*<sup>1</sup>.  
25
- 26 4. After the person in charge of the ministry/activity has reported the suspected abuse to the proper  
27 authorities, the appointed clergy/supply pastors shall report the incident immediately to the district  
28 superintendent. If the district superintendent is not available, the incident shall be reported to the  
29 Bishop's office.  
30
- 31 5. The person in charge of the ministry/event must keep a written report of the steps taken by the  
32 church/charge in response to the reported abuse. The report should be kept brief and contain only  
33 factual information relevant to the situation. This report should be kept in a secure place. It should  
34 be written or typed to prevent it from being changed.  
35
- 36 6. **NEVER** discuss allegations with any other people except law enforcement of designated county  
37 investigators. To do so can cause irreparable harm to the victim, their family, the church/conference  
38 and community.  
39

#### 40 **Response Plan**

41 A quick, compassionate and unified response to an alleged incident of abuse is expected. All allegations  
42 shall be taken seriously. In all cases of reported or observed abuse there shall be cooperation with all  
43 official investigating agencies.  
44

- 45 1. All media requests for statements shall be directed to the Annual Conference director of  
46 communications.

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<sup>1</sup> The Book of Discipline of The United Methodist Church ¶1341.5, All clergy of The United Methodist Church are charged to maintain all confidences inviolate, including confessional confidences, except in cases of suspected child abuse or neglect or in cases where mandatory reporting is required by civil law.

- 1 2. Take all allegations seriously and reach out to the victim and the victim's family. Show care and  
2 support to help prevent further hurt. Extend whatever pastoral resources are needed. Remember  
3 that the care and safety of the victim is the **first** priority. Respond in a positive and supportive  
4 manner to the victim and the victim's family.  
5
- 6 3. Immediately, and with dignity and respect for the sacred worth of the accused, remove the accused  
7 from further involvement with children, youth, or vulnerable adults and advise the accused that  
8 there has been an allegation of abuse. Details of the allegations of the abuse should not be discussed  
9 with the accused at the time of the removal. In any removal of a staff member or volunteer from any  
10 activity/ministry, care shall be taken to handle the removal in a discreet manner, recognizing that  
11 there will be an investigation by either state or church authorities, or both.  
12
- 13 4. When it has been alleged that a member of the church staff or volunteer, has committed an act of  
14 abuse or exploitation, the staff member or volunteer shall be required to refrain from all  
15 ministry/activities with children, youth, and vulnerable adults until the incident has been fully  
16 resolved by the appropriate state authorities and/or in accordance with *The Book of Discipline*.  
17
- 18 5. Notify the parents/guardians of the victim and take whatever steps are necessary to assure the safety  
19 and well being of the child, youth, or vulnerable adult until the parent(s)/guardian(s) arrive. **NOTE:** If  
20 one or both of the parents/guardian is the alleged abuser follow the advice of the authorities  
21 concerning notifications of others.  
22
- 23 6. The church/charge shall provide a supportive atmosphere to all those who are affected, offering both  
24 objectivity and empathy as it seeks to create a climate in which healing may take place.