Brandts Church of the Brethren Risk Management Policy

I. Worker Screening- Volunteer and paid staff
   A. Applications for Pennsylvania State Police background records are to be submitted by all
      children’s and youth workers. Brandts Church will pay the expense.
   B. Brandts Church reserves the right to contact references.
   C. Interviews with the Pastor, Children’s and Youth Ministry Directors, and Christian
      Education Chair or team members may be required.
   D. Membership for a minimum of six months is required in addition to weekly attendance
      for all staff.
      *No one with a past record of abuse or crimes against children and youth will ever be
      permitted to serve in a children’s or youth ministry.

II. Worker Supervision for all staff
    A. Parental permission is required for all youth and children to participate in activities of the
       church involving our staff.
    B. Adequate staff for all activities will be provided.
    C. The two-adult-rule will be in place at all times: an adult is never alone with a child or
       youth.
    D. All rooms in our facility will have windows in the doors, or doors will remain open when
       children and workers are in the classrooms.
    E. All adult workers are required to abide by and enforce the guidelines of this Risk
       Management Policy.
    F. Risk Management training prior to any worker serving in a program of the church is
       required

III. Reporting process for suspected abuse
    A. Any staff suspecting the abuse of a child or youth should speak to church authorities in
       confidence immediately.
    B. Church and staff are to follow the State Child Abuse Reporting Law.
    C. Do not speak to an alleged abuser about any accusations.
    D. Parents will be notified by church authorities.
IV. Response to abuse
   A. Be sensitive to the child and their family.
   B. Treat all accusations as serious and legitimate.
   C. Church leadership and professional assistance will be notified immediately.
   D. Workers are not to discuss their knowledge of any situation with others or publicly.
   E. A victim of abuse will still be able to participate in the life of the church.
   F. An alleged abuser will be notified by church leadership and/or authorities in a timely manner.
   G. An alleged abuser and other witnesses are required to submit documentation about an incident immediately.
   H. The church will provide the victim with a list of professional counselors as needed.
   I. By constitutional law, the victim has the right to seek legal retribution from the alleged abuser.
   J. Since Brandts Church of the Brethren implemented and strongly enforces this Risk Management Policy, it cannot be held liable to a victim or an alleged abuser. Parental consent is given in writing acknowledging and affirming this policy.