Perimeter
CHURCH

MINISTRYSAFE

Perimeter Church
Participant Safety Policies

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Perimeter
CHURCH

Dear Volunteer or Staff Member,

At Perimeter Church/School, we take our responsibility to care for children/youth/students very seriously. These guidelines are intended to facilitate a safe and nurturing environment in which children/youth/students can grow in relationship with Jesus Christ.

The pages of this handbook provide a general overview of procedures and guidelines for Perimeter Church/School staff members and volunteers. In this handbook, the word "participant" will be used to refer to children, youth and students. And "Perimeter Church" will be used to refer to all of the ministries of Perimeter Church, including Perimeter School, Camp All-American, and other ministries working with children/youth/students. Our policies are intended to create a safe environment for these participants - protecting them, you, and the mission of Perimeter Church. The following procedures have been adopted and shall be diligently enforced by everyone working with our participants. To help protect the integrity of the ministries at Perimeter, Human Resources (HR) and our crisis ministry team will provide accountability and oversight to the staff members who serve as ministry leaders over our participant programs.

After you have carefully read this policy manual, please sign and submit the agreement form.

Sincerely,

Perimeter Church Leadership

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Perimeter Church
Safety Policies & Procedures

Table of Contents

OVERVIEW OF THE PERIMETER CHURCH SAFETY SYSTEM ..... - 4 -
REPORTING ..... - 5 -
Abuse Tolerance ..... - 5 -
Reporting Suspicious or Inappropriate Behaviors ..... - 5 -
Consequences of Violation ..... - 5 -
Response to Report of Abuse ..... - 6 -
GENERAL SAFETY POLICY ..... - 7 -
Parental Involvement ..... - 7 -
Building Safety ..... - 7 -
Playground Safety ..... - 7 -
Parental Contact ..... - 7 -
Discipline ..... - 7 -
Dress Code (Camp All-American) ..... - 10 -
Physical Contact ..... - 10 -
Two Adult Rule ..... - 11 -
Transportation ..... - 11 -
Sleeping Arrangements ..... - 12 -
Gift Giving ..... - 12 -
Medication ..... - 12 -
Intoxicants ..... - 13 -
Tobacco and Vaping ..... - 13 -
Sexually Oriented Materials ..... - 13 -
Nudity ..... - 13 -
Bathroom Use ..... - 13 -
Bathroom Supervision and Assistance Guidelines ..... - 14 -
Release of Participants ..... - 15 -
INTERACTIONS ..... - 17 -
Verbal Interactions ..... - 17 -
One-To-One Electronic Communication ..... - 17 -
Social Media/Networking ..... - 17 -
One-To-One Meetings ..... - 18 -
Sexually Oriented Conversations ..... - 19 -
PARTICIPANT SAFETY POLICY STATEMENT OF ACKNOWLEDGMENT AND AGREEMENT ..... - 21 -

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OVERVIEW OF THE PERIMETER CHURCH SAFETY SYSTEM

Because we care for our children/youth/students ("participants") and desire to protect them, Perimeter Church requires all staff members and volunteers working with these participants to be in the process of completing the **FOUR SAFETY STEPS** before ministry work or volunteer placement begins. All these steps should be completed every 5 years. Every year, employees and volunteers working with participants will be asked to update a safety form and sign the policy summary. Any person who may pose a threat to our participants will be prohibited from working in any ministry of participants.

STEP ONE: Sexual Abuse Awareness Training
Perimeter Church policies and procedures require that staff members and volunteers avoid abusive behavior of any kind. Staff members and volunteers are required to report any policy violations to the ministry leader, division director, or Human Resources (HR). Staff members and volunteers should have a basic understanding of the characteristics of sexual abusers and their behaviors in 'grooming' a participant for sexual abuse. Grooming is the process used by an abuser to select a participant, win the participant's trust (and the trust of the participant's parent or 'gatekeeper'), manipulate the participant into sexual activity and keep the participant from disclosing the abuse.

STEP TWO: Screening Process
Staff members and volunteers should complete the Perimeter Church screening process, which requires a staff member or volunteer to:

- Complete the application/safety form;
- Complete an interview, preferably face-to-face;
- Provide references to be checked. (At least two references will be contacted.)

*A volunteer should regularly attend Perimeter Church for <u>six</u> <u>months</u> or more before being eligible to serve in on-going positions providing access to participant populations.

STEP THREE: Policies & Procedures
Staff members and volunteers should <u>review the policies</u> contained in this manual and sign the agreement indicating that he or she has read and understood the material and agrees to comply with policy requirements.

STEP FOUR: Criminal Background Check
Perimeter Church requires that all staff members and volunteers age 18 and above and working or volunteering in participant activities/programming to undergo a criminal background check. Depending upon position, differing levels or intensity of background check may be required.

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REPORTING

Abuse Tolerance

Perimeter Church has a **zero tolerance for abuse** in its ministry programs/activities. Perimeter Church is committed to providing a safe, secure environment for all participants.

Child abuse, as defined by GA state law, is:

- Physical injury or death inflicted upon a child by a parent or caretaker thereof by other than accidental means; provided, however, that physical forms of discipline may be used as long as there is no physical injury to the child;
- Neglect or exploitation of a child by a parent or caretaker thereof;
- Endangering a child;
- Sexual abuse of a child; or
- Sexual exploitation of a child.

"Child" under this definition means any person under 18 years of age.

Reporting Suspicious or Inappropriate Behaviors

In order to maintain a safe environment for participants, staff members/volunteers must be aware of their individual responsibility to act in the best interest of participants. Because sexual abusers 'groom' participants for abuse, it is possible a staff member or volunteer may witness behavior intended to 'groom' a participant for sexual abuse.

In the event that a staff member/volunteer observes any inappropriate behavior (i.e. policy violations, neglectful supervision, poor role-modeling, etc.) **or suspected abuse** (physical, emotional, or sexual) **or any questionable circumstance or behavior** (including "grooming" behavior)**, it is their *personal responsibility* to immediately report these observations to the ministry leader, division director, or Human Resources (HR).**

Consequences of Violation

Failure to report a prohibited act to the designated person is against the law and a violation of this policy as well as grounds for termination of employment of a employee. Volunteers who fail to report a prohibited act may be restricted from participation in any activities involving participants at Perimeter Church.

Any person accused of committing a prohibited act or any act considered by the church to be harmful to a participant will be immediately suspended from participation in the participant's ministry. This suspension will continue during any investigation by law enforcement or participant protective agencies.

Any person found to have committed a prohibited act should be prohibited from future participation as a staff member or volunteer in all activities and programming that involves

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participants or vulnerable populations at Perimeter Church. If the person is a staff member, such conduct may also result in termination of employment from Perimeter Church.

Response to Report of Abuse

Any report of inappropriate behaviors or suspicions of abuse will be taken seriously. Perimeter Church leadership will take appropriate action on behalf of the church when a report of abuse occurs in accordance to this policy and state law.

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GENERAL SAFETY POLICY

Parental Involvement

Parents are welcome to visit and observe all programs and activities in which their child is involved at Perimeter Church, approved by the ministry's leadership. Parents who desire to participate in or have continuous, ongoing contact with ministry programs for their children are encouraged to join as volunteers and go through the Ministry Safe process.

Building Safety

Adequate supervision for participants should be given. The ministry pastor will be responsible for ensuring that the ministry area as well as the hallways and common areas near the activity space are monitored during programming. Premises monitors may also observe activity areas through windows or open doors on a roving basis. Our security team monitors the premises during open hours of the church building.

Playground Safety

During play periods on the playground, staff members and volunteers are to circulate and supervise children on the playground, giving particular attention to the areas which are not easily seen from all viewpoints. (Example: under slides, in corners, behind structures).

Parental Contact

Parents who leave a participant in the care of Perimeter Church staff members and volunteers during church services or activities will be contacted if their participant becomes considerably ill, injured, or has a severe disciplinary problem while participating.

Discipline

Due to the vision of the different ministries, please see the policy below for your specific ministry.

Children's Ministry Policy

It is Perimeter Church's policy that staff members and volunteers are prohibited from using physical discipline in any manner for behavioral management of participants. **No form of physical discipline is acceptable.** This prohibition includes spanking, slapping, pinching, hitting, or any other physical force as retaliation or correction for inappropriate behaviors by participants. Children are to be disciplined using time-outs and other non-physical methods of behavior management. In employing this procedure, staff members and volunteers should observe the following guidelines:

1. Verbally redirect the participant before physically intervening. With younger participants some physical redirection may be necessary (for example, removing a toy from the hands of a participant that is hitting another).

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2. If the behavior does not cease, remove or direct the participant away from the group to a corner of the room where the group is meeting (avoid being alone with the participant).

3. Provide the child with a simple, understandable reason for the time-out, and provide the child with clear explanation of your expectations. ("Randy, you didn't stop hitting Gordon when I asked you to, so you need to sit quietly in the blue chair for three minutes.") In addition, be verbally reassuring, as being removed from the group will likely upset the participant. Do not physically hold the child in time-out.

4. Provide the child with a chair to sit in or a "spot" to sit on (using a pillow, blanket, carpet square, etc.) until their time-out is complete.

5. Follow the rule of thumb that a time-out is ineffective if it lasts longer than one minute for every year of the child's life (3 years old, 3 minutes).

6. Monitor the child through the entire time-out without giving your undivided attention. For longer time-outs give intermittent praise to reassure the child and keep them on task. ("Jamie, you're doing a great job of sitting quietly – just 2 more minutes.")

7. Praise the child once he or she has completed the time-out and tell them that their reward is being able to rejoin the group. Remind them that repeating their initial behavior will result in further time-out. Follow this with praise.

Uncontrollable or unusual behavior should be reported immediately to parents and the children's area director/coordinator.

Student Ministry Policy

It is the policy of Perimeter Church that staff members and volunteers are prohibited from using physical discipline in any way for behavior management of students. **No form of physical discipline is acceptable.** This prohibition includes spanking, slapping, pinching, hitting, or any other physical force as retaliation or correction or inappropriate behaviors by students. If a student is unruly or fails to comply with verbal warnings or instructions from staff/volunteers, that student will be asked to leave (if not endangered by doing so) and/or the student's parent will be contacted to pick up the student. In the event of a fight or physical altercation, staff/volunteer will verbally redirect students involved and will try to avoid physical intervention, if possible. Uncontrollable or unusual behavior should be reported immediately to parents and the ministry leader.

Perimeter School Policy

It is the policy of Perimeter School to be the "fourth wall" for students, including discipline. Please see the school handbook for specifics on discipline.

KidsHope, USA Policy

It is Perimeter Church's policy that staff members and volunteers are prohibited from using physical discipline in any manner for behavioral management of participants. **No form of physical discipline is acceptable.** The child should be verbally redirected before seeking help from school officials (for example, removing a toy on the table).

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Uncontrollable or unusual behavior should be reported immediately to the class teacher or adult school employee.

Camp All-American Policy

Camper Code of Conduct

Camp All-American strives to create a safe environment for its participants and families that also reflects CAA's biblically-based purpose and mission. In order to do so, we want to ask you to work with us as we work with you. In order to do that, we ask that all camp families agree to the following code of conduct for their children prior to attendance.

CAA reserves the right to dismiss any camper who continues to engage in the following activities:

1. Negative and inappropriate humor or remarks, slurs or jokes about sex, religion, age, handicap, nationality, race, gender or color.
2. Possession or use of any weapon, illegal drug, or prescription drug on campus.
3. Repeated possession or use of electronic devices such as game players and/or cell phones.
4. Repeated disrespect/hostility to counselors, CORE Leaders or any director.
5. Destroying or stealing Camp All-American or Perimeter Church property.
6. Use of restrooms, locker rooms, or other facilities where individuals may be in a state of undress inconsistent with one's biological sex.
7. Fighting or bullying other campers.
8. Refusing to comply with CAA's established dress code.

If a camper engages in any of the behavior listed above, parents will be notified immediately and consulted with regarding action steps to be taken.

Discipline Procedures for Minor Infractions/Disrespect i.e. not listening, talking when asked not to, etc.

1. Reminder/Warning
2. Timeout (5-10 minutes)
3. Sit out an activity
4. Sent to Core Leader

Campers who either repeat these four steps in the same week or continue to show inappropriate behavior after the steps above, will need to be sent to Program Director to follow the steps below.

1. Director calls parent with child.
2. Parent talks with child after Director communicates issue.
3. Child is taken back to group and must apologize to group and counselor.

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4. Program Director follows up with counselor and child at end of day.
5. If camper misbehaves in group again, camper is brought directly to Program Director to be sent home.
6. Program Director informs Supervisor.
7. Program Director keeps a list of children sent home. If camper attends another week, he/she is taken through same process except when brought to Program Director he/she will be sent home by Supervisor.

Dress Code (Camp All-American)

1. All campers must wear close-toed shoes.
2. Campers must not wear clothing with offensive language, logos, messages, or any inappropriate clothing that would be a distraction to the rest of their group or other campers.
3. Girls must wear a one-piece bathing suit. Boys cannot wear swim-briefs (i.e. Speedo).
4. Campers may wear tank tops, but straps must be wider than three finger widths.
5. Campers may wear or bring costumes/dress up for theme days but must be wearing appropriate clothing and shoes to participate in the rest of the day's activities.

Physical Contact

Perimeter Church is committed to protecting participants in its care. Any physical contact should promote a positive and nurturing environment. The following guidelines are to be carefully followed by anyone working in the ministry programs for our participants:

1. Fist bumps, side or A-frame hugs, one handshake hug combo, and other forms of appropriate physical affection between staff members/volunteers and participants are important for participant's development and are generally suitable in the church setting.
2. Physical contact should be for the benefit of the participant, and never be based upon the emotional needs of a staff member or volunteer.
3. Do not force any physical contact, touch or affection upon a reluctant participant. A participant's preference not to be touched must be respected.
4. Physical contact and affection should be given only in observable places or when in the presence of other participants or participant staff members and volunteers. It is much less likely that touch will be inappropriate or misinterpreted as such when physical contact is open to observation.

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5. Physical contact in any form should not give even the appearance of wrongdoing. The personal behavior of staff or volunteers in the ministry must foster trust at all times. Personal conduct must be above reproach.

6. Staff and volunteers are responsible for protecting participants under their supervision from inappropriate or unwanted touch by others.

7. Inappropriate touching and inappropriate displays of affection are forbidden. Any inappropriate behavior (including physical contact, touching, or displays of affection) or suspected abuse by a staff member or volunteer should be immediately reported to the ministry leader, division director, or HR.

Two Adult Rule

Two screened and unrelated adult workers will be present in the room, or nearby, with our participants during ministry activities. No adult should be alone with a minor.

If there becomes an occasion that two screened adults cannot be present, there must be at least three people (above the age of 5 and unrelated) present in the open area.

Due to the professional relationship of the teacher and student, parents understand that only one teacher may be present in certain learning or artistic performance programs.

Transportation

Staff members and volunteers may from time to time be in a position to provide transportation for participants. The following guidelines should be strictly observed when workers are involved in the transportation of participants:

1. Participants should be transported directly to their destination. Unauthorized stops to a non-public place should be avoided. Staff members and volunteers should avoid transportation circumstances that leave only one participant in transport.

2. Staff members and volunteers should avoid physical contact with participants while in vehicles.

3. The use of cell phones should be avoided while driving. If a cell phone is necessary to use, it must be in "hands free" mode, unless it is an emergency. At all times you must comply with the local and state cell phone laws.

4. No drivers under age 25 may provide transportation to participants unless pre-approved by the HR director or Ministry Safe administrator and placed on approved list given to our liability insurance carrier.

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Sleeping Arrangements

It is anticipated that certain ministry-sponsored activities may occasionally require that overnight sleeping arrangements be made for students and staff members/volunteers (i.e. mission trips, ski trips, lock-ins, etc.). In the event an activity requires sleeping arrangements, staff members and volunteers will strictly observe the following rules:

1. At least two screened adults, preferably unrelated, must be present, unless written permission is given from the parent of the participant and the ministry pastor for the event at that time.

2. Overnight sleeping arrangements must be submitted in writing and approved by the ministry pastor prior to the event, if one has not already been written by the ministry pastor for that type of event.

3. Leaders should show only age-appropriate movies and use good judgment.

4. Appropriately modest sleeping attire must be worn, which includes both top and bottom clothing while sleeping.

5. Boys and girls must sleep in separate areas, properly supervised by leaders of the same biological sex.

6. At times, a staff member/volunteer will sleep in the same room as students or in an adjoining room. However, staff members/volunteers are prohibited from sleeping in a 1:1 ratio setting with students for any reason, unless the staff member/volunteer is an immediate family member of the student.

7. Adults should never sleep in same bed with a participant, unless it is their own child.

8. In the event that overnight arrangements do not include standard beds, each staff member/volunteer and/or student will use single sleeping bags or blankets. In these instances, a "one-person-to-one-bag or blanket" rule will be observed.

Gift Giving

Special occasions or special accomplishments can easily be rewarded with group recognition (i.e., give mention during announcements; have the entire class sing Happy Birthday, etc.) Therefore, the giving of gifts from adults to children is discouraged. However, if approved by ministry leader, a discipleship leader may give a consistent gift to each participant they are ministering to for a special occasion. All gifts must be approved by ministry leader.

Medication

Medication may be given to a child by a staff member/volunteer with a doctor's prescription or written parent's permission, either directly handed to staff member/volunteer by parent or permission is provided at online registration. The medication must be in the original packaging, including over-the-counter medication.

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Camp All-American: Medication will be collected and given by nurse staff only.

Intoxicants

Staff and volunteers are prohibited from the use, possession, or being under the influence of alcohol or any illegal drugs while on Perimeter Church property, while traveling with participants, or while working with participants.

Tobacco and Vaping

Perimeter Church requires staff members and volunteers to abstain from the use or possession of tobacco and vaping products while on Perimeter Church property, or while traveling with participants, or while working with participants. Perimeter Church is a tobacco-free and vape-free campus.

Sexually Oriented Materials

Staff members/volunteers of Perimeter Church are prohibited from possessing (or transmitting to participants) any sexually oriented materials (magazines, cards, images, videos, pictures, films, etc.) on church property or in the presence of participants, including those in electronic form. For Perimeter School, if any sexually oriented materials are necessary for classroom instruction, they must be approved in advance by the principal or headmaster.

Nudity

Staff and volunteers should never be nude in the presence of participants in their care. In the event there is a situation that may call for or contemplate the possibility of nudity (i.e. changing clothes during a pool party, weekend or overnight retreat, etc.), staff member/volunteer will submit a plan to the ministry pastor concerning arrangements for showering or changing clothes, if one has not already been written by the ministry pastor for that type of event.

Adults must change clothes in complete privacy. Participants should change clothes in complete privacy if at all possible. If not possible, changing of clothes should be done as private as possible. Adults should be outside the changing room, the door of the changing room should remain cracked or opened, and the changing of clothes should have a short time limit on it so there is little time for misbehavior.

For Ballet specifics of changing clothes, see Ballet policy.

Bathroom Use

Children and adults must use the bathroom labeled for their biological sex.

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Bathroom Supervision and Assistance Guidelines

Due to the vision of the different ministries, please see the policy below for your specific ministry.

Nursery children

Because nursery children may require complete assistance with their bathroom activities, all staff members and volunteers will observe the following policies:

Diapering, when applicable

1. Diapering of children of either biological sex is to be done by female nursery workers at designated changing tables with at least one other worker in the room or by the child's parent or legal guardian only.
2. Children will never be left unattended on changing tables.
3. Any special instructions given by parents leaving children in nursery will be recorded on the registration sheet ("Seth Adams has a medicine in the bag for rash.")
4. Children should be re-diapered and re-clothed immediately upon the completion of changing their soiled diaper.
5. Children should be changed on changing stations only.

Toilet training

1. No child will be forced to toilet train.
2. Toilet training efforts of either biological sex are to be done by female nursery workers or the child's parent or legal guardian only.
3. When children are taken into bathrooms the door will be left partially open.
4. Young children will never be left unattended in bathrooms.
5. Parents should be consulted on each child's progress in the toilet training process before leaving the child with volunteers/staff members. Any special instructions given by parents leaving children in the nursery will be recorded on the registration sheet ("Georgia can use the toilet, but she needs to be reminded – ask her if she needs to go.").
6. Children should be assisted in straightening their clothing before returning to the room with other children, if necessary.
7. "Accidents" should be handled by reassuring the child and completing the changing of diapers or underwear and clothing. Extra clothing and diapers are available in the children's area, if the parent has not furnished a clothing change.

School-age children

School-age children may be accompanied to the restroom for supervision and assistance when needed. (However, children should receive the minimum amount of assistance needed based upon their individual capabilities.) Staff members/volunteers should never go into the restroom alone with child.

If a staff member/volunteer must check on an individual child at the restroom, he or she should seek out another worker to accompany him/her. If another worker is not available to accompany, he/she should go to the exterior bathroom door, knock, and ask if the child needs assistance. If the child requires assistance, the worker should leave the exterior bathroom door open when entering the bathroom area and try to verbally assist the child in completing their activities, while the child remains behind the door of the bathroom stall.

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Any assistance with the straightening or fastening of garments should be done in the presence of another staff member or volunteer.

School-age for KidsHope, USA

School-age children may be accompanied to the restroom for supervision when needed. The volunteer should walk the student to the restroom door and stand in the hallway until the child walks out of the bathroom. The volunteer should never walk into the bathroom. If the volunteer needs to check on the student, the volunteer should call out to the student to see if he/she needs assistance. If so, the volunteer is to wait until a school teacher/administrator comes by and ask the teacher/administrator to check on the child.

Special needs

Parents will offer instruction to staff members or volunteers to change the diapers of special needs individuals. After the age of 5, parents or legal guardians will need to change the diapers of all special needs individuals.

Camp All-American

Jr, D1, D2 campers must be accompanied to the restroom for supervision and assistance when needed. (However, campers should receive the minimum amount of assistance needed based upon their individual capabilities.) Staff members/volunteers should never go into the restroom alone with child.

If a staff member/volunteer must check on an individual child at the restroom, he or she should seek out another worker to accompany him/her. If another worker is not available to accompany, he/she should go to the exterior bathroom door, knock, and ask if the child needs assistance. If the child requires assistance, the worker should leave the exterior bathroom door open when entering the bathroom area and try to verbally assist the child in completing their activities, while the child remains behind the door of the bathroom stall. Any assistance with the straightening or fastening of garments should be done in the presence of another staff member.

D1 and D2 campers may go to the bathroom alone when they are in the pavilion during their lunch time after gaining approval from their counselor. CAA Staff will regularly check the bathrooms during lunch.

Delta or Ozone campers may go to the restroom alone if they are near a restroom. Staff member must remain aware of time camper is gone and protect against misbehavior.

Release of Participants

Children's Ministry Policy

At any time that a child has been entrusted to Perimeter Church staff members or volunteers, the church incurs responsibility for the safety and well-being of the child. Staff members and volunteers must act to ensure the appropriate supervision and safety of children in their charge.

Staff members/volunteers of the Children's Ministry are responsible for releasing children in their care at the close of services or activities only to parents, legal guardians, or other persons designated by parents or legal guardians. It is presumed a person who drops off a child has authority to pick up the child. If child is in 3rd grade or higher, the child is self-dismissed.

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In the event that staff members or volunteers are uncertain of the propriety of releasing a child, they should immediately locate or contact their immediate supervisor or the children's director before releasing the participant.

Camp All-American

Staff members of CAA are responsible for releasing children only to adults who are approved (on official CAA Pick Up List) and show identification. It is not presumed a person who drops off a child has authority to pick up the child.

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INTERACTIONS

Verbal Interactions

Verbal interactions between staff members or volunteers and participants should be positive and uplifting. Perimeter Church staff members and volunteers should strive to keep verbal interactions encouraging, constructive, and be ever mindful of their mission of aiding parents in the spiritual growth and development of their children.

To this end, staff members and volunteers should not talk to participants in a way that is or could be construed by any reasonable observer as harsh, threatening, intimidating, shaming, derogatory, demeaning, or humiliating. In addition, staff and volunteers are expected to refrain from swearing or taking the Lord's name in vain in the presence of participants.

One-To-One Electronic Communication

Perimeter Church recognizes that one-to-one electronic communication (including but not limited to phone calls, texts, and emails) may be needed at times. Staff members/volunteers should not initiate or have ongoing direct one-to-one electronic communication outside the context of discipleship* or ministry activities for leadership development for a specific purpose approved by ministry leader (like RUSH conference speaker) or when serving as the caregiver of the participant.

Parents of participants should communicate additional expectations regarding direct communication with their child to child's leader or instructor.

*Discipleship defined here is a small group community, with a designated discipleship group leader, for the purpose of the study of Truth, spiritual Equipping, Accountability, Missional outreach and Supplication. It is based on a life-on-life relationship where one imparts their gospel-based life to another.

Social Media/Networking

Perimeter Church establishes a social networking policy to safeguard the participants and employees, as well as the reputation of the church. Since social media can be a useful tool to minister to our participants, it is acceptable. HOWEVER, CAUTION AND DISCERNMENT MUST BE USED with how it is used and who you befriend. Provided are some guidelines to assist employees and volunteers in using this communication vehicle. The absence of, or lack of explicit reference to a specific site or specific guideline does not limit the extent of the application of this policy.

- Know at all times you are a representative of Perimeter Church. Anything you post, including pictures, is a reflection upon the church and/or school.
- Adults are to maintain a professional relationship with other adults and students. Although your friend contacts may be youth/students, they should view you as a mature authority figure. Your social relationship with participants should be for their spiritual benefit.

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- Teachers are not to initiate friend contacts with students or alumni under the age of 18. Parents and ministry leaders may do so with caution with the parent's permission.
- Recognize that there is no such thing as complete privacy on a social networking site. Take care in anything you post online. Act immediately to remove any material that may be inappropriate from your site whether posted by you or someone else. Keep your privacy settings at appropriate levels to protect yourself.
- Camp staff are prohibited from posting any photos or videos of a camper without the written consent of the child's parents.
- All communication after camp hours must be approved with parents and staff permission.

Our use of social media, like all things, should be used to glorify God. Any inappropriate communication will be cause for disciplinary action. Perimeter Church and School reserves the right to determine what is and is not appropriate communication. For clarification of appropriate social media and communication, consult your ministry's leadership.

Parents of participants should communicate additional expectations regarding direct communication with their child to the child's leader or instructor.

One-To-One Meetings

Due to the vision of the different ministries, please see the policy below for your specific ministry.
Parents of participants should communicate additional expectations regarding direct communication with child to the child's leader or instructor.

Children's Ministry Policy
Staff members and volunteers should never conduct unobservable one-to-one meetings or interaction with children while participating in Perimeter Church Children's Ministry program. Another adult who has completed the Perimeter Church application and screening process should always be present.

Student Ministry Policy
Perimeter Church recognizes that meeting the emotional needs of students may occasionally require staff member and volunteers to minister to them on an individual basis. Staff members and volunteers should conduct one-to-one meetings with an individual student at a time when others are present or where conduct can be easily observed. There will be no one-to-one meetings between a staff member/volunteer and a student behind closed, non-windowed doors.
When leaders are meeting with students one-to-one, prior written permission from the parent/guardian and the ministry leader needs to be obtained. Also, there should be equal treatment and availability for one-to-one meetings with the leader for all students within a discipleship group.

Perimeter School and Musical Arts Policy
Perimeter Church/School recognizes that meeting the educational needs of students may often require staff members and faculty to interact with them on an individual basis. Staff members and faculty should conduct one-to-one meetings with an individual student at a time when others are present or where conduct can be easily observed. If the meeting occurs in a classroom, the staff member and faculty as well as the student need to be visible

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from the classroom door window or open doorway. There will be no one-to-one meetings between a staff member or a faculty and a student behind closed, non-windowed doors. The administration office should be notified of all private one-to-one meetings, if not held in visible hallway or scheduled room, with the student's name and location.

KidsHope, USA Policy

Staff members and volunteers should never conduct one-to-one, unobservable meetings or interaction with participants while participating in the KidsHope USA Mentoring program. Mentoring should always take place at the school in a visible, public space and according to the KidsHope and school's meeting instructions.

Camp All-American

Camp All-American recognizes that meeting the emotional needs of campers may occasionally require staff members to meet with them on an individual basis. Staff members should conduct one-to-one meetings with an individual camper at a time and place when others are present or where conduct can be easily observed. There will be no one-to-one meetings between a staff member and a camper behind closed, non-windowed doors.

Sexually Oriented Conversations

Due to the vision of the different ministries, please see the policy below for your specific ministry. This applies to verbal, written, and electronic communication.

Children's Ministry Policy

Staff members and volunteers are prohibited from engaging in any sexually oriented conversations with participants and are not permitted to discuss with any child in the program any inappropriate or explicit information about their own personal relationships, dating or sexual activities.

Student Ministry Policy

It is expected that from time-to-time Student Ministry discussions and lessons may address issues related to purity, dating, sex, and human sexuality. These lessons will convey the church's views on these topics. These discussions are not to be on an educational basis but to give encouragement to living a holy life.

Staff members and volunteers are not permitted to discuss with any student in the program any inappropriate or explicit information about their own personal relationships, dating or sexual activities.

Perimeter School Policy

Staff members and volunteers are prohibited from engaging in any sexually oriented conversations with students and are not permitted to discuss with any student in the school any inappropriate or explicit information about their own personal relationships, dating or sexual activities. This provision includes the use of cellular phones, text messages, e-mail, instant messaging and online chat rooms. However, it is expected that from time-to-time staff may be called upon to address students regarding human sexuality and purity. These lessons will convey the church's views on these topics.

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KidsHope, USA Policy

Staff members and volunteers are prohibited from engaging in any sexually oriented conversations with participants and are not permitted to discuss with any child in the program any inappropriate or explicit information about their own personal relationships, dating or sexual activities.

Camp All-American

Staff members are prohibited from engaging in any sexually oriented conversations with participants and are not permitted to discuss with any camper in the program any inappropriate or explicit information about their own personal relationships, dating or sexual activities.

In Ozone and CIT, it is expected that from time-to-time discussions may occur related to purity, dating, sex, and human sexuality. These discussions will convey the church's views on these topics. These discussions are not to be on an educational basis but to give encouragement to living a holy life.

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Perimeter
CHURCH

PARTICIPANT SAFETY POLICY STATEMENT OF ACKNOWLEDGMENT AND AGREEMENT

I have received and read a copy of Perimeter Church's Participant Safety Policies and understand the importance of the matters set forth within the manual. I agree to follow and abide by these guidelines during my service at Perimeter Church.

Further, I understand that the manual may be modified at any time, and that any guidelines may be amended, revised, or eliminated at any time by Perimeter Church. It is my responsibility to review new guidelines that are created and distributed as well as manual guidelines that are changed or deleted.

Sign Online

_____
Staff Member or Volunteer Name (please print)

_____
Staff Member or Volunteer Signature

Date: _____

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