



NORTH AMERICAN DIVISION CHILD PROTECTION PLAN

Seventh-day Adventist Church in North America



North American Division

YOUTH & YOUNG ADULT MINISTRIES

NADYouthSafety.org

As leaders, we have been called by God to take care of his flock. We therefore have a responsibility to take the necessary steps to protect our church ministries and establish a sense of security for our members and their children.

How Can We Protect the Children and Youth of Our Church?

#1

**The Responsibility of
the Organization**

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- The church must exercise reasonable care in the selection and supervision of volunteers, including:
 - 1. Selecting and recruiting** the appropriate individuals needed to supervise a specific ministry or activity
 - 2. Train and orienting volunteers** in order to provide proper supervision of the ministry or activity
 - 3. Providing each volunteer with a written copy of the policies and the code of conduct** required by the Seventh-day Adventist Church
 - 4. Providing proper oversight and management** of volunteers

Cont...The Responsibility of the Organization

- 5. Taking appropriate corrective actions** to either discipline, counsel, or remove a volunteer when necessary
- 6. Reporting all incidents** of suspected child abuse to proper authorities in accordance with child protection laws as required by the jurisdiction where the church is located
- 7. Mandated Reporters** will report physical injury, child sexual abuse, willful cruelty or unjustified punishment, unlawful corporal punishment or injury, or neglect
- 8. Pastoral Staff Involvement** is recommended in the reporting process

#2

Volunteer Selection and Management

<http://adventistyouthministries.org/safety-resources/protection-supervision>

Volunteer Selection and Management

From NAD Working Policy

- **Volunteer Selection** - It is the responsibility of the church to select individuals who will serve in volunteer positions
- **Six Months Rule** - No adult will be considered for a volunteer leadership role in a church-sponsored ministry or activity until the volunteer has been known to the members of the local Seventh-day Adventist church for a minimum of **six (6) months**
- **Screening Procedure** - All volunteers shall provide the local Seventh-day Adventist Church **three (3) personal references** and submit to a **criminal background check**

Cont... Volunteer Selection and Management

- **Child Safety Training** - All volunteers shall be appropriately trained and background screened before they are allowed to supervise children
- **Age Requirement** - Any volunteer working with minors must be at least 18 years of age
- **Two-Adult Rule** - Every volunteer should practice the “two-adult rule” during the activities of children and young people

For complete “Child Protection Plan” form, visit

<http://adventistyouthministries.org/safety-resources/protection-supervision>

#3

**Orientation for
Volunteers**

Orientation will Cover these Areas

From NAD Child Protection Plan

- 1. Orientation Training** - The local Seventh-day Adventist Church should provide orientation meetings to train volunteers on its ministry expectations towards children and youth
- 2. Mission of the Church** - The church's mission and the expectation the church has for its accomplishment in a safe and abuse-free manner
- 3. Code of Conduct** - The expectations, code of conduct, and rules to be followed by volunteers in relation to supervision, interaction, and appropriate physical contact with children
- 4. Ongoing Trainings** - The local church will provide orientation meetings at appropriate intervals during each calendar year

#4

**Local Church Guidelines for
Volunteers**

Code of Conduct

For a complete VOLUNTEER CODE OF CONDUCT training see NADYouthSafety.org (Volunteers)

CHILD PROTECTION PLAN RESOURCES
Seventh-day Adventist Church in North America



NAD - YOUTH/CHILDREN'S MINISTRY VOLUNTEER CODE OF CONDUCT

Acknowledgment

Because I want the best possible environment for our children and youth to grow up in, it is important that those working with children have guidelines for conduct in order to protect both themselves and those under their care. As a ministry volunteer, I want parents and others to feel comfortable and confident with me.

My Commitment to Volunteer Ministry

As a Youth/Children's Ministry Volunteer, I will:

1. Provide appropriate adult supervision at all times for the children for whom I am responsible.
2. Have at least one other adult, eighteen (18) years of age or older, to help with the supervision of children. If I find myself in a situation where I am the only adult present, under no circumstances will I allow myself to be alone with one child (the "two-person rule"). This protects the child as well as protecting the adult from possible allegations.
3. Ask a child's permission before physically touching him/her anywhere, even when responding to an injury or problem. This is especially true for any areas that would normally be covered by a T-shirt and/or shorts. If an injury is within this area, make sure another adult works with you as care is provided.
4. Refrain from physical and verbal attacks and corporal punishment which are inappropriate behaviors and should never be used as discipline. "Time outs" or "sit-in-that-chair" may be helpful discipline methods to use with children.
5. Affirm children with appropriate touching by keeping hugs brief and "shoulder-to-shoulder" or "side-to-side." I will keep hands at (not below) the shoulder level. For small children who like to sit on laps, I will encourage them to sit next to me.
6. Provide extra care when taking small children to the restroom. I will take another adult along, or leave the door open.
7. Be aware of conducting activities in rooms that do not have an interior viewing area, or I will leave the door open during the activity to allow easy observation by others.
8. Cooperate with the volunteer screening process and complete the Volunteer Ministry Information form, as required by the church.
9. Be aware of the signs and symptoms of child abuse and aware of the legal requirements for reporting suspected cases of abuse. In addition to any legally required reporting, I agree that if I become aware of any behavior by

All volunteers must sign the Code of Conduct and guidelines for volunteers

For a complete Volunteer Code of Conduct Training, visit the NADYouthSafety.org

Local Church Guidelines

All volunteers are expected to adhere to the following local church rules:

1. Physical punishment of children is prohibited under any circumstances
2. Verbal abuse of children or telling jokes of a sexual nature in the presence of children is unacceptable
3. Being alone with a child or young person should be avoided
4. Volunteers should not travel alone with a child or young person

Cont... Local Church Guidelines

5. Children and young people should not be permitted to remain on church property unless two adults are present
6. Volunteers should not engage in or tolerate any behavior – verbal, psychological or physical – that could be construed as bullying or abusive
7. A disproportionate amount of time should not be spent with any particular child or group of children
8. Under no circumstances may volunteers give alcohol, tobacco or drugs to children or young people

Cont... Local Church Guidelines

9. Only age-appropriate language, material on media products (such as camera phones, internet, video) and activities should be used when working with children and young people. (Sexually explicit or pornographic material is never acceptable.)
10. Volunteers must not engage in inappropriate physical contact of any kind – including rough physical play, physical reprimand and horseplay. (This should not prevent appropriate contact in situations where it is necessary to ensure the safety and well-being of a child.)

Cont... Local Church Guidelines

1 1. Privacy for children should be respected at all times including the following:

- When young people are in locations such as changing areas, swimming pools, showers and restrooms
- Photographs of children or young people must never be taken while they are in changing areas (for example, in a locker room or bathing facility)
- Tasks of a personal nature (helping with toileting, washing or changing clothing) should not be carried out for children or young people

Cont... Local Church Guidelines

For more details on this topic,
please refer to the

Child Protection Plan Form at

<http://adventistyouthministries.org/safety-resources/protection-supervision>

#5

**Criminal Background Check &
Three (3) Personal References**

Every three (3) years



ADVENTIST SCREENING VERIFICATION

Seventh-day Adventist Church
NORTH AMERICAN DIVISION

Per NAD FB 20 Working Policy

All volunteers who regularly work with children must complete a background check every three years.

<https://www.nadadventist.org/asv>



Seventh-day
Adventist Church
NORTH AMERICAN DIVISION

≡ MENU

For help with registration, passwords, usernames, background checks and website questions review [Online Help/FAQs](#), submit a [Helpdesk Email Form](#), or call [1-855-326-1860](tel:1-855-326-1860).

LOGIN FOR EXISTING ACCOUNTS

FIRST-TIME REGISTRANT

ESPAÑOL: ACCESO O INSCRIPCIÓN

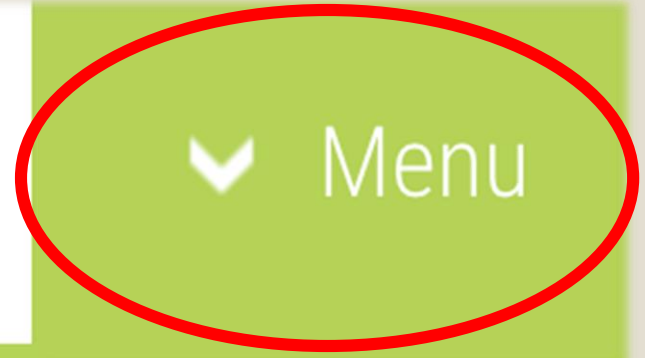


ADVENTIST SCREENING
VERIFICATION

Seventh-day Adventist Church
NORTH AMERICAN DIVISION

North American Division

<http://adventistyouthministries.org/safety-guidelines>





Contact Staff

Youth & Young Adult Ministries

North American Division



Pastor Armando Miranda Jr.
Associate Director



Pastor Tracy Wood
Director



Pastor Vandeon Griffin
Associate Director



Angelina Wood
Safety Consultant