

## Lamont Alliance Church

### Protection Commitment

The church has been given a unique role in our world to be a place where the full salvation and hope of Jesus are understood. We live as sinner in a broken world. The church needs to be a safe place where sinners can gather to find the hope of Jesus and help each other grow in faith, hope and love. The church historically has been distracted from its mission by many things and as a result, some who have sought hope have been left abused, hurt and disillusioned. The church is the gathering of sinners, and so will never be a place of perfection. That is not an excuse, but a realization that those who desire to see good done, can become a source of great pain because of our sinful natures. Each one in a position of leadership in Lamont Alliance Church, makes the following commitment in recognition of this.

- We commit to making our church a safe sanctuary where people can find hope in a world that can so often be dangerous.
- We commit to making our building and all other locations of our ministry as safe as is reasonable.
- We commit to providing safe and adequate protection for children at all times while in our care.
- We commit to provide a space safe from abuse, neglect
- We commit to being transparent and attentive at any point our policies break down and abuse occurs or if reports of abuse are made to leaders in the church. We commit to being open to receiving reports of abuse, and reporting to appropriate authorities.
- We commit to being people who hold confidences. We do not speak about things said to us in confidence except if it involves criminal behaviour or someone in endangered.
- We commit to being a place, in the midst of our increasingly angry society, where one is not bullied, called names or harassed. Respect is of the individual is critical.
- We commit to being a place where one is not subject to threat, abuse or unwanted attention in all areas of sexuality. The church should always be a place purity is pursued and prized.
- We commit to following all aspects of our Plan to Protect policy to the best of our ability.

As one who is in a position of authority in Lamont Alliance Church, I agree that the commitment made by the church, is my commitment.

Signature

Printed Name

Date

## Plan to Protect

### Making Church a Safe Place

Each child is a special gift from God, and the church has the responsibility to make them feel loved and safe. We acknowledge the high value that Jesus placed on children during his earthly ministry. We seek to make all our church activities and facilities safe, especially for children and youth. It is our responsibility as adults to do all we can to protect children.

- 1) Facilities are to be kept safe for children = All areas that are used for children's ministry are to be observable and are open for parents to enter at any point.
- 2) The church will have a sign in – sign out practice, appropriate to the ages of the children.
- 3) A fully stocked first-aid kit will be available in the church building.
- 4) Areas where children or adults and children could easily be alone together unsupervised are to be restricted.
- 5) Children will periodically be reminded to practice the buddy system when using the washrooms.
- 6) Safe and adequate supervision to is to be provided for children.
  - i) Children and teens should not be alone with an unrelated adult in a location that is not publicly accessible.
  - ii) Careful consideration it to be given anytime a youth or minor is teaching or caring for children. In such cases, a Supervising adult is to be available, and the youth will need to have gone through proper Plan to protect training,
  - iii) Prior consent will be obtained from a parent or guardian if a child is to be transported away from church facilities.
  - iv) We will practice and model appropriate touch and healthy boundaries.
- 7) We will expect respectful behavior at all times by everyone involved in our ministry.
- 8) Teasing, verbal abuse, and any form of bullying will not be tolerated.
- 9) There will be no inappropriate wrestling or roughhousing.
- 10) Only one child or youth may use a bathroom stall at a time.
- 11) No physical discipline (e.g., hitting, slapping) will be used. When a child misbehaves, we will use verbal means to guide the child's behavior. If this does not work, the child will be taken to their parent / guardian. If a parent / guardian is not available, we will speak with them as soon as

possible. In the meantime, we will ensure the child's safety but remove him or her from the activities to minimize disruption.

- 12) Children have the right to refuse physical contact. Be sensitive to the way children interpret physical contact. All physical contact should be gentle and appropriate. Affection can be appropriately expressed through physical touch that is in the view of others. Touch will not be based on the adult's emotional need, nor will it ever be forced on a child. Adults should ask before initiating touch and all touch will be age appropriate, will never involve private parts (except as needed for diaper changing/wiping), and will only be as a response to the child's need.
- 13) Children and parents need to have given permission prior to having their photos used in any public way. No image or mention of the child or teen will occur in any online form without prior consent given.
- 14) Safety with our workers
  - I) Individuals wishing to work with children must be in regular attendance for 6 months.
  - II) To begin volunteering with kids and teens, volunteers will be interviewed by the Pastor and receive approval from the Board of Elders.
  - III) A background check will be conducted on all adult volunteers working with children.
  - IV) Background checks will be repeated every four years.
  - V) Annually, every volunteer in any area of teen or children's ministry will be asked to attend, in person or virtually, the plan to protect training and to sign the Plan to Protect Commitment.