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Protecting the Kids in Your Care

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Group Publishing; KidCheck Secure
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By Gregory Love & Kimberlee Norris



Protecting the kids in your care

Expert advice for protecting the church's children against sexual abuse and bullying — plus, how to mitigate internet-use risks



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What are the biggest risks and liabilities facing churches in the area of protecting children?

Alex Smith: Allegations of sexual abuse are the greatest risk and liability.

Also, complacency — saying, 'We've always done it this way,' or 'Bad things won't happen here' — that almost always ends in disaster.

Kimberlee Norris: Child sexual abuse has a devastating impact on the victim, the victim's family, the congregation, and abuse survivors — who may be re-traumatized by news of an offender in their congregation. Child sexual abuse issues are the primary reason churches were in the courtroom over the past 15 years, and form the basis for the largest civil court judgments and settlements.

Church personnel seldom understand that molesters are grooming both children and gatekeepers — trusted adults in a child's life — to gain access and prepare a child for abuse.

Failure-to-report issues are significant issue as well. Nearly 50 percent of the scenarios I encounter in my law practice — where ministries are in crisis — aren't liability-based or likely to lead to civil litigation; they're issues related to public perception.

Daniel Raley: The biggest risks are: failure to implement and follow a formal screening procedure and overall policy; not having a full understanding of what types of background checks should be ordered based on where the church is located, and where the applicant has lived; and not providing a structured, professionally administered Child Safety Training program on how to spot potential predators before they can offend.

Craig Cable: The single biggest risk and liability for churches is sexual abuse. Unfortunately, churches continue to be a soft target for individuals who wish to prey on their vulnerabilities.

Second are problems related to domestic issues. Whether it's a non-custodial parent attempting to gain access to a child, or the intentional violation of a protection order for purpose of intimidating another person, churches often lack the policies, procedures and training to deal with domestic problems.

What makes churches attractive targets for potential offenders?

Gregory Love: Churches are heavily volunteer driven, and tend to believe that the motivations of those who want to minister to children are honorable. Staff members lack familiarity with the offender's common grooming behaviors. As well, churches aren't licensed. (I'm not advocating that they *should* be, but nearly every other child-serving context in the United States today has licensure requirements.)

Raley: Easy access to children, along with a trusting nature, make churches targets. Also, the lack of consistent screening policies, not to mention camps, overnight trips and mission trips.

Cable: First, offenders are counting on a church's lack of consistent policies, procedures and training. Far too many ministry staff and volunteers are willing to look past best practices by adopting a flawed belief that bad things aren't likely to occur.

This bad situation is further fueled by churches' desperation for staff and volunteers. Too often, they're willing to turn a blind eye to common screening practices to get a warm body in a much-needed volunteer spot.

Smith: Research shows that predators consider church leaders to be naive, or 'soft targets.' Predators also evaluate churches on how they deal with current situations of predatory behavior. Is there a policy in place? Are there known processes for managing predators? Are there consequences?

In your experience with churches, how many have a written child protection policy in place?

Raley: Not enough! Especially in today's world.

Every church needs to have and follow a written child protection policy and ensure it has a full and in-depth understanding of each element within it.

Cable: Based on conversations I've had with ministry leaders, I'd estimate between 30 percent and 40 percent have a formal child protection policy in place.

The biggest issue I encounter is inconsistency in the practice of policies. Churches tend to get lax with things like check-in / check-out procedures or bathroom policies. ➤

Next is inconsistent or nonexistent training for new volunteers. You'd be surprised how many new volunteers aren't aware of the evacuation procedures or don't know what to do in the event of a medical emergency.

Smith: Many churches have a child protection policy but rarely refer to them, provide ongoing training, or update them to include current interest areas — social media, bullying and so on. This policy should be a living, breathing document.

Fortunately, we're seeing more child safety teams in churches — two or three people who create, define, execute, update, and train on the policy.

Norris: I have yet to encounter a church with NO policy. It's common, however, that child-serving staff members and volunteers do not know what it says, or policy is not applied across the board. What occurs in children's ministry, compared to the Good News Club or the Trail Life troop using the facility, is radically different.

Also, many church policies don't address the offender's grooming process or common grooming behaviors. The core material of MinistrySafe training describes that process and how it commonly manifests in ministry programs.

What does a truly comprehensive screening and background checks approach look like?

Cable: A truly comprehensive screening and background checks process starts with a clear strategy, including a method for determining the roles that require screening and what level of risk is associated with each role.

For example, a facilities volunteer might be adequately served with a basic background screening. Someone who serves in the children's area needs a much more comprehensive screening, including a sex offender registry search and a county court record search. For someone who might be transporting kids, add a motor vehicle record search.

After that, a church must plan to perform re-occurring background checks annually or, at minimum, every other year.

I highly recommend performing the most comprehensive background check for anyone on staff. For volunteers, background checks can be determined based on the strategies identified above.

Smith: Screening should be role-directed, designed to act as a deterrent for would-be offenders, establish due diligence, and bubble up need-to-know information about character, commitment and prior history working with children.

Comprehensive screening includes a minimum of seven steps: a completed written application (with verifiable social security number); background check; face-to-face interview; two to three references that are checked (one being institutional, highlighting past performance working with children); a social media check (including a signed waiver); motor vehicle report (if applicable); and waiting period.

Love: Criminal background checks are not a stand-alone safety system, because less than 10 percent of sexual abusers will encounter the criminal justice system, ever. An effective screening process must include questions meant to elicit a high-risk response, conducted by screeners trained to recognize high-risk applicants. As well, a signed release authorizing the church to research the applicant's past history by calling previous employers and past volunteer supervisors is imperative. The depth of effort and time spent looking into applicants' past behavior should be keyed to their degree of access to children, and to what degree they're applying for a position of trust serving children.

Raley: It's a myth that *all background checks are the same*. Not only can companies do different search types, but differences in the research process and delivery of results can be extreme.

A lot of churches assume their local police search is sufficient — not true. Ninety-nine percent of the time, the information searched is only for your state. In 2015, almost 8 million people moved across state lines.

When asked where to start, we typically recommend that criminal searches be based on address history, in conjunction with an overall search (the national criminal database and sex offender registry, for example), plus ensuring you're running the correct names and dates of birth.

A faith-based background check company understands the unique needs of a ministry and shares its values.

Some churches run different background checks for volunteers versus staff. Some also run different levels of checks based on the extent of involvement a person will have with children. However, we recommend always running the right level of screening, regardless. When you consider the costs of that method failing, it's just not worth it. I serve in my church's student ministry and see both staff and volunteers — across all areas — interacting with children.

Same question, here, regarding a church's child check-in / check-out process: What elements are critical?

Smith: An effective check-in and check-out process should be more than just attendance tracking or a bolt-on feature within a larger system. It should be built on a security platform, include a mobile component or relevant app, provide access to important data, function if the internet goes down, integrate with other ChMS systems, be easy to use, and support communication with families, volunteers and staff. Features such as parent-maintained accounts which keep contact information up-to-date, identification of unauthorized (and authorized) guardians, and comprehensive reports help administrators work more efficiently and keep kids safe.

Norris: Basic security protocols — not having folks who have no business in the children's wing, strolling through there — are totally appropriate.

In terms of child sexual abuse, however, perpetrators aren't typically strangers; 90 percent of kids are sexually abused by someone they know and trust.

Raley: We recommend a dependable platform that's built for the church — especially one tied into the ChMS. That way, everything is easy to reach and stay on top of.

Cable: Most importantly, it's critical that churches have a consistent child check-in / check-out process.

Beyond that, one of the most overlooked areas is to make sure you're prepared for the day when that process is challenged. For example, what happens when a non-custodial parent demands their child and gets verbally or even physically abusive? Does your children's ministry team have a plan in place, and have they received training on how to navigate this incredibly volatile situation? If the answer is no, then your process might have a false sense of security.

If a registered sex offender begins attending a church, what can or should be done to help mitigate the risk posed to children?

Love: First and foremost, churches must grasp that molesters groom the gatekeepers. You can't bring a 'biting dog' into a circumstance where naive congregants don't understand what risky behavior might look like.

Before you provide services to a registered sex offender (RSO), the baseline question should be: *Is this ministry fundamental to our mission?* Because when you accommodate known offenders — particularly those who've harmed children in the past — you must do it nearly perfectly.

I'd want to see written policies and agreed limitations signed by the offender: the offender will never interact with minors, in any context,

through the auspices of the ministry. He or she will have a chaperone from car door to car door, including bathroom breaks. The chaperone won't be related to the offender. It's a one-strike-you're-out scenario.

I also believe parents in the congregation need to be informed. You can't create circumstances that are potentially dangerous for their children and not notify them of it.

The church must be prepared to interact with probation officers and understand individual risk assessments of each offender.

Raley: Making sure there's a well-thought-out risk management policy in place, in conjunction with Child Safety Training for all of your staff and volunteers, helps eliminate gaps an offender could potentially exploit. It also equips staff and volunteers to identify 'grooming' steps offenders will likely take.

Cable: If you consider there are more than 900,000 individuals on the sex offender registry, this is a question that all churches should be asking themselves. First, it's essential that they have a written policy in place on how to address this subject, including details on things like checking in, monitoring, areas, and behaviors that are off-limits, as well as consequences for the offender should a rule get broken.

I would also recommend determining up front who's on the 'need to know' list so that essential people are in the loop.

Smith: There seems to be two schools of thought: churches who feel there's no place for sex offenders and churches who allow them or believe if pushed out offenders will move on to another church, with potential to re-offend.

In the second type, identification, monitoring, and established boundaries are key. Offenders must check in every time, be hosted by an unrelated elder, board member, leader or security team member, and provide contact information for their parole officer. Offenders should understand they're not allowed to use the restroom unaccompanied, sit alone, or be near the children's and youth areas.

For churches who find no place for sex offenders, leadership should communicate their position on why they shouldn't attend.

What can a church do to mitigate risks associated with internet use by children in its care?

Raley: Use a software that monitors, blocks and reports what content is being accessed. Also make sure children don't have unfettered access to the internet and that any use they do have is in view of adults. Additionally, talking about awareness at home and equipping parents for those conversations is a huge way churches can help combat what's quickly becoming an epidemic facing our children.

Cable: I don't have a lot to offer in this area except for recommending content controls / filters on the church's wifi. This would help prevent accessing inappropriate content while using the church's internet.

Smith: If a church offers open wifi or internet access, a free online product from Cisco — OpenDNS — lets you control the content that's delivered. We use it here at KidCheck and recommend it.

Another tool, Circle, is a hardware device that lets you control access and sites from a mobile app. It's easy to use; just plug it into your network and walk away.

Norris: Implement the 'two-adult rule' related to interaction utilizing social media and texting. That means including the parent or another trained, screened leader, so there's always someone else who can tell what was or wasn't said or offered in terms of words or images.

How often do you see churches actively addressing / mitigating bullying? What strategies are they using?

Cable: I don't really see churches addressing bullying. In my experience, it hasn't been a significant enough issue for children's or youth ministry.

I do, however, feel that churches need to do more training on how to handle disruptive kids in the classroom, or how to minister to kids with autism or Asperger syndrome.

Smith: First, we need to dispel some myths about bullying. It's not a 'communication problem' or a 'misunderstanding.' Bullies' profiles often mirror predators' — highly selective, with intent to harm.

Meanwhile, bullying victims are often cast aside as 'hypersensitive.'

In churches, we must create proactive, transparent environments where victims aren't afraid to say something. Churches must enable kids to support and help each other if they see bullying. Child protection policies should offer guidelines for how the church defines bullying and when it will step in.

Love: A study of hundreds of peer-to-peer sexual abuse cases found that 90 percent of issues reported to CPS or law enforcement started with bullying behaviors. As a result, staff members and volunteers must understand that there's a relationship between bullying behaviors and peer sexual abuse.

If peer-to-peer issues go unaddressed and uncorrected, a percentage of peer-abusers will go on to be lifetime offenders. Eighty-five percent of convicted male offenders say their first offense occurred by 18 years of age.

Raley: Many churches address bullying openly and actively throughout the year — during VBS and Sunday School, or in October during National Bullying Prevention Month. Strategies are as simple as using Biblical examples of bullying. In these examples, churches address the bully, the one being bullied, and those who see what's going on but don't speak up.

Because it's so crucial for staff and volunteers to lead by example and be keenly aware of their surroundings when working with kids, the hiring process must be thorough. It's important to bring in people who understand bullying is different than it was 20 years ago. Nowadays, kids can be bullied in a physical setting and online. Learn the signs to better identify bullies and children who are being bullied, and encourage kids to speak out, even if they're only a witness. When kids and parents are confident and comfortable with your staff, they'll be more willing to communicate about these important issues.

What should a church leader or staff member do if a child reports abuse in his or her home?

Smith: Report it to police immediately; don't handle it internally. Anytime a child is being abused, recognize it's a crime, not a sin issue. It's important to act, even knowing that child might be removed from the home.

In a mandatory reporting state, if you don't report it, your church could be prosecuted.

Norris: Many states list clergy or church staff as mandatory reporters to CPS or law enforcement, whether it happens at home, camp, school or church. Across the United States, the trend is moving toward every adult being a mandatory reporter. My advice: when in doubt, REPORT.

Raley: In this scenario, the church should immediately inform the proper authorities so it can be investigated by someone trained to do so.

Cable: This falls under the mandatory reporting requirement to which educators and counselors must adhere. Whether you're volunteer or staff, it's important that church leadership is notified of your concerns and that authorities are contacted so they can investigate further. **CE**

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SECURITY = MINISTRY

For some, the words ministry and security are as contradictory as you can get. One word conjures up feelings of love, grace, and relationship. While the other word may convey feelings of fear, suspicion, and maybe even violence. But what if they're closer in meaning and practice than we realize?

Several years ago, our church invited me to become a volunteer for our church's security team. Quite frankly I didn't even know we had a security person let alone a "team" of security people.

The first Sunday that I donned our blue security polo shirt and orange lanyard, I had an interesting encounter. A man straggled in late holding a large, metal coffee mug and looking disoriented. I didn't recognize him, so I assumed he was new and probably lost. When I walked up and introduced myself, I realized he was three sheets to the wind and the "coffee mug" was serving as a beer stein.

Hmm...what to do? I didn't recall any mention of how to deal with drunk parishioners during my limited security team orientation, so I found myself falling back on my ministry experience instead.

At that moment I realized my role, whether it was in a security capacity or ministerial capacity, was to serve the needs of people

on their best days...and their worst days. People need to know they matter, they're loved, and they have a heavenly father who pursues them with relentless affection.

Don't get me wrong, I would never take unnecessary risks with the congregation I've been called to serve, but I truly believe that God had stirred in the heart of this inebriated man, and it's my hope my interactions with him that morning played a small part of a larger story still being written.

Now several years later, the ministry need is greater than ever before. From protecting someone from their own addictions to keeping a congregation safe from a potential attacker, it's imperative we be ready for the task at hand while not losing sight of people and their needs in the process. The good news: We don't have to navigate this alone. Ministry, as with security, is led by the Holy Spirit.

If your church is considering starting a security team, or if you have a security team and want to infuse this mindset of ministry, visit [Group.com/Security](https://www.group.com/security) to learn more about Group's safety and security training kit.



Craig Cable is a reserve sheriff deputy and co-leader of an armed church security team at a megachurch in Loveland, Colorado. He also provides security consulting and training for other churches around the country.

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Improving child safety in your ministry

Creating and maintaining a safe and secure environment is a top priority. Here are some tips and best practices to help.

Volunteer policies / procedures

Churches are always looking for good staff and volunteers. Have clear, specific volunteer policies and background checks in place to ensure child safety. Policies only work if you use them every time.

- Implement a comprehensive **Child Protection Policy**.
- Complete the 7 steps for **comprehensive screening**.
- Background checks alone are not a silver bullet.
- The background check should include a state-by-state sex offender registry, the child abuse registry, and fingerprints for the FBI national criminal database search.
- Follow the **Rule of Two** — no fewer than two adults and two children present at all times.
- Never put a **minor** in charge of minors. Always have a supervising adult.

Security teams

Partner with your church **security team**. They're a great resource for incidents, safety and general assistance.

- *Introduce yourself and discuss how to work together.* Make it clear child protection is a top priority, and you intend to use them as a resource.
- *Understand the communication process.* Become familiar with how they communicate, putting you in a better position to work together.
- *Get the right equipment.* Many teams use radios. Have one assigned to children's ministry, or have a cell phone number to text.
- *Continue to develop the relationship.* Attend one of their meetings, share stories of how they made things easier, and thank them for helping keep kids safe.

Don't have a **security team**? Start the conversation.

- *Communicate the need.* Discuss congregation members who would be good candidates. Those with backgrounds in first response, healthcare and legal matters are a wealth of experience.
- *Don't advertise.* This can attract people who aren't a good fit. Using word-of-mouth referrals and personal connections is better. The size of the team is relative to congregation size. For less than 50, a team of one to three people is all that's needed.
- Identify a lead, make sure they complete the screening process and pass a background check. Law enforcement experience is ideal.

Medical / emergency planning

Emergencies can happen, medical or natural disaster. During an emergency is the worst time to prepare.

- Develop a plan. Discuss **natural disasters** (fire, floods, earthquakes), as well as **medical** and security emergencies; including evacuation plans.
- **Evacuation procedures** include ensuring staff / volunteers know routes and exits, and their roles and responsibilities.
- Have a well-stocked, clearly marked, accessible **first aid kit**.
- Have a system, such as through check-in, for tracking child **allergies**, and digital medical releases signed by parents.



- Have access to **real-time attendance**. A digital live roster, via electronic **check-in system**, on a mobile device can be used during evacuation for headcount and check-out.
- Ensure smoke detectors are operable; confirm fire extinguisher ratio is adequate; know where shut off valves are for water, electric, gas.
- Train volunteers in CPR and first aid.
- Use **emergency flip books** providing instructions for scenarios in each classroom.
- Educate, train, educate. Once you have a plan, make sure everyone is trained on procedures and how to respond.

Predator proofing

Unfortunately, predators are everywhere. "It'll never happen here" is a false assumption. Keep your **guard up**.

- Establish a **Child Protection Policy**, including policy for reporting abuse or violations.
- Complete a background check on everyone with direct contact with children.
- Be consistent and follow established policies. No exceptions, no matter how well you know someone.
- Become familiar with mandated child abuse reporting laws in your state.
- Educate staff and volunteers.
- Have a secure **check-in & check-out** process and keep good records of **attendance**.
- Encourage transparency and prioritize **communication**.
- Take children's comments, feedback, observations seriously.
- Decrease isolation and increase accountability.
- Create highly visible **child areas**. Windows and glass in doors create open viewable areas. If no windows, keep doors open.

The key to security

Follow your rules. Don't make exceptions. Have strong **leadership support**. Remember, you're responsible for each child's safety (free **safety resources** available). Use common sense and be safe.

Alex Smith is founder and CEO of **KidCheck**, providers of secure children's check-in, which also integrates with leading church management systems. Smith is a data security and child safety expert, church safety team leader, and former police officer. He often speaks about child safety.



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Child sexual abuse in the church

By Gregory Love & Kimberlee Norris

In recent years, the Church has begun to better understand the widespread problem of child sexual abuse. One out of four girls and one out of six boys will be sexually abused before reaching 18 years of age, regardless of spiritual demographic. Sexual abuse can happen anywhere.

Unfortunately, the problem is growing.

The church and its children are increasingly endangered by sexual predators whose opportunity to ensnare children elsewhere is growing smaller, while the church opens its doors to anyone. Sexual abusers looking for access to children will gravitate to activities and organizations where there are fewer protective measures in place.

An effective church safety system

An effective safety system includes the following components:

Sexual Abuse Awareness Training

The single most important step a church can take? Train your people to understand the problem.

When staff members and volunteers have an awareness of the basic characteristics of a sexual abuser, the process by which an abuser picks and prepares a child for abuse, and key indicators of sexual abuse, they are better equipped to recognize and prevent abuse in church programs.

Skillful Screening Training

Effective screening can encourage a sexual predator to “self-select out,” using questions meant to illicit a high-risk response, then training managerial personnel to recognize high-risk responses and behaviors. Effective screening deters a molester from having access to children through ministry programs, keeping the wolf out of the sheep pen.

Appropriate Criminal Background Checks

Background checks are no silver bullet. Statistically, less than 10 percent of sexual offenders are criminally prosecuted, because many victims do not report abuse until years later, if ever. As a result, more than 90 percent of offenders have no criminal record to check. While no silver bullet, criminal background checks have become a standard of care. For each applicant, the depth of the check should be determined by the extent of direct contact with children and degree of authority within a ministry activity or program. For a higher-level employee, a more comprehensive check is advisable.

Tailored Policies and Procedures

Policies are what you do, not what you say you do.

Every church should operate within carefully tailored policies that speak to inherent risks in children's programming, addressing the ‘grooming process’ of the offender and common grooming behaviors.

Monitoring and Oversight

Effective monitoring and oversight includes checks and balances such as unscheduled drop-ins on programming and performance reviews that include safety system compliance.



Gregory Love & Kimberlee Norris have a nationwide sexual abuse litigation practice representing victims of child sexual abuse. In addition, they provide legal advice, preventative protocols and crisis management counsel to denominations, churches, non-profits, private schools, camps, churches and para-church ministries.

Love and Norris also serve as directors of **MinistrySafe**, the nation's leader in child sexual abuse prevention in church and ministry contexts. MinistrySafe provides training (live and online) and assists ministries in the design and implementation of safety systems that reduce the risk of child sexual abuse.

Love and Norris frequently address national and regional audiences for organizations such as the National Association of Church Business Administration (NACBA), Principals of Large Schools (POLS), National Council for Adoption (NCFA), Christian Camp and Conference Association (CCCA), American Camp Association (ACA), Baptist state conventions and hundreds of churches, private schools and camps nationwide. Representative consultation clients include the United States Olympic Committee, Awana International, Church of the Nazarene, The Village Church, Austin Stone Community Church, Prestonwood Baptist Church (Dallas) and Perimeter Church (Atlanta). Love and Norris serve as visiting faculty at Dallas Theological Seminary and are actively involved in High School Ministry at Christ Chapel in Fort Worth, Texas.

MinistrySafe has partnered with the following seminaries and colleges to provide training and coursework related to child sexual abuse prevention: Dallas Theological Seminary, New Orleans Baptist Theological Seminary, Southern Baptist Theological Seminary, Southwestern Baptist Theological Seminary, Midwestern Baptist Theological Seminary, Gateway Seminary, Bob Jones University, Dallas Theological Seminary, Dallas Baptist University, Liberty University, and Kentucky Christian University.

In partnership with the Christian Camp and Conference Association, MinistrySafe provides the backbone of CCCA's CamperProtect initiative.

Protecting children from sexual abuse.



PART ONE

Awareness
Training



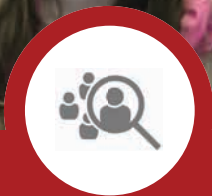
PART TWO

Skillful Screening
Process



PART THREE

Policies and
Procedures



PART FOUR

Background
Checks



PART FIVE

Monitoring and
Oversight

Children Are Safer in MinistrySafe Churches

WHY: Child sexual abuse occurs in all contexts. Increasingly, parents are asking, "What are you doing to protect my child from sexual abuse?" Sexual abuse claims carry massive financial consequences for ministries, and significantly impact public opinion.

WHO: Child sexual abuse is an equal opportunity employer: it crosses all spiritual paradigms and all demographics. Offenders seek access where the barriers to entry are the lowest. Unfortunately, this is often the church.

WHAT: MinistrySafe trains church personnel to effectively address the risk of child sexual abuse by utilizing the Five Part Safety System. From screening forms and tools, sample policies, online training and systems for monitoring and oversight, MinistrySafe provides turnkey resources to reduce the risk of child sexual abuse.

HOW: Churches pay an annual membership fee of \$250 to gain access to state-of-the-art training, sample church policies, screening forms, and the MinistrySafe Control Panel.

WHY MINISTRYSAFE: Created by sexual abuse trial attorneys with 20+ years experience litigating child sexual abuse cases, MinistrySafe provides tools and resources created by industry experts.

Industry Experts. Unabashedly Christ-Based.



LOVE & NORRIS, ATTORNEYS AT LAW:

Gregory Love and Kimberlee Norris, co-founders and Directors of MinistrySafe, have a nationwide sexual abuse litigation practice representing victims of child sexual abuse. In addition, Love & Norris provide consulting services to ministry and secular organizations providing services to children. Through MinistrySafe, Love and Norris have provided training or other resources to the United States Olympic Committee, AWANA International, Reformed University Fellowship (RUF), Christian Camp and Conference Association, the Church of the Nazarene, the North Texas, Central Texas, Pacific Northwest, Alaska, Susquehanna and Northwest Conferences of the United Methodist Church, and over 13,000 churches, camps, schools and mission organizations. As well, MinistrySafe provides preventative tools and resources for Baptist state conventions in Texas, Georgia, Arkansas, Oklahoma, Alabama, Kansas/Nebraska, Indiana, Missouri, Nevada, Colorado, South Carolina, Montana, California, Alaska, Kentucky, North Carolina and Mississippi.



PROTECT MY MINISTRY

Before we're professionals, we're Christians. We're pastors and small group leaders, volunteers and worship team members, Bible study leaders and committee members.

This is who we are and how we're able to understand the unique needs of our customers. We are our customers.

Protect My Ministry can help you fill the gaps in your risk management strategy. With thousands of ministries served across all 50 states, we are committed to assisting faith-based organizations in maintaining a safe environment, so they can focus on fulfilling their mission.

Our processes, products, and solutions have made Protect My Ministry the industry leader for church background checks.

OUR MINISTRY SPECIALIZATION CAN HELP YOU:

- SELECT the right people for your ministry
- PREVENT child abuse from occurring on your watch
- REDUCE and avoid risk with the right solutions
- MINIMIZE liability with a cost-effective approach

Ministry Mobilizer Bundle

Through **Ministry Mobilizer**, Protect My Ministry's paperless background screening solution, your volunteers and applicants can authorize their background checks, agree to your child protection policy, answer questions for your volunteer application, and complete child safety training for abuse protection; all of this can be done online directly from your church website or via a link that you email to your volunteers.

Do you want to protect your children and stop child abusers, criminals, and dishonest people from harming your ministry?

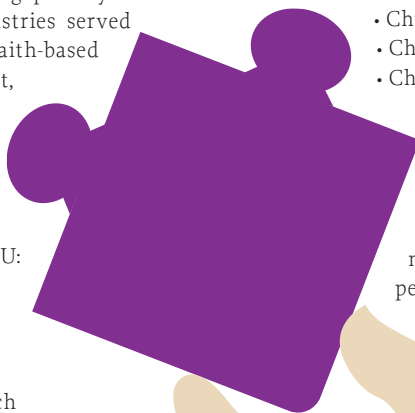
Let us send you free background screening videos to help you better understand the process of background checks and teach you best practices in approaching this delicate topic with your volunteers and staff. Using Protect My Ministry's industry-leading tools can help you streamline the process of implementing a child safety training program in your organization.

The FREE Instructional videos cover the following topics:

- Church Security
- Child Safety Training
- Church Background Checks
- Risk Management

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