CHILD PROTECTION POLICY

GENERAL PURPOSE

It should be the goal of Fleming Island Baptist Church dba Crosspointe Church to provide according to biblical mandate (Mark 10:13-16, Matt 10:5-7) a safe environment for the physical and emotional well-being of all children participating in church activities, including participants in any daily or temporary childcare or education program. The church’s goal is to protect children from incidents of misconduct, inappropriate behavior, or harmful situations and inform workers and enforce policies to ensure that all children are safe and well protected while attending scheduled activities.

OUR COMMITMENT

For the safety and protection of our children and workers, all people who participate in ministry sponsored activities with children are required to comply with the guidelines provided in this manual. Background checks are conducted on all employees and volunteers working in our ministry.

We vehemently condemn any actions of abuse or misconduct directed toward any man, woman, or child. We stand in support of victims and desire justice to be served.

We are committed to take every accusation of abuse seriously and to handle each situation swiftly and appropriately according to the law.

We are committed to not tolerate any abusive behavior amongst our students, members, employees, and volunteers, particularly involving children and vulnerable adults.

We are committed to not tolerate the failure of any student, member, employee, or volunteer to report an allegation or suspicion of abuse.

We are committed to provide education to our students, members, employees and volunteers regarding appropriate codes of conduct specifically when interacting with children and all vulnerable people. We have established Child Protection Policy for providing safety and protection for every man, woman, and child of Fleming Island Baptist Church dba Crosspointe Church and all related ministries.

We are committed to provide a safe environment for victims to come forward and to connect them with the proper municipal authorities for a thorough investigation. We encourage anyone who has been victimized to immediately report the incident and to appropriately identify those involved to their local authorities.

DEFINITIONS

The term “child” or “children” shall include all persons under the age of eighteen (18) years.

The term “worker” is anyone paid or unpaid who works with children.

SELECTION OF WORKERS

1. Six Months and Membership
2. No person will be considered for any volunteer position involving contact with minors until they have been a regular attendee and member of Fleming Island Baptist Church dba Crosspointe Church for no less than (6) months. This time allows for better evaluation of their spiritual fitness and suitability for working with children.
3. Under certain circumstances the Pastor or Deacons may authorize an exception to this rule for specific planned events.
4. Written application and interview
5. All persons seeking to work with children must complete a signed written application to request basic information for their background check. Any criminal convictions or accusations made against applicant must be disclosed within. The application will be held locked in their file and kept confidential to the pastor and officers of the church.
6. An interview with the pastor, the nominating committee or deacons may be scheduled to discuss their suitability for the position.
7. The applicant must provide at least two references that will be checked to ensure their spiritual maturity and qualification to work in children ministries. They may include church members or anyone deemed suitable by the personnel committee.
8. Criminal Background Check
9. A criminal background check and sexual offenders check will be required for all workers who work with children. Any disqualifying offense will be kept confidential other than the church officers and leadership. A person may be disqualified for any reason the church deems adequate.

TWO ADULT RULE

It is our goal to have a minimum of two qualified adult workers in attendance with children at all times. At times when there can only be one adult present a clear view must be left open to the room (open door, window). The exclusion to this rule is children under (5) who may need help with the bathroom.

RESPONDING TO ALLEGATION OF ABUSE

All legitimate allegations of misconduct to include physical, emotional, sexual, or neglect will be reported to the proper authorities without exception.

Any allegations that workers may become aware of in the child’s home or anywhere else will be reported to the proper authorities.

IN THE EVENT OF ABUSE, THE CHURCH WILL,

1. Notify the parent or guardian and pastor and deacons
2. The person accused will immediately be placed on leave pending investigation and will have no contact with the victim.
3. All allegations will be reported to civil authorities, and the church will comply fully with the investigation.
4. A pastoral visit will be scheduled for the victim or family desires for the purpose of ministering to them, but not to influence in any way the investigation.
5. Any person found guilty will be held to full extent of the law and become ineligible for children ministries.

CHECK IN/CHECK-OUT POLICY

1. Children 12 years of age and below must be released to a parent or guardian.
2. The worker will maintain supervision until they have visually returned the child to parent or guardian.
3. For the child to be released to anyone else the worker will have permission directly from parent or guardian.

BEHAVIOR AND HEALTH GUIDELINES

1. Any child that has become ill or had a disciplinary problem that cannot be reasonably dealt with will be returned to the parent immediately.
2. The child will be returned to the parent for any bullying, biting, or harming of other children or the teacher.
3. Teachers will not use any form of corporal punishment on children.
4. Any child injured the parent will be immediately notified.