

Redeemer Lutheran Church

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Board of Youth and Family Education **Safe Church Policy**

21 March 2023

Whereas, we live in a fallen world where the problem of abuse and neglect of children and youth is prevalent; and

Whereas, we at Redeemer, as a loving and caring Christian response, want to provide a safe environment for the children and youth that attend Redeemer and its programs.

Be it resolved that Redeemer shall create a policy designated to reduce the risk of any sexual, physical, or emotional abuse or neglect of children or youth at Redeemer and of children or youth in any program under the auspices of Redeemer; and

Be it further resolved that Redeemer support this policy with periodic review and updates and with a training program on a regular basis.



“...We might humble ourselves before our God and ask him for a safe journey for us and our children...”
– Ezra 8:21b NIV

“Keep watch over yourselves and over all the flock of which the Holy Spirit has given you charge, as shepherds of the church of the Lord.”
– Acts 20:28 NIV

Safe Church Policy Summary

Broad policy principals:

1. Adults should avoid being alone with a child (10 or under) or youth (11-17) during all event activities.
2. If an adult is alone in a room with a child or youth, the room's door should remain open.
3. If an adult is alone with a child or youth and the door must be closed to discuss confidential matters, the adult and child should remain visible through an interior window to others outside the room.

Events at Redeemer:

1. Every event should have a starting and ending time.
2. Every event should have 2 non-related adults on-site during the entire event to avoid isolation of one adult and one child or youth during the event.

Redeemer sponsored events at other places:

1. Every event should have a starting and ending time.
2. Every youth event should have 2 non-related adults on-site or 2 youth present to avoid isolation of one adult and one youth during the event.
3. Every event involving children should have 2 non-related adults on-site.

Overnight events:

1. All rules of "Events at other places" apply.
2. If youth are both male and female, adults should be both male and female.
3. Male and female sleeping quarters should be separate and grouped by age.
4. Male and female bathrooms and changing areas should be separate or alternating and exclusive if facilities must be shared.
5. A reasonable curfew should be established for "lights-out."
6. Adults with very little sleep should not transport youth the following day.

Travel in vehicles:

1. Parents are responsible for the arrival and return of their child/youth from any event.
2. A youth should not travel alone with an adult to, from, or during any event (except for related- family transporting the related youth).
3. Any vehicle transporting children should have 2 non-related adults present (except for related- family transporting the related child/children).
4. A *Parental Authorization of Safe Church Policy Exemption* form (Appendix D) is available to allow a child or youth to travel alone with a specific adult.

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“At that time the disciples came to Jesus and asked, “Who is the greatest in the kingdom of heaven?” He called a little child and had him stand among them. And he said: “I tell you the truth, unless you change and become like little children, you will never enter the kingdom of heaven. Therefore, whoever humbles himself like this child is the greatest in the kingdom of heaven.” And whoever welcomes a little child like this in my name welcomes me. But if anyone causes one of these little ones who believe in me to sin, it would be better for him to have a large millstone hung around his neck and to be drowned in the depths of the sea.”

- Matthew 18:1-6 NIV

PART 1 – Introduction

At Redeemer, we rely totally on God's holy word as our guide for living. We believe it is vitally important to protect our children and youth, and the adults who work with them, as we 'go' and 'tell' the gospel of Jesus Christ in a fallen world.

It is our intention to bring more awareness to unsafe behaviors so they can be avoided and to minimize potentially harmful circumstances from arising when children, youth and adults gather at Redeemer or at Redeemer-sponsored events at other locations.

It is also our intention to comply with all laws concerning child abuse and neglect. Amongst other things, these laws impose certain reporting and training requirements that apply to all staff and volunteers. We view these laws as very important in protecting our children and youth and consistent with scripture.

PART 2 – Definitions

For the purposes of this Policy and Redeemer Lutheran Church, these terms shall have the following meanings:

- **abused child/youth** means, under Illinois law, any child or youth as to which any person responsible for the child's/youth's welfare:
 - inflicts, causes or allows to be inflicted, or creates a substantial risk of, physical injury, by other than accidental means, that causes death, disfigurement, impairment of physical or emotional health, or loss or impairment of any bodily function;
 - commits or allows to be committed any sex offense against the child/youth;
 - commits or allows to be committed an act of torture upon the child/youth;
 - inflicts excessive corporal punishment;
 - commits or allows to be committed the offense of female genital mutilation; or
 - causes to be sold, transferred, distributed, or given to the child/youth a controlled substance, except for controlled substances that are prescribed and dispensed to the child/youth in accordance with the law.
- **adult** means any person 18 years old or older (staff or volunteer) assisting with a child/youth event.
- **child** means any person 10 years old or younger.
- **leader** means a staff person or adult in charge of an event.
- **neglected child/youth** means, under Illinois law, any child or youth who is not receiving proper nourishment, medical care, or other care necessary for his or her well-being.
- **off-site event** means any activity sponsored by Redeemer Lutheran Church occurring off of Redeemer's campus where two or more children or youth (not related to the adults) are under the direction of a leader and assisted by one or more adults.
- **on-site private event** means any activity of Redeemer Lutheran Church (counseling, mentoring, etc.) occurring on Redeemer's campus where a leader meets alone with a child or youth with one or more adults being nearby on the campus.
- **on-site public event** means any activity of Redeemer Lutheran Church occurring on Redeemer's campus where two or more children or youth (not related to the adults) are under the direction of a leader and assisted by one or more adults.
- **overnight event** means any activity of Redeemer Lutheran Church where two or more children or youth (not related to the adults) are under the direction of a leader and one or more adults and the event's end time occurs on a date subsequent to the date of the event's start time. This includes events on Redeemer's campus or offsite.
- **staff** means a called staff member or employee of Redeemer Lutheran Church.
- **start time and end time** means every event should have a start time (and day if applicable) and an end time (and day if applicable).
- **youth** means any person 11 to 17 years old.
- **youth assistant** means any youth requested by staff to function as an adult at a specific child/youth event.

PART 3 – Event Policies

Policy Objective

Minimize the potential for child/youth abuse to occur at Redeemer events through the establishment and maintenance of guidelines for adult/child/youth interaction.

Policy Summary

- A. Adults should avoid being alone with an unrelated child or youth during all events.
- B. If an adult is alone with an unrelated child or youth in a room, the room's door should remain open.
- C. If an adult is alone with a child or youth with the door closed for purposes of discussing confidential matters, the meeting should take place in a room that affords a visual check through a window by a non-related adult (Sweep Rule).

Policy Rules By Event Type

Different rules apply depending on the event type (on-site public, on-site private, off-site; with or without overnight). The following table summarizes the applicable rules by event type:

Rule	Description	Event Type			
		On-Site Public	On-Site Private	Off-Site	Overnight
Cancellation Rule	Every event should have a minimum of two non-related adults at the site of the event from start time to end time. If this rule cannot be met prior to the event's start time, the event should be cancelled. All events should have a start and end time.	X	X	X	X
Two Adult Rule	Two non-related adults should be present in each public place, vehicle, room, or other enclosed area during all activities. Activities should be conducted so as to avoid isolation of one adult with one unrelated child or youth. A Youth Assistant may be designated as a substitute for an Adult (see below).	X ^{†‡}		X [‡]	X [‡]
Two Youth Rule	During an event, at least two youth (ages 11-17) should be present in a public place, vehicle, room, or other enclosed area when only one adult is present. This rule cannot be met by including the presence of children (ages 10 and under).	X ^{†‡}		X [†]	X [†]
Clear View Rule	If an unobstructed view into a room exists through an interior window or a door with a window, the door may be open or closed during the event. Doors to rooms without an unobstructed view should be left open during the event.	X ^{†‡}	X		
Sweep Rule	During any event, one staff or non-related adult should check each occupied room in the facility at least once each hour during the event.	X	X		
Additional Overnight Rules	See below				X
Travel Rules	See below	X	X	X	X

† Rule may be waived if the "Two Adult" rule is met

‡ Rule may be waived if the "Two Youth" rule is met

⊠ Rule may be waived if the "Clear View" rule is met

Overnight Event Additional Rules

A. Same Sex Rule

For overnight events, if the children/youth participants are both male and female, the two adults should also be both male and female.

B. Separate Accommodations Rule

On overnight events that require an adult to share the same room as a child or youth, the parents or legal guardians shall give prior consent. The adult shall not occupy the same bed as a child or youth, with the exception of a parent or legal guardian. Males and females should sleep in separate rooms at events and have separate access to bathroom facilities. When separate facilities are not available, times for male and female use should be alternating and exclusive.

C. Age Difference Rule

All overnight accommodations involving children or youth must be arranged so that the children or youth staying in each room do not have more than a 4-year age difference, except in the case of siblings.

D. Good Night's Sleep Rule

Any adult transporting children or youth by vehicle on a day subsequent to an overnight event should have obtained a minimum of 4 hours of sleep the preceding night. In the event any adult does not receive 4 hours of sleep, that adult should not drive children or youth that day. Instead, alternative arrangements for transportation should be made. If the situation can be foreseen by the leader, the alternative arrangements should be made in advance. For example, adults who did not attend the event could transport the children/youth back to Redeemer.

E. Curfew

A reasonable curfew should be established for overnight events for all participants (children/youth and adults).

Travel in Vehicles

A. Parent Responsibility Rule

It is the parent's responsibility to make arrangements for the arrival and return of their child or youth from a Redeemer-sponsored event regardless of whether a leader, staff, or adult is providing, or offers to provide, transportation.

B. Youth Travel Rule

A youth (ages 11 - 17) should not be alone in a vehicle with an adult in conjunction with a Redeemer sponsored event (except for related-family transporting the related youth). It is acceptable for one adult to travel with two or more youth if the last two or more youth in the vehicle can arrange to be dropped off together at one location (thereby assuring that one youth is not alone with one adult in the vehicle).

C. Child Travel Rule

A child (age 10 and under) should not be alone in a vehicle with one adult in conjunction with a Redeemer-sponsored event (except for family transporting the related child/children). Children should only travel in vehicles with two non-related adults.

D. Parental Acknowledgement & Authorization

A parent can authorize Redeemer to allow their child/youth to ride alone with a specific adult by completing a *Parental Authorization of Safe Church Policy Exception* form (Appendix D) and providing it to the Leader before the event. This form demonstrates that the parent acknowledges that riding alone with a specific adult is an exception to this Policy.

Youth Assistants

A. Youth Assistant may be designated as a substitute for an Adult

A youth may be called upon by adult staff to be a "youth assistant" and assume the role of an adult as defined in this Policy at a specific event. As a youth assistant during a specific event (Vacation Bible School - VBS, for example), he or she acts in a role that otherwise would have been assumed by an adult.

B. Subject to Policy

A youth assistant should be considered an "adult" for purposes of this Policy only as it relates to the specific event for which the youth was designated as a youth assistant. Other than the specific role assumed, he or she will be considered a "youth" for purposes of this Policy.

The youth assistant may be excluded from the Mandatory Prerequisites for Staff and Volunteers.

C. Minimum Age Option

Staff may specify a minimum age requirement for youth assistants on an event-by-event basis.

PART 4 – Electronic Communication with Children/Youth

As an ever-increasing number of people use and prefer electronic communications over other forms, it is essential that the church be present in this mission field. Social networking sites, on-the-spot communication devices and email can enhance communication, faith sharing, and deepen relationships. The following Principles and Guidelines apply commonly accepted practices of healthy boundaries, safe church, and responsible parenting concerning electronic communication with children/youth (age 17 and younger) and must be followed at all times.

Redeemer's Principles of Healthy Boundaries and Safe Church

- A. In electronic communications, healthy boundaries and the Redeemer Lutheran Church Safe Church Policy (including the Appendices thereto) must be adhered to.
- B. Regardless of your privacy settings, you should assume that anything on social media could be read by anyone at any time.
- C. Adults (age 18 and older) should recognize that they are automatically in a position of superiority and influence. Therefore, adults must be cognizant that children/youth may not feel they have the power to decline communication and/or they may feel pressure to respond.
- D. For church employees, staff and volunteers, all the principles above apply, but there is an additional level of influence. Church employees, staff and volunteers need to be extremely diligent in considering what their communication is saying and how it could be interpreted by the person to whom it is sent.
- E. Laws regarding mandated reporting of suspected abuse, neglect or exploitation of children/youth apply with electronic communication as they do in the physical world.

Redeemer's Guidelines for Electronic Interactions with Children/Youth

- A. We strongly encourage parents to have open access to and regularly check all electronic communications of their children/youth.
- B. Social networking groups for children/youth must be accessible to parents of the child/youth involved.
- C. If possible, all groups with children/youth should strive to have 2 non-related adults as administrators.
- D. Adults are forbidden from initiating "friend" requests to children/youth, but may accept "friend" requests from a child/youth.
- E. Adults are forbidden from initiating video chats with children/youth.
- F. If posting a prayer request, the individual should gain permission from the person or family first.
- G. Acceptable hours for all communication with children/youth are between 7:00am-10:00pm. Communication outside of the acceptable hours may be used only in emergency situations or to communicate time sensitive information. Good judgment should be exercised during school hours.

- H. Any adult initiating electronic communication with an individual child/youth, when no other individual is included, is allowed to send a maximum of two electronic contacts (e.g., email, texts, Facebook private messages, etc.) until the adult has received a response from the child/youth. Once a response is received from the child/youth, electronic communication can continue as long as the child/youth continues to respond. At any point that two electronic messages have been sent by the adult without a response from the child/youth, individual electronic communication to the child/youth from the adult must cease for a period of one week. However, if necessary, the adult may follow up with a phone call if necessary.
- I. If parents are uncomfortable with any communication, they are expected to immediately begin conversation with the individual of concern and/or the appropriate church staff member.
- J. If children/youth are uncomfortable with any communication, they are expected to immediately share this with their parents. Parents should then begin conversation with the individual of concern and/or the appropriate church staff member.
- K. All church employees, staff and volunteers engaged in ministry or any other activities or contact with children/youth should consider the content and nature of any post that will be read or visible to children/youth. Be aware that your “voice” is often perceived as the voice of the church at large.

Failure to follow these Guidelines could:

- A. Set back the work of advancing God's Kingdom through the mission of Redeemer.
- B. Affect our ability to minister most effectively to our members and others.
- C. Get you disciplined or fired or removed from your position.

If in doubt, talk to your Supervisor, a Pastor, and/or the Business Manager.

PART 5 – Mandatory Prerequisites for Staff and Volunteers

Redeemer requires all adult staff and volunteers involved in Redeemer youth/child activities to (1) submit to a background check, (2) complete the Illinois DCFS (Department of Children and Family Services) Mandated Reporter Training, and (3) attest they have read, understood, and agree to follow Redeemer’s Safe Church Policies.

- A. **Background Check.** See Appendix C for more details. A background check process can be initiated through the Redeemer website or verbally to the Director of Children’s Ministry, a Pastor, or the Business Manager. The person will receive an email from a Third-Party Vendor (currently Checkr) to authorize the background check.
- B. **Mandated Reporter Training.** Illinois law requires all staff and volunteers involved in Redeemer youth/child activities to take Mandated Reporter training within 3 months of the date of their first engagement in the activity and at least every 3 years thereafter. Preferably, the initial training should be prior to engagement in a Redeemer youth/child activity. The training is provided by the Illinois DCFS (Department of Children and Family Services) and available at: <https://mr.dcfstraining.org>.

It takes about 45 minutes to complete. Once completed, print the Certificate of Completion, and provide/email a copy to the Business Manager or the Director of Children’s Ministry. The Business Manager will maintain the Certificates of Completion and a data base of training dates. The Business Manager, Director of Children’s Ministry, and/or a Pastor will notify persons who need initial training or follow-up training.

- C. **Safe Church Policy.** All staff and volunteers involved in Redeemer youth/child activities must read and commit to follow the Redeemer Safe Church Policy and all Appendices thereto (as modified from time to time) and sign, print, and turn in the acknowledgement form found in Appendix B of this Safe Church Policy to the Director of Children’s Ministry and/or Business Manager.

PART 6 – Mandated Reporting Requirements

- A. Duty to report.** Illinois law requires all staff and volunteers that have “reasonable cause” to believe that child/youth abuse or neglect (See *Definitions* section) has occurred or is occurring must immediately report that belief to the Illinois DCFS (Department of Children and Family Services) at the following hotline number: 800-25-ABUSE (800-252-2873). Special rules apply to clergy.

In addition, such person should also immediately report that belief to one of the following in this order of priority: a Pastor, the President of Redeemer Lutheran Church, or the Chairman of the Board of Elders. A Pastor, the President, or the Chairman of the Board of Elders should then report this incident to the legal guardian, church attorney, insurance company, Peoria Police Department, and the Central Illinois District-Lutheran Church Missouri Synod Mission & Ministry Support Center. The name of the alleged victim and the alleged perpetrator should be kept confidential.

- B. Protection against claims.** Illinois law provides protection for any person making a report of suspected child/youth abuse or neglect from civil or criminal liability that might otherwise be incurred as a result of such action.
- C. Acknowledgement form.** All staff must print out and sign the “Acknowledgement of Mandated Reporter Status” (in addition to the training Certificate of Completion) and turn it in to the Business Manager to be kept on file.
- D. Media communicator.** A Pastor is initially to be the only communicator with the media. However, if a Pastor is unavailable, the President or the Chairman of the Board of Elders is authorized to represent Redeemer Lutheran Church in this particular instance, unless the President or the Chairman of the Board of Elders believes that such representation would be a direct conflict of interest on his part to represent the congregation.
- E. Media statement.** The following suggested statement is to be shared with the public by the Media Communicator:
“Redeemer Lutheran Church takes all accusations of child/youth abuse/neglect seriously. To that end Redeemer Lutheran Church has notified the appropriate law enforcement agencies concerning this matter and requested a full and complete investigation. As a Christian community, Redeemer Lutheran Church believes in nurturing the well-being of all individuals who attend our programs, and we seek to respond in a caring and sensitive manner to everyone at Redeemer Lutheran Church.”

Appendix A: Safe Church Policy Example Situations

Situation	Acceptable?	Why?
DCE and spouse lead first grade event in Life Center. No other adults on premises.	No	The two adults are related. Another non-related adult is needed.
After event, DCE and youth are alone at church waiting for parents pick up.	No	Two non-related adults must be on-site.
Confirmation youth meeting with his/her mentor at church alone in room with door closed.	Depends	Yes, if a non-related adult is on-site and room is visible through an interior window -- otherwise not acceptable.
VBS teacher in class (door closed no window) with 3 7th graders.	Yes	At least two youth 11 years or older are present.
VBS teacher in class (door closed no window) with 12 1st graders.	No	Children (under 11) should not be alone with an adult unless outside adults can see into the room.
Youth stops by DCE's office for counseling during the day (door closed with window).	Yes	As long as there are other adults passing outside who can see into room.
Adult leader volunteers to drive group of 3 teens home from youth event.	Yes	Two or more youth are present in the vehicle.
Adult leader drives 3 youth home from event dropping off each youth at their home.	No	The last youth to be dropped off is alone with the adult. Instead, the last 2 could be dropped off together.
Sunday morning childcare teen is alone with 3 infants while assistant is in bathroom.	Yes	Nursery windows make it visible to others passing outside on a busy Sunday morning.
At youth event at a lodge, girls and boys stay in separate rooms but the rooms share a bathroom.	Depends	Yes, if rules are established for separate and exclusive use by male and female, otherwise No.
DCE leads an event at the zoo for 4th graders with 2 adult assistants, but 3 children arrive before the assisting adults show up.	No	When the first child arrives, that parent should stay until the assisting adults arrive. If another adult can't be found the event should be cancelled.
DCE and 2 adults drive 3 cars transporting 9 youth to a lock-in. Two adults stay up all night with the kids. The other adult sleeps badly for 5 hours in a sleeping bag. The next day all three are set to drive back.	No	The adult with 5 hours of sleep may drive but those who did not get sleep should not drive youth. Another adult should drive in to pick up the youth leaving the 2 tired leaders to drive themselves home if they wish.
At a weekend youth camping event, no mention was made of when "lights out" was to occur.	No	A reasonable curfew should be in place prior to the event and can change at the discretion of the leader.
An adult leader lives close to a 6th grader who attends youth group and as a courtesy offers to transport the child to church. The leader has the parents sign an authorization form prior to leaving with the child.	Yes	A parent may give explicit consent for a specific adult to travel alone with their child or youth.

Appendix B: Standards of Conduct and Safe Church Policy Acknowledgement

Standards of Conduct and Safe Church Policy Acknowledgement

We welcome your involvement with the Children (age 10 or under) and/or Youth (age 11-17) of Redeemer. Every young person needs many adults in their lives to care about them, teach and encourage them. Your time spent working with our young people is valuable. These standards reflect the policies of the Board of Youth and Family Education so these experiences can be positive events for everyone. They have been established to protect you, the children and youth, and the congregation and are in effect at every event involving children or youth sponsored by Redeemer Lutheran Church.

1. Hugging or putting an arm around a child or youth are gestures that show you care and are appropriate in group settings. Avoid repeated one-on-one contact and show the same genuine affection to all children and youth.
2. Avoid all genital/breast contact.
3. Verbal comments or jokes with sexual innuendo are not appropriate. Profanity and harsh language are prohibited as well as excessive teasing of any one person.
4. A minimum of 2 non-related adults should be present during the entire event.
5. Children, youth, and adults should always remain with the group. Never meet with a young person alone in private.
6. Use of alcohol, drugs and illegal substances is forbidden at all events. Adults should refrain from smoking in front of children or youth.
7. Proper clothing for activities is required by adults, children and youth. No t-shirts with anti-Christian, alcohol, drug, or sexual themes are allowed. No revealing clothing is allowed.
8. If any adult, youth, or child is behaving in a manner that makes you feel uncomfortable or violates any of the above rules or the Safe Church Policy, it is your responsibility to report it to a leader, Director of Youth Ministry, or a Pastor as soon as possible.

I hereby acknowledge that I have read, understand, and agree to follow Redeemer's Safe Church Policy, including the Appendices thereto and the above standards of conduct, as well as all modifications thereto which are communicated to me from time to time. I understand that failure to fully follow such Policy may result in my discipline, termination of employment, or termination as a volunteer.

Printed Name
Signature
Date

Appendix C: Redeemer Background Check Policy

I. Purpose:

- A. The purpose of the background check procedure for a current employee, staff or volunteer of Redeemer Lutheran Church is to determine whether he or she should continue as such and whether he or she should be allowed to minister to or otherwise have ongoing or periodic contact with children/youth through ministries of Redeemer Lutheran Church.
- B. The purpose of the background check procedure for an applicant to become an employee, staff or volunteer of Redeemer Lutheran Church is to determine whether he or she is suitable for such position and whether he or she should be allowed to minister to or otherwise have ongoing or periodic contact with children/youth through ministries of Redeemer Lutheran Church.
- C. The focus of the investigation will normally be on criminal and driving records, including, but not limited to, abuse, assault, battery, rape, any crime of a sexual nature (including possession or dissemination of child pornography), homicide, manslaughter in any degree, attempted murder, domestic violence, child/youth neglect, drug crimes, animal cruelty, theft, robbery, forgery, fraud, kidnapping, arson, weapons violations, any crime involving children/youth as either an accomplice or a victim, driving under the influence, driving without a license, suspended driving license, serious driving violations, and numerous repeat driving violations. Other criminal or driving violations will be reviewed on a case-by-case basis.

In addition, for further certain employee and staff positions, Redeemer Lutheran Church, in its discretion, may also cause a consumer report and/or an investigative consumer report to be generated that may include, but is not limited to: verification of social security number, credit reports, current and previous residences, employment history, education background, character references, drug testing, civil and criminal history records from any justice agency in any federal, state, or county jurisdiction, birth records, and any other public record.

II. Requirements:

- A. This Policy applies to (i) all adult employees and staff; (ii) adult volunteers that have ongoing or periodic contact with “children” (age 10 or under) or “youth” (age 11-17), including, but not limited to, Nursery Staff, Sunday School Teachers, VBS Workers, Confirmation Mentors, Child/Youth Ministry Volunteers, ongoing volunteer receptionists, and ongoing pantry volunteers; and (iii) applicants to become (i) or (ii) above. Redeemer Lutheran Church retains the discretion to determine which types of volunteers and activities this Policy applies to.

III. Background Check Procedure:

- A. The background check procedure starts by contacting the Director of Children’s Ministry or the Business/HR Manager and providing the name and email address of the employee, staff, volunteer or applicant to be screened. That person will then receive an email with a link to complete the background check information through Checkr, a private third-party screener.
- B. All information given by the employee, staff, volunteer or applicant and received through the background check procedure will be held confidential. Protecting the reputation of our employees, staff, volunteers, and applicants is a high priority. Persons reviewing the information besides employees and agents of the third-party reviewer may include a Redeemer Lutheran Church initial screener, typically a current or former law enforcement officer or attorney, and may also include one or more pastors, other called-staff members who in their installation vows have taken oaths of confidentiality, and one or more Church leaders.
- C. As part of the background check procedure, if the Redeemer Lutheran Church reviewing team needs additional information or an explanation from the employee, staff, volunteer or applicant about the results of a screening, or if the team makes a determination to terminate the services of the employee, staff, or volunteer, or to deny an applicant’s application, such person will be informed of the decision. At the request of the team or such person, at least two members of the reviewing team will meet with such person to obtain the information and/or explain the decision. Unless the Redeemer Lutheran Church reviewing team, in its discretion, determines to modify its initial decision, such decision shall be final.
- D. This required background check procedure will re-occur every three years for all employees and staff and for all volunteers who continue to work with children or youth.

Appendix D: Parental Authorization of Safe Church Policy Exception

Child/Youth Name	
Child/Youth Address	
Home Phone Number	Cell Phone Number

I, (Parent) _____, the legal parent/guardian of
 (Child/Youth) _____ grant my permission for my son/daughter
 ____ to meet **one-on-one** in a public venue in sight of other people with
 ____ to travel **alone** in a vehicle to and/or from any Redeemer-sponsored event with
 _____ (Name of Adult)

I acknowledge and fully understand that this Consent is an exception to Redeemer's Safe Church Policy forbidding one child or youth to meet alone or travel in a vehicle alone with one non-related adult.

By my signature, I hereby authorize the above-described situation for my son/daughter.

Parent/Legal Guardian Signature	
Printed Name	Date
Home Phone Number	Work Phone Number