

# **NC West District of The Wesleyan Church**

## **Recommendations for Children and Youth Ministry**

### **Recommendation 1**

Each local church should implement a policy for recruiting, screening, hiring and regular training of youth and children's staff and/or volunteer workers. Criminal background checks, as well as previous employment and all references should be checked for those in supervisory capacities with children and youth, including but not limited to paid staff.

### **Recommendation 2**

All District Kids and Youth Camp Counselors/Volunteers shall have a background check complete and on file with the camp director before they are allowed to work with NC West Camps in any capacity. The camp leadership shall also provide on-site training for all camp counselors/volunteers.

### **Recommendation 3**

Each local church should follow the "two-adult rule," which requires no fewer than two adults be present at all times during any church-sponsored program, event, or ministry involving children. In cases where this places a great stress upon the congregation, the second adult may be a roving superintendent or monitor during the meeting or teaching time, and the doors must be left open.

### **Recommendation 4**

Every church should be insured for the scope of its ministry with coverage that includes a sexual misconduct policy that covers paid and volunteer staff along with an umbrella policy for additional liability coverage.

### **Recommendation 5**

Training sessions for all workers with children and youth should be held annually. All workers should be informed of the state requirements in reporting abuse to law enforcement and child protective services. North Carolina mandates reporting, if there is reasonable cause to suspect child abuse. Incidents should be reported to the authorities and the District Superintendent as soon as they are known.

### **Recommendation 6**

A local church should offer training for first aid and CPR on an annual basis for all church workers with children/youth or always have phone access to a person who has first aid and CPR training.

### **Recommendation 7**

If youth, under the age of 18, work with children, they should be doing it in a training capacity with an adult. We suggest staff and volunteers be at least 5 years older than the oldest child being supervised.

### **Recommendation 8**

Each room set aside for children/youth should have a door with a window, a half door or an open door with a gate. If there is no window, the door must be left open at all times

**Recommendation 9**

Counseling is expected to be confidential in nature, but it is for the protection of both parties that such sessions take place where other people are nearby even though not within hearing distance. The pastor's study and staff offices should have a clear glass window in the door or the door should be left ajar.

**Recommendation 10**

Ministry leaders should give full information regarding events, including time of departure, destination, and time of return and contact information. Written permission should be received from parents for child's/student's participation. Medical information and release forms for every child or student should be on file and accessible to the group leader on overnight trips.

**Recommendation 11 - Accountability**

All pastoral staff should be in a healthy accountability relationship. Pastors will be asked quarterly to report on the health of their accountability relationship. Pastors and staff are encouraged to take advantage of LDJ and other times where they can build relationships with those who are facing the same struggles that they may face in ministry and life.