

Safe and Secure Environment Policy

Introduction:

Union Church has always been a place that seeks to provide a safe environment for children, youth, and the people who work with them. In response to recommendations from the Minnesota Conference of the United Church of Christ, Union Church will be implementing a more comprehensive policy regarding safe and secure environments.

Purpose:

Our congregation's purpose for establish a Safe and Secure Environment Policy and accompanying procedures is to demonstrate our absolute and unwavering commitment to the physical safety and spiritual growth of all our children, youth, and all those who work with the children and youth.

Statement of Covenant and Procedures:

As a Christian community of faith, we will follow reasonable safety measures in the selection and recruitment of workers by requiring the following: a.) Completed Volunteer Information Form and b.) Background Check. We will educate all of our workers with children and youth regarding the use of all appropriate policies and methods through a training session. We will have a clearly defined procedure for reporting a suspected incident of abuse and a plan for responding to allegations and/or known incidents.

Background Checks:

An important component of this policy will be the requirement that staff and volunteers who work with children and youth participate in a background check. This check will be done after the staff member or volunteer fills out a consent form. This form will state what will be checked and what the rights of the volunteer/staff member are. Forms will be kept in a locked file. The Minister(s) and Personnel Committee Chair will be the only people with access to the background check results. A processing fee is required and can be paid for by the individual or by Union Church.

Weapons:

Union Church, in an effort to ensure a safe and secure environment, prohibits weapons on church property as well as off-site, church-sponsored functions.

Conclusion:

The creation of this policy is meant to strengthen the Union Church culture, which values the safety of everyone. Our Mission Statement calls us to be a caring and welcoming faith community for all people. By providing a safe environment to worship, study, and serve in we are acting responsibly and in a unified fashion to answer that call.