

## **Incarnation Kids Policies for Ministry to Children**

The spiritual development and protection of children -- body, mind, and spirit -- is of utmost importance to the staff and families of Incarnation Church. To this end, all those who work with children will be highly trained and properly screened through state, church, and diocesan processes. These include:

- Pennsylvania Criminal Record Check
- Pennsylvania Child Abuse History Clearances
- FBI Fingerprinting
- Ministry Safe Training

### **Appropriate Relationships with Children**

When working with children at Incarnation Church there will always be two fully trained and screened adults present. Trained minors may serve alongside these adults but do not count as one of the two trained adults present. Non-trained and screened adults may visit the classroom at the discretion of the children's minister or volunteers present, but they do not count as one of the two adults present. Married couples may not serve alone in a classroom (they will tend to give one another the benefit of the doubt and can't be required to testify against each other in a court of law).

### **Suspicious of Abuse and Reporting Abuse**

The state of Pennsylvania identifies two categories of reporters -- the mandated reporter and the permissive reporter. **Everyone who works with the children of Incarnation Church qualifies as a mandated reporter according to the PA standards.** Volunteers may never keep a secret for a child. If a child asks an adult to keep a secret, the adult should kindly let the child know that they are a safe place and would like to hear anything the child wishes to share, but they will have to share anything that is said with others as appropriate.

**Report by calling ChildLine at 1-800-932-0313 or online through the Child Welfare Portal.**

- **Any suspicion of abuse must be reported by you to the proper authorities.**
- **Any pastoral concerns should be shared with the children's minister and/or pastor of Incarnation.**