



st. andrew's church

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ON THE ISLAND OF MARTHA'S VINEYARD

Youth Policies Adopted by the Vestry of St. Andrew's, December 2, 2002

The following policies are to aid staff, volunteer advisors and youth as they participate in the youth ministry and programs of St. Andrew's Church. The youth programs are for all youth up to and including the age of 18 or through high school.

- 1) The Rector shall have complete oversight of all youth ministry including program, staff, volunteers and youth. In the event that the Rector hires staff to assist youth programs, staff will be subject to the appropriate background checks through law enforcement agencies prior to being hired.
- 2) Any person serving as a youth advisor or teacher, either paid or volunteer, is required to attend the sexual abuse and sensitivity training sponsored by the Episcopal Diocese of Massachusetts.
- 3) It is our desire to protect our youth from inappropriate behavior and to protect our adults from unfounded accusations of inappropriate behavior. In order to minimize the risk of these events, we ask that adult staff and volunteers make every effort to ensure they are not one-on-one, alone with youth. This means in both the settings for youth events and classes (wherever they may be) and in cars or other vehicles transporting youth. It is preferred to have one other adult or at least two youth with the adult. In some cases when this is not possible, the parents of the youth are to be advised of the circumstances as the situation arises.
- 4) The use or possession of alcohol, tobacco products, illegal drugs or weapons are absolutely prohibited. If this understanding is violated, the staff and/or adult volunteers will immediately contact the Rector and the parent(s) or guardian(s) of the youth. Appropriate disciplinary action will be determined after all parties have met to discuss the incident.
- 5) Any problems about the activity or behavior of any youth or adult connected to these ministries and programs should immediately be addressed to the Rector, or, in the event the Rector is a party, the Wardens of St. Andrew's.

SAFE CHURCH TRAINING & PARISH POLICIES

General Description:

The Diocese offers Safe Church training for adults in an effort to increase the physical, emotional, and spiritual safety of congregations. The training is designed to increase awareness regarding misconduct and abuse of power and boundaries, to outline steps to prevent abuse, and to offer ways to equip congregational leaders to intervene in the event of inappropriate conduct. All clergy, licensed and canonically resident, are required to take the training, and congregations are encouraged to require training of those in leadership positions, especially those who work with children. Congregations are strongly encouraged to adopt safe church policies.

Training is offered regularly throughout the Diocese. Refresher training is offered to clergy annually.

Process:

1. Vestry sees that clergy meet diocesan requirement for training and directs that lay leaders receive training.
2. Clergy and congregational leaders attend and complete the Safe Church training course.
3. Congregation develops safe parish guidelines and promulgates them to leaders and members.

Resources:

1. Diocesan Safe Church Training Schedule and Registration. www.diomass.org.
2. Province I Courses. Safe Church training is also available through courses organized elsewhere in Province I of the Episcopal Church, which comprises the seven dioceses of New England. www.safechurchnetwork.org.
3. The Episcopal Church is expected to provide some Safe Church training on the Web in the near future.
4. Model Policies. See www.diomass.org.