DO: Welcome participants and introduce yourself. We recommend passing out copies of your policy and procedures or pointing participants to where they can find them.

[ADVANCE SLIDE]
What is Safe Sanctuaries?

SAY:
Who can tell me what is included in the scope of Safe Sanctuaries?

DO:
Invite participants to respond.

Correct answer examples:
- Protections against child and elder abuse

Incorrect answer examples:
- Emergency preparedness for natural disasters or active shooter situations
- Conceal weapon policy

[ADVANCE SLIDE]
SAFE SANCTUARIES TRAINING FACILITATOR NOTES

What is Safe Sanctuaries?

Protection for children, youth, and vulnerable adults

Safety and accountability measures for employees and volunteers to protect against false accusations

Procedural standards by which we engage in ministry

SAY:
Safe Sanctuaries is a set of guidelines in The United Methodist Church by which we provide:
- Protection for children, youth, and vulnerable adults
- Safety and accountability measures for employees and volunteers to protect against false accusations
- Procedural standards by which we engage in ministry

[ADVANCE SLIDE]
SAFE SANCTUARIES TRAINING FACILITATOR NOTES

What is NOT Sanctuaries?

Concealed weapons policy
Comprehensive safety plan, such as lockdown procedures or building security
Emergency preparedness policy for tornados, earthquakes, fires, etc.

SAY:
Safe Sanctuaries is not:
- A concealed weapons policy
- A comprehensive safety plan
- An emergency preparedness policy

These types of policies are under the purview of the Board of Trustees.

DO:
If your church has these policies/plans in place, point participants to where they can find them.

[ADVANCE SLIDE]
Biblical Mandate

Let the little children come to me. (Matthew 19:4)

When you welcome one of these children because of me, you welcome me. It will be terrible for people who cause even one of my little followers to sin. Those people would be better off thrown into the deepest part of the ocean with a heavy stone tied around their necks! (Matthew 8:6)

DO:
Invite a participant to read the scripture on the screen for the class.

SAY:
Scripture shares with us that Jesus himself included children in the community of faith and expected adults to treat them respectfully. Jesus is clear. We are called to love and protect the vulnerable. Safe Sanctuaries is a response to that calling.
Baptismal Pledge

Will you nurture these children/persons in Christ's holy church, that by your teaching and example they may be guided to accept God's grace for themselves, to profess their faith openly, and to lead a Christian life?

Will you nurture one another in the Christian faith and life and include these persons now before you in your care? With God's help we will proclaim the good news and live according to the example of Christ. We will surround these persons with a community of love and forgiveness, that they may grow in their trust of God, and be found faithful in their service to others. We will pray for them, that they may be true disciples who walk in the way that leads to life. (UMH Baptismal Covenant I)

SAY:
The text on the screen is taken from the United Methodist Hymnal. In the Sacrament of Baptism, we make a pledge to order our lives after the example of Christ so that each child will be surrounded by steadfast love and confirmed and strengthened in the way that leads to live eternal. Safe Sanctuaries is one way that we live into this pledge.
SAY:
In 1996, the General Conference of the United Methodist Church – our denomination’s top legislative body – passed a resolution calling on all churches and ministries to create and implement procedures for the protection of children and youth. 

All churches in the Western North Carolina Conference are required to have a Safe Sanctuaries policy and procedures by which they conduct ministry for and with children, youth and vulnerable adults—even if they don’t currently serve those populations. Although there are not requirements for what should be included in the policy or procedures, the conference does offer best practices.
What is the difference between a policy and procedures?

SAY:
Before we move on, who can tell me the different between policies and procedures?

DO:
Invite participants to respond.

[ADVANCE SLIDE]
SAY:
The policy should state the what, the who and the why. Who are we protecting, and why? The procedures should outline the how, including detailed, practical measures that our church takes to implement and uphold our policy.

SAY:
Why do we need both a policy and procedures?

DO:
Invite participants to respond.

[ADVANCE SLIDE]
PREPARE:
Add key points.
Add as many slides as needed.

DO:
Share your church’s policy.

[ADVANCE SLIDE]
How prevalent is child and elder abuse?

SAY:
So, why does this matter to us today? How prevalent is child and elder abuse today? Does anyone know any of the statistics?

DO:
Invite participants to respond.

[ADVANCE SLIDE]
According to a 2019 report from the Administration for Children and Families, which is under the umbrella of the U.S. Department of Health and Human Services, 51.0% of girls and 48.6% of boys will be abused before they turn 18.

(https://www.acf.hhs.gov/sites/default/files/cb/cm2017.pdf)

Ten percent of Americans aged 60 or older have experienced some form of elder abuse, including physical abuse, psychological or verbal abuse, sexual abuse, financial exploitation, and neglect.


[ADVANCE SLIDE]
Types of child abuse
- Neglect
- Physical Abuse
- Emotional Abuse
- Ritual Abuse
- Sexual Abuse

SAY:
Let’s look at the various types of child abuse.

[ADVANCE SLIDE]
Types of child abuse

- **Neglect**: is a lack of supervision to the degree that the person’s health, safety, and well-being are threatened with harm.
- Physical Abuse
- Emotional Abuse
- Ritual Abuse
- Sexual Abuse

**SAY:**
Neglect is a lack of supervision to the degree that the person’s health, safety, and well-being are threatened with harm.

[ADVANCE SLIDE]
Types of child abuse

**Neglect** is a lack of supervision to the degree that the person’s health, safety and well-being are threatened with harm.

**Physical Abuse** is any intentional act causing injury or trauma by way of bodily contact.

Emotional Abuse

Ritual Abuse

Sexual Abuse

SAY:

Physical abuse is any intentional act causing injury or trauma by way of bodily contact.

[ADVANCE SLIDE]
Types of child abuse

- **Neglect** is a lack of supervision to the degree that the person’s health, safety, and well-being are threatened with harm.

- **Physical Abuse** is any intentional act causing injury or trauma by way of bodily contact.

- **Emotional Abuse** is characterized by a person subjecting or exposing another person to behavior that may result in psychological trauma.

- **Ritual Abuse**

- **Sexual Abuse**

SAY:

Emotional abuse is characterized by a person subjecting or exposing another person to behavior that may result in psychological trauma.

[ADVANCE SLIDE]
Types of child abuse

**Neglect** is a lack of supervision to the degree that the person’s health, safety and well-being are threatened with harm.

**Physical Abuse** is any intentional act causing injury or trauma by way of bodily contact.

**Emotional Abuse** is characterized by a person subjecting or exposing another person to behavior that may result in psychological trauma.

**Ritual Abuse** is sexual abuse or murder of people supposedly committed as part of a religious ritual.

**Sexual Abuse**

SAY:
Ritual abuse is sexual abuse or murder of people supposedly committed as part of a religious ritual.

[ADVANCE SLIDE]
Types of child abuse

- **Neglect** is a lack of supervision to the degree that the person's health, safety and well-being are threatened with harm.

- **Physical Abuse** is any intentional act causing injury or trauma by way of bodily contact.

- **Emotional Abuse** is characterized by a person subjecting or exposing another person to behavior that may result in psychological trauma.

- **Ritual Abuse** is sexual abuse or murder of people supposedly committed as part of a religious ritual.

- **Sexual Abuse** is intentional sexualized behavior involving a child for the adult's own purposes.

SAY:
Sexual abuse is intentional sexualized behavior involving a child for the adult's own purposes.

[ADVANCE SLIDE]
What is the most common form of child abuse?

SAY:
Now that you know about the various types of child abuse, do you know what is the most common?

DO:
Invite participants to respond.

SAY:
Although sexual assault cases get the most media coverage, neglect is the most common form of child abuse, followed by physical abuse.

Four risk factors that have been identified are:
- Alcohol abuse
- Drug abuse
- Financial problems or an inability to provide sufficient financial resources to meet minimum needs
- Domestic violence between any members of the household or family


[ADVANCE SLIDE]
SAY:
How can you spot child abuse? What are signs of child abuse?

DO:
Invite participants to respond.

SAY:
The following signs might be signs of abuse:

The child:
• Shows sudden changes or extremes in behavior
• Has learning or concentration problems that cannot be attributed to specific physical or psychological causes
• Has unexplained injuries
• Has not received help for physical or medical problems brought to the parents’ attention
• Is always watchful, as though preparing for something bad to happen
• Lacks adult supervision
• Lacks sufficient clothing for the weather
• Is overly compliant, passive or withdrawn
• Comes to church or activities early, stays late and does not want to go home
• Is frequently absent
SAFE SANCTUARIES TRAINING FACILITATOR NOTES

- Shrinks at the approach of adults
- Is reluctant to be around a particular person
- Begs or steals food or money
- Abuses animals or pets

The parent, caregiver or adult:
- Blames the child for any problems
- Asks you to use harsh physical discipline with the child
- Has unrealistic expectations for the child
- Is overly protective of the child or severely limits the child’s contact with others
- Appears to be indifferent to the child
- Constantly blames, belittles or berates the child
- Offers conflicting, unconvincing or no explanation for the child’s injury, or provides an explanation that is not consistent with the injury

(https://www.childwelfare.gov/pubpdfs/whatiscan.pdf)

[ADVANCE SLIDE]
Additional types of elder abuse

**Financial Abuse** happens when money or belongings are stolen.
- Forging checks
- Taking retirement or Social Security benefits
- Using credit cards or bank accounts
- Changing wills, bank accounts, life insurance policies, titles, etc.

**Healthcare Fraud** is committed by doctors, hospital staff and healthcare workers.
- Overcharging
- Duplicative billing
- Falsifying Medicaid or Medicare claims

SAY:
Elder abuse encompasses all of the same types of abuse with children. They can experience neglect, physical abuse, emotional abuse, ritual abuse and sexual abuse, too.

Additionally, elder abuse might also include financial abuse or healthcare fraud.

According to the National Institute on Aging, which is under the umbrella of the U.S Department of Health and Human Services, financial abuse happens when money or belongings are stolen. It can include forging checks, taking someone else's retirement and Social Security benefits, or using another person's credit cards and bank accounts. It also includes changing names on a will, bank account, life insurance policy, or title to a house without permission from the older person.

Financial abuse is becoming a widespread and hard-to-detect issue. Even someone you've never met can steal your financial information using the telephone or email.

Healthcare fraud can be committed by doctors, hospital staff, and other healthcare workers. It includes overcharging, billing twice for the same
service, falsifying Medicaid or Medicare claims, or charging for care that wasn't provided.

Most victims of elder abuse are women, but some are men. Likely targets are older people who have no family or friends nearby and people with disabilities, memory problems or dementia. Elder abuse often affects those who depend on others for help with activities of everyday life like bathing, dressing, and taking medicine.

(https://www.nia.nih.gov/health/elder-abuse)

[ADVANCE SLIDE]
What are signs of elder abuse?

SAY:
Now that you know about the various types of elder abuse, do you think you could recognize signs or symptoms of the abuse? What do you think are signs of elder abuse?

DO:
Invite participants to respond.

SAY:
Elder abuse can take place in the home or in an eldercare facility. You might notice that the person:
• Has trouble sleeping
• Seems depressed or confused
• Loses weight for no reason
• Displays signs of trauma, like rocking back and forth
• Acts agitated or violent
• Becomes withdrawn
• Stops talking
• Stops taking part in activities they enjoy
• Has unexplained bruises, burns or scars
• Looks messy, with unwashed hair or dirty clothes
• Develops bed sores or other preventable conditions
(https://www.nia.nih.gov/health/elder-abuse)

[ADVANCE SLIDE]
What are the risk factors associated with abuse?

SAY:
It’s important to say that abuse is NEVER the victim’s fault or responsibility—whether the victim is a child, youth, adult, or elder. Risk factors have been identified, though, that are associated with the caregivers of children or vulnerable adults. What do you think these risk factors are?

DO:
Invite participants to respond.

SAY:
Four risk factors that have been identified are:
• Alcohol abuse
• Drug abuse
• Financial problems or an inability to provide sufficient financial resources to meet minimum needs
• Domestic violence between any members of the household or family

(https://www.acf.hhs.gov/sites/default/files/cb/cm2017.pdf)

[ADVANCE SLIDE]
What should you do if you suspect or observe abuse?

SAY:
You’ve noticed some signs of child or elder abuse. What do you do? Are you required to respond?

DO:
Invite participants to respond.

SAY:
North Carolina law states that anyone who suspects or observes abuse must report it. So, what do you do?

If it is an emergency situation, call 911 immediately.

If you suspect abuse but you aren’t really sure… [Insert relevant information regarding your local church’s policy for this. Best practice is to report the suspicion to a staff person or clergy member, then together make a report to the police or to Child Protective Services. If the incident involves a clergy member, the District Superintendent should be notified.]

[ADVANCE SLIDE]
PREPARE:
Add key points.
Add as many slides as needed.

DO:
Share your church’s procedures. We recommend reviewing all procedures that apply to the training audience. (E.g., number of adult leaders in a room, physical boundaries, check in/out, incident forms, first aid, notifying parents/guardians, etc.)
Digital Conduct

Communicate with parents, guardians or caregivers
Create boundaries regarding “friending” or “following”
Be mindful of personal responses to posts
Phone records are available even if deleted from your device

PREPARE:
This slide provides best practices. Edit slide, as needed, to match your church’s policy and procedures.

SAY:
First, when communicating with children, youth, or vulnerable adults, we will always keep the parents, guardians, and caregivers in the loop, too. Many youth have their own cell phones and email accounts, and it’s a good idea to text or email them with updates about upcoming events, etc. However, we will always copy their parents, guardians or caregivers so they’re aware of the communication, too. We will never communicate with a child, youth, or vulnerable adult in secret.

Secondly, it’s important to create and keep boundaries regarding friending or following children, youth, or vulnerable adults on social media platforms. A best practice that we like to follow is if THEY invite you to friend or follow them, or ask to friend or follow YOU, then you are welcome to do so. This is similar to physical contact. You should never initiate a hug with a child, youth, or vulnerable adult. However, if THEY initiate the hug, that’s great! You are never required to connect via social media, but if you would like to you may.
Next, be mindful of your personal posts and responses on social media platforms. We don’t seek to censor you, but we do want you to be mindful that your posts or the likes or comments you submit to someone else’s post might be visible to the children, youth, or vulnerable adults you serve or their parents, guardians, or caregivers. If you would be embarrassed for them to see something, don’t post it.

Finally, you need to know that phone records are available even if you’ve deleted them from your device. In cases of suspected abuse or misconduct, the police are able to recover these records.

[ADVANCE SLIDE]
PREPARE:
Add key points.
Add as many slides as needed.

DO:
Share your church’s expectations for cell phone and online usage. Also include any restrictions on posting images or videos of children, youth, or vulnerable adults.

[ADVANCE SLIDE]
Questions?

DO:
Invite participants to ask questions.

[ADVANCE SLIDE]
PREPARE:
Add available resources and where they can be located.
Add as many slides as needed.

DO:
Share about any available resources (paper, digital, or human) and how they can be accessed. (E.g., your church’s Safe Sanctuaries Policy and Procedures, your church’s Incident Form, support staff, etc.)

[ADVANCE SLIDE]
DO:
Thank participants for participating in this training and for the ways they serve children, youth, and vulnerable adults in your community!

[ADVANCE SLIDE]