



TALBOT STREET CHURCH

Recommendations to Council

A. GENERAL

1. To adopt this policy of your committee and make it your own.
2. To make this policy available to all staff (paid and volunteer).
3. To introduce this policy at the first opportune Congregational meeting.

B. SPECIFIC

1. To require that the staff, office bearers and pastoral care workers and all in a ministry with minors, seniors and the vulnerable fill out a Service Profile with references. All those listed on page 3 of this document will be required to submit to a Police Records Check and Vulnerable Position Screening. The results of the profiles are to be presented to the Safe Church Team and stored securely.
2. To appoint and oversee an Safe Church Team (SCT) of three or four persons with the following mandate:
 - Process all abuse allegations in accordance with the guidelines set out in this policy making whatever necessary use of classical and denominational resources.
 - Require that all members of the team take an oath of absolute confidentiality.
 - Facilitate ongoing education at the Talbot Street CRC, for members young and old.
 - Facilitate the placement of reference materials dealing with abuse issues within our church library system.
 - Receive, review and securely store all results of profiles, criminal record.
 - To regularly review (annually) the Safe Church Policy and monitor its implementation.
3. To post this policy, and the policies of those committees and organizations that work with children and the vulnerable, where they can be clearly seen. (Where – next steps)
4. To keep and prominently display, a clear list of resource people in our church building.

List to include:

In case of spousal abuse:

Abused Woman's Help Line 519-642-3000
London Battered Women's Advocacy Centre 519-432-2204

In case of sexual assault call:

Sexual Assault Crisis Support Line 519-438-2272

In case of child abuse call:

Children's Aid Society 519-455-9000
After Hours Emergencies Only 519-432-5987

In case of severe emotional distress call:

London Distress Centre 519-667-6711
Kids Help Line 1-800-668-6868
Neighbour, Friend and Family

In case abuse occurs within the context of the ministries of Talbot Street Church or in its facilities, call one of the following:

- Member of the Safe Church Team
 - Deb Roukema (519-455-7353)
 - John Timmerman (519-667-0966)
 - Corinne Dykstra (519-474-1916)
- Youth Elder (Heather Fieten – 519-659-3827)
- Chair of Council (Rick Dykstra – 519-474-1916)

5. To encourage the council and the pastors to model peaceful conflict resolutions, as well as a servant-mode-of-being with others. Avoid all sexist comments and be alert to the needs of all those who are visited and counselled. Talbot Street Church should be encouraged to recognize that spiritual well-being is the best way to prevent abuse.

ABUSE PREVENTION SCREENING

Position	Services Profile with References	Police Records Vulnerable Screening
Pastors	X – upon employment	x
Paid Staff	X – upon employment	x
Elders	x	x
Deacons	x	x
Pastoral Care Workers	x	x
Small Group Leaders	x	x
Church School Teachers	x	x
Cadet Counsellors	x	x
Gems Counsellors	x	x
Youth Group Leaders	x	x
Children’s Choir Director	x	x
Nursery Attendants	x	x
Church School Shepherds	x	x
Praise Team Leaders	x	x
SCT Members	x	x
Collective Kitchen	x	x
Sanctuary & Mess	x	x



TALBOT STREET CHURCH

TALBOT STREET CHURCH SAFE CHURCH POLICY - 2014

PREAMBLE:

Our world belongs to God, but in acknowledging brokenness through sin we realize that Talbot Street Church has a spiritual, moral and legal obligation to provide a secure environment for all people participating in church programs that are under the auspices and authority of the church.

Within the church of all ages we proclaim that people are created in the image of God. Abuse, most deeply, constitutes a violation of the image of God in another person, and it is therefore profoundly sinful. Talbot Street Church seeks to be a church that embodies Isaiah's prophetic words: "They will neither harm nor destroy on all my holy mountain." (Isaiah 11:9). Therefore abuse will not be tolerated at the Talbot Street Church of London.

We, the members of Talbot Street Church, understand that there are many underlying causes of abuse: low self-esteem, stress, unresolved anger, poor parenting skills etc. Therefore, we commit ourselves in the first instance to promoting the spiritual welfare of the members of Talbot Street Church and all those who seek God here. The church will do this through preaching, teaching, and ministry of small groups and by offering resources to assist people in their relationships with each other. The members of Talbot Street Church will encourage each other to model peaceful conflict resolutions, as well as a servant-mode-of-being with others.

Talbot Street Church will also combat abuse by implementing measures to prevent abuse from occurring within the context of its ministries and in its facilities, and by adopting the following procedures for dealing with allegations of abuse be it with children, youth or adults.

The Spiritual and Moral Responsibility of the Church:

Everyone who teaches helps or cares for children, youth or adults under the auspices of Talbot Street Church is required to follow the guidelines and procedures as defined in this document. The Church Council has reviewed and adopted them as official policy.

The plan is designed to assist church leaders in their recruiting of volunteers and, to the greatest extent possible, provide for the safety of our community by these volunteers.

The gospel of Mark records that when people brought the little children to Jesus, He took them in his arms put His hands on them and blessed them. As a church, it is our desire to bring children to Jesus, too.

In the church, we recognize that we are a reflection of God's love to those in our care and we take our responsibility to them seriously. In our ministry to our community we must follow carefully what the scriptures teach.

In this policy abuse is defined as follows:

"Physical abuse" means any non-accidental act that violates the dignity of the image of God in another person by inflicting de-humanizing pain or injury. Physically abusive behaviour also includes physical neglect which means not doing what one is supposed to be doing to meet the physical needs of someone in his or her care. It is sometimes a single event but can also be a chronic pattern of behaviour. It may result from severe discipline

"Emotional abuse" means any attempt to demean, hurt, or insult another person through words, threats, fears, and/or deprivation in such a way that it impairs a person's God given sense of self-worth. Examples include bullying and verbal harassment.

"Sexual abuse" is exploitation of a person regardless of age or circumstance for the sexual gratification of another. It includes any sexual experience (verbal or physical) forced on one person by another and may or may not involve physical contact between people (i.e. sexual harassment which may be purely verbal). It is also the exploiting or grooming of a minor or adult regardless of consent or circumstances- for the purpose of sexual touch, sexual activity, or emotional intimacy with the result of either sexual gratification or power and control over the minor or adult. Sexual abuse also includes any inappropriate sexual encounter, where there is a power differential.

Symptoms of Abuse and Molestation

Church workers and staff should be alert to the physical signs of abuse and molestation, as well as to behavioural and verbal signs that a victim may exhibit.

A onetime event would not necessarily constitute a potential abuse case; sudden unexplained changes, however, would warrant investigation. Some of the more common signs are summarized below:

Physical signs may include:

- Lacerations and bruises, cuts, welts, fractures, burns
- Irritation, pain or injury to the genital area
- Difficulty with urination
- Discomfort when sitting
- Torn or bloody underclothing
- STD's
- Injuries that are not consistent with explanation
- Presence of various injuries that are in various stages of healing

Behavioural signs may include:

- Anxiety when approaching church or nursery area
- Age inappropriate play with toys, self or others displaying explicit sexual acts
- Age inappropriate sexually explicit drawing or descriptions
- Unusual sexual knowledge
- Seductive behaviours
- May cringe or flinch if touched unexpectedly
- Infants may display a vacant stare
- Extremely aggressive or extremely withdrawn
- Nightmares

Procedures:

1. All staff, office bearers, pastoral care workers and all who are involved in any ministry with children (minors), seniors and the vulnerable will be mandated to review the policies and procedures included herein including information on how to recognize the signs of abuse and inappropriate behaviour.
2. Each program at Talbot Street Church that involves minors is required to implement the operating procedures described in this policy
3. So that all are protected and to help prevent abuse from happening, all offices bearers and pastoral care workers and all who are involved in a ministry with minors will participate in a screening process. This is to take place at the start of a person's term and will be redone every three years. All volunteers are required to complete a service profile form including references. Key leaders will be required to submit to a Police Records Check and Vulnerable Position Screening.
4. A Talbot Street Safe Church Team (SCT) that reports to council will be responsible for overseeing the implementation of this Safe Church Policy. In its actions it should also be guided by Synodical and Classical personnel (Abuse Prevention Director, Classical Safe Church Team) and decisions (see to date: *Acts of Synod 1997*). The team will be composed of at least two knowledgeable and aware members of the congregation, a council liaison.
5. The information gathered about volunteers will be reviewed by the SCT only. If concerns are raised an SCT member will have a discussion with the applicant and the SCT will make an appropriate judgement. The SCT will contact the appropriate program head of any volunteer who ought not to minister to the youth or other members of the church.
6. The Safe Church Team is available to anyone who has concerns or suspicions of potential or possible abuse. The SCT is responsible for providing the options available in this policy. See page 6 of this document for contacts.
7. The following procedures will apply in the event of an allegation or report of abuse involving a member or attendee of Talbot Street Church, on church property or within the context of its ministry (hereafter simply *at Talbot Street Church*). The church's response will follow the guidelines approved in Synod 1997, Article 65 pages 681-684.
 - When an allegation of abuse is made:
 - If the alleged victim is a minor, the accusation must be reported to The Children's Aid Society (CAS). Only CAS and the police shall conduct an investigation. ***It is not the responsibility of the reporting person(s) to substantiate the allegations before notifying CAS and the Police.***
 - If the alleged victim is an adult, a report is not made to the Police; that choice remains with the complainant (exceptions allowed in the case of disability and/or death). The complainant has the option of reporting to the police. If the abuse occurred at Talbot Street Church a report should be made to Classical Safe Church Team who will form an advisory panel to conduct a hearing. A pastor or member of the council executive will assist with the report to Classical Safe Church Team. The role of the advisory panel is to evaluate the gravity of the allegations and the probable veracity of them.
 - When making a report to Classical Safe Church Team, CAS or the police, a report must also be made to the Chair of council.
 - The pastor or member of the council executive will inform council that a report has been made and that will be documented in the council minutes.

- During the entire process, the complainant and the accused will require much support from their pastor and elders.

Spokesperson

The Church designate, as assigned by council, will be the spokesperson for the Church. He/she will speak to the media and the congregation regarding the matter in a discreet, informed, truthful and diplomatic way. (Often, the media interviews several church leaders who have never given any consideration to responding to such inquiries. In such cases, conflicting and contradictory statements can abound, and the public will develop a negative impression of the church. This is avoided when only one person is designated to speak for the church in such cases).

8. The Council will ensure that there is an annual review of the Safe Church Policy, procedures and requirements.

PROCEDURES FOR NURSERY

1. Receiving and Releasing Children

- A mandatory sign-in and sign-out form is to be used
- Children are not to be dropped off in a classroom without an adult Nursery Volunteer present.
- Babies and preschool children will only be released into the care of the child's parent or guardian utilizing a signature, and corresponding identification card.
- Parents and visitors are not to enter the nursery or preschool classroom when picking up their child unless requested to do so.

2. Nursery Staffing

- A minimum of two unrelated Nursery Volunteers present for supervision, except in the event of an emergency, or, one Nursery Volunteer is present with windows and bathroom doors open having clear lines of visibility in place.
- Nursery Volunteers between the ages of 12 and 17 must be assigned to work alongside another Nursery Volunteer over the age of 18.
- Clear lines of visibility must be in place and the windows and bathroom doors must remain open.
- Nursery Volunteers to children ratios are:
 - One adult Nursery Volunteer for every 3 infants (birth – 17 months)
 - One adult Nursery Volunteer for every 4 – 5 toddlers or preschoolers (17 months – age 3)
- Nursery Volunteers are clearly identified with a nametag identifying them to parents, children and newcomers.

3. Diaper Changing/Bathroom Visits

- Diaper changing must always take place in the nursery on the change tables in such a way that another nursery worker can easily see the child that is being changed, as well as the other children and workers in the room. Bathrooms are not to be used to change diapers.
- Children must be 12 years of age or older, with appropriate training before being permitted to change infant's diapers.

4. Severe Allergies

- Parents and caregivers are responsible for notifying the church of any known allergies which their children have. This information is to be noted on their registration form.
- The notification of severe allergies will be posted in the child's classroom for high visibility, including a picture of the child, a list of his or her allergies and typical signs of reaction. Nursery volunteers assigned to care for the child must be made aware of the allergy (from the parent or guardian) and the treatment required if a reaction occurs.
- The Nursery is a chemical-free, peanut-free, and scent-free zone

Anyone not following these procedures must be reported to the Nursery Committee for action. In the case of the Committee not following these procedures, the report must be made to a member of the Safe Church Team or member of council executive or a pastor.

PROCEDURES FOR WONDERKIDS, CHILDREN'S CHOIR AND OTHER CHILDREN'S PROGRAMS

1. All adult (age18+) teachers are required to review the Safe Church policy and must submit a completed service profile to the Safe Church Policy Team and complete a Police Records Check and Vulnerable Position Screening form.
2. Only approved young people (ages 14-17) can teach. They must have a reference from a pastor and they must work in pairs.
3. Members of an immediate family should not co-teach.
4. Wonderkids teachers/helpers must wear a nametag identifying their name and the class they're teaching. This must also occur for other programs where there is not the opportunity to meet both the parent and the child prior to them being placed in the program.
5. There should not be any need for one-on-one outings but if necessary any one-on-one outings (student with a teacher) will require notification to the Wonderkids Co-ordinator and the parents with name, date, time, and purpose.
6. Children should not be permitted to leave their classrooms without supervision. On Sunday mornings, there is a Church School Shepherd scheduled for the 2nd and 3rd floors to assist with supervision.
7. Children, age 3 through grade 1 should remain in the classroom with the teacher until their parent or caregiver arrives to pick them up.
8. Occasional Observers/Visitors who join a class will have their attendance recorded and kept on file. Visitors will be clearly identified and if they have not been screened and approved, they will not be placed in a position of trust with children who are not their own.
9. Anyone not following these procedures must be reported to the superintendent for action. In the case of the superintendent not following these procedures, the report must be made to a pastor or member of the council executive.
10. Washroom Guidelines (refer to page 13).
11. Discipline Policy (refer to page 14).
12. It is highly recommended that there be an individual trained in First Aid/CPR present while programs are operating.

POLICY FOR SAFETY FOR OUR YOUTH IN GEMS, CADETS, CD'S, YOUTH

1. ALL adult leaders, counselors, and helpers (age 18+) are required to review the Safe Church Policy and must submit a completed service profile to the Safe Church Policy Team and complete a Police Records Check and Vulnerable Position Screening form.
2. Anyone not following these procedures must be reported to the program head for action. In the case of the youth group leaders or head counselors not following these procedures, the report must be made to the pastor or member of council executive.
3. In the case where ministry personnel are between the ages of 14 - 17, they must be assigned to work alongside other ministry personnel over the age of 17. Ministry personnel must be 18 years of age or older to work alone in a classroom. In both situations, the door must remain open with another adult periodically checking in. It is recommended that there be a least a five year gap between ministry personnel and the children they serve.
4. Refer to Washroom Guidelines (refer to page 13) for elementary children (Grade 3 and under). Never go into a washroom cubicle with a child/youth and shut the door.
5. Any one-on-one outings or meetings (Gem/Cadet with an adult counselor) will require notification to the head counselor (or if it is the head counselor that requests a one-on-one outing, a pastor or member of council executive) and parents with name, date, time and purpose. No adult shall meet one-on-one with a child/youth in a private space.
6. It is highly recommended that adult leaders or counselors who are frequently alone in a car with a young person keep a log of pickup and drop off times.
7. Discipline (refer to page 14).
8. Occasional Observers/Visitors who join a class will have their attendance recorded and kept on file. Visitors will be clearly identified and if they have not been screened and approved, they will not be placed in a position of trust with children who are not their own.

Leaders are encouraged to have special class activities in their homes, plan social activities and involve their pupils in field trips and service projects. The following precautions need to be taken with these activities.

FIELD TRIPS AND SPECIAL EVENTS

- Activities conducted away from the church property should be pre-approved by the Leadership Team for Children and Youth.
- Parents should be notified at least one week prior to the outing, including the exact location, emergency numbers and a list of adult ministry personnel attending the event.
- Proper written consent and medical release forms are required for each child participating in field trips and special events. These should be kept on file.
- Leaders of the trip/event should have an emergency contact card for each youth and they should be kept on site.
- All trips and outings must be supervised by a minimum of two approved, unrelated adult leaders.

When the transporting of children is involved in an activity, all drivers must have a valid driver's license and current automobile insurance. The number of persons per car must never exceed the number of seat belts. Seat belts must be worn.

OVERNIGHT EVENTS

- All overnight activities must be pre-approved by the Leadership Team for Children and Youth.
- Proper written consent and medical release forms are required for each child participating in overnight events.
- All overnight activities should have a minimum ratio of one leader for every five children. (A minimum of two leaders at all times. When only two leaders are required, they must be unrelated.)
- Each leader should have an assigned group of children for whom they will be responsible during the overnight event. All supervising adults must be approved volunteers. Female ministry personnel will be assigned to female children and male ministry personnel will be assigned to male children.
- Youth attending retreats or overnight events will not be allowed to leave the event. Any exceptions must have written permission by a parent/guardian.
- During camping trips, adults should not sleep in the same tents as the kids.

BILLETING AND HOSTING

- For the protection of our youth, it is required that all adults residing in the home where billets are provided must complete the following screening process prior to hosting.
 - Screening includes: 1. Recommendation from pastor, and, 2. Police Records Check
- Information guidelines should be distributed to host homes no less than one week in advance of the youth arriving at their home.
- Any allergies and medications for youth should be communicated to the host home prior to arrival, with clear directions on how to manage allergies and/or medications
- Where possible, youth should be billeted in teams or small groups of the same gender.
- Youth should have distinctly separate sleeping arrangements (beds) from the other household members and should not be left alone in the home.
- Curfews of 11:00pm should be enforced when youth are being billeted.
- All youth staying in host homes are informed of proper etiquette and curfews.

PROCEDURES FOR CHURCH SCHOOL SHEPHERD

1. During each morning worship service at which church school functions two female adults, (age18+) will be assigned the role of hall monitor by the Church School Shepherd.
2. The Church School Shepherd will have the general task of walking the hallways while church school is in session, making certain that the attendees are safe. This may include a variety of functions such as directing children who may be lingering in the hallways to where they need to go, sitting with children who may have been sent out of class, and ensuring adults who are not involved with church school programs make their way into the worship sanctuary, etc.
3. Washroom Guidelines (refer to page 13).
4. All Church School Shepherd are required to review the Safe Church Policy and complete a Policy Records Check and Vulnerable Position Screening along with a service profile.

WASHROOM GUIDELINES FOR ALL PROGRAMS

Parents are encouraged to take their children to visit the washroom prior to each class or service. This recommendation is to be communicated to parents at the beginning of each new school year, and throughout the year to newcomers.

1. Nursery Children

- Diaper changing must always take place in the nursery on the change tables in such a way that another nursery worker can easily see the child that is being changed, as well as the other children and workers in the room. Bathrooms are not to be used to change diapers.
- Children must be 12 years of age or older, with appropriate training before being permitted to change infant's diapers.

2. Age 3 and 4 years

- Children aged 3 and 4 are not to go the washroom alone. Two adults will escort a group of children to the washroom. Where we do not have two adults available to take children to the washroom, the Church Shepherd will be appointed to assist with washroom and security duties.
- If just one child must go to the washroom, the adult volunteer should escort the child to the washroom and prop the outside door open. The volunteer should then remain outside the washroom door and wait for the child before escorting him or her back to the classroom. The volunteer should call the child's name if they are taking longer than seems necessary.
- Never be alone with a child in an unsupervised washroom and never go into a washroom cubicle with a child and shut the door.
- Always inform another adult when taking a child to the washroom and when returning.
- In light of the fact that most abusers are male, and for the protection of our male volunteers, it would be wise for men to avoid assisting boys or girls of any age in the washrooms. For this reason, only women will be asked to be Church Shepherds.

3. Kindergarten thru Grade 3

- A child of this age should not be sent to the washroom alone, but should be accompanied by an adult volunteer worker, a Church Shepherd or use the buddy system (same age buddy).
- The adult volunteer should escort the child to the washroom, and prop the door open to make sure that everything is in order. The volunteer should then remain outside the washroom door and wait for the child before escorting him or her back to the classroom.
- The volunteer should call the child's name if they are taking longer than seems necessary.
- Never go into a washroom cubicle with a child/youth and shut the door.

DISCIPLINE POLICY

When unacceptable behaviours occur in church-sponsored programs, the church volunteer/staff person must intervene, especially when the child/youth is under his or her supervision. An adult can interrupt or stop unacceptable behaviour by teaching the child/youth behaviours that are acceptable and which behaviours are not. By example and over time, the adult teaches the child/youth how to behave in a socially acceptable way and in a manner that is Christ-like.

An adult can also interrupt or stop unacceptable behaviour by intervening with a mild form of discipline. The discipline is intended to “catch the child’s attention” and thus act as a deterrent and a reminder that certain behaviour is unacceptable. Discipline can turn into abuse when pain, injury or humiliation results from the discipline, or if it is used excessively in a short span of time. Examples of discipline practises to be avoided may include shouting, insulting or bullying.

When a child/youth significantly disrupts a class or group, the following steps of discipline are to be followed:

1. In the class/group, let the student know that the behaviour is disrupting the group/class.
2. Whenever possible, leaders should try to avoid having to discipline a child/youth by choosing one or more of the following options:
 - Distract the child/youth with another activity
 - Help the child/youth focus on another, more acceptable behaviour
 - Isolate the child/youth from others if another volunteer/staff is available to assist
 - For young children, time-outs should not last longer (in minutes) than the age of the child
2. If the behaviour persists, have the youth stay after for a one-on one discussion. Another volunteer/staff must be available to observe a one-on-one contact.
3. Parents are to be informed and involved whenever a child/youth misbehaves beyond minor correction, or if a pattern of misbehaviour increases.
4. Concerns about a child/youth’s behaviour or the appropriate response to a child/youth’s behaviour should be reported to the program supervisor.
5. If the behaviour continues to persist, the child/youth is removed from the class/group and is not readmitted until strong assurances are made that the behaviour will change.

PROCEDURES FOR PASTORAL CARE PERSONNEL

1. All pastoral care personnel (PCP), including all pastors, youth director, council members, etc. should avoid visiting parishioners of the opposite sex alone.
The following options are available:
 - Meet in a safe, private area of your home (office, kitchen) while your spouse is at home. Ask your spouse to be in your home but to respect your privacy.
 - Meet at a public place such as a restaurant or coffee shop.
 - Meet in one of the offices of the church building during the day while the staff is in the immediate area or in the evening while programs are running. Ensure that the meeting is in a safe and visible location, such as the Fireside Room and that other's in the building are aware that the meeting is taking place.
2. If a parishioner reveals an instance of abuse (physical, sexual or emotional) involving a member or attendee of Talbot Street Church on church property or within the context of its ministry, you, as the Pastoral Care Personnel, are obligated under the Safe Church Policy to report it to the SCT, pastor or chair of council. If the instance of abuse involves a minor a report must be made to the Police and Children's Aid Society (CAS). If a church leader is implicated, an advisory panel should be called from the Classical Safe Church Team to gather facts and to advise council, which will adjudicate the matter.
3. A Pastoral Care Personnel (PCP) may not meet more than 3 times with a parishioner(s). If the issues or concerns remain in the mind of the PCP, an appropriate referral ought to be sought from the Pastoral Care Elder.
4. If you are providing pastoral care to an individual in the area of severe marital discord and the spouse of that individual wishes to discuss the same issue with you, advise that you are currently ministering to the other spouse on the same issue and therefore you are not able to discuss the issue with them. It is not possible to provide adequate pastoral care to both parties on the same issue and still respect confidentiality. An offer should be made to connect the second party with someone else with whom to consult.
5. You must not divulge anything that is brought to you in confidence (unless it involves abuse, then see #2 above). If you feel inadequately qualified to help or are uncomfortable then you must consider one of the following:
 - Encourage them to meet with a professional or a pastor as your counselling may do more harm than good.
 - Ask for permission for you to pass on whatever piece of information they are comfortable with to a mutually acceptable individual who is capable of helping.
 - Advise that if the person does not choose either a. or b. above that you will be unable to meet with or help them.
6. Alcohol must never be available during pastoral care ministry.
7. Be cautious with touch. Hugs can be misconstrued as meaning more than the giver intended. For some people hugs are invasions of personal space and are thus unwelcome.
8. All pastoral care personnel need to report all pastoral visits to their respective coordinating bodies regularly.
9. All pastoral care personnel must read and understand the Safe Church Policy of Talbot Street Church.

TALBOT STREET CHRISTIAN REFORMED CHURCH OF LONDON

SERVICE PROFILE

This Service Profile is to be completed by all volunteer staff. It is being used to help the church provide a safe and secure environment for the members of this church, including those who complete this profile. Please submit your completed service profile to the Church Administrator or to a member of the Safe Church Team.

Name: _____ Home Phone: _____

Address: _____

Previous Names: _____ Work Phone: _____

How long have you attended Talbot Street Christian Reformed Church of London: _____

Are you a member: _____

Who is someone who has ministered to you in this church who would give you a reference? List a pastor, elder, pastoral care worker, or small group leader. If you are not a member of Talbot Street Church please provide a reference from your home church with their contact information:

In which ministries are you presently interested in serving?

List previous work experiences involving children (identify place/organization and type of work):

Have you ever been involved in child abuse as a perpetrator (physical/ sexual abuse, neglect, molestation or exploitation of a minor)? _____

If yes, please explain:

APPLICANT'S STATEMENT

The information I have provided is correct to the best of my knowledge. I authorize my pastors, elders, pastoral care workers or small group leaders to release information regarding my character and fitness for work in ministry. I have read and understand Talbot Street Christian Reformed Church of London's Safe Church Policy. I agree to its regulations and mandates, and will adhere to them. I realize that an allegation of abuse could result in suspension of my service within the church and additionally understand and agree that all allegations of abuse will be reported by the church and its leaders to the appropriate authorities (Children's Aid Services, Police, and/or the Classical Abuse Response Team). My signature acknowledges my understanding and agreement with this policy.

Signature: _____

Date: _____

For Safe Church Team Use

Date Service Profile received: _____

References Checked: _____

Police Records Check & Vulnerable Position Screening: _____