

# Living Lord Lutheran Church Covenant Statement

The congregation of Living Lord Lutheran Church (LLLC) is committed to providing a safe and secure environment for all children, youth, and volunteers who participate in ministries and activities sponsored by the church. The following policy statements reflect our congregation's commitment to preserving this church as a holy place of safety and protection for all who would enter and as a place in which all people can experience the love of God through relationships with others.

1. No adult who has been convicted of child abuse (either sexual abuse, physical abuse, or emotional abuse) should volunteer to work with children or youth in any church-sponsored activity.
2. Adult survivors of child abuse need the love and support of our congregation. Any adult survivor who desires to volunteer in some capacity to work with children or youth is encouraged to discuss his/her willingness with one of our church's pastors before accepting an assignment.
3. All adult volunteers involved with children or youth of our church must have been members of the congregation for at least six months before beginning a volunteer assignment, or, have received approval from one of our church's pastors.
4. All paid LLLC employees will have a background check completed. Volunteers for overnight activities will have a background check completed. All other volunteers may have a background check completed.
5. Adult volunteers with children and youth shall observe the "Two-Adult Rule" at all times so that no adult is ever alone with children or youth **OR** will follow the policy guidelines to ensure appropriate monitoring can occur in the instance that two adults are not available.
6. Adult volunteers with children and youth shall attend regular training and educational events provided by the church to keep volunteers informed of church policies and state laws regarding child abuse.
7. Adult volunteers shall immediately report to their supervisor any behavior that seems abusive or inappropriate.

I have read this **Participation Covenant**, and I agree to observe and abide by the policies set forth above.

---

Signature of Member

Date

---

Print Full Name

6/13/07 updated

04/26/2006

# Living Lord Lutheran Church

## Safe Haven Policies

The policies below have been adopted by Living Lord Lutheran Church (LLLC) to ensure the safety and security of our children, staff and volunteers.

1. Any person applying for a paid position at Living Lord Lutheran Church (LLLC) will complete an employment application, including references. All employees will have background checks (includes social security, motor vehicle and county).
2. Any person participating in an overnight activity involving youth will have a background check (include social security, motor vehicle and county).
3. At all new members classes, anyone who is interested in working with children and/or youth will fill out the volunteer application and sign a background check waiver.
4. ONLY MEMBERS of LLLC will be allowed to volunteer with children/youth. This includes driving to youth events, teach Sunday School, etc. Special approval can be obtained from a LLLC pastor to this policy. Additionally, non-members are allowed to volunteer with children/youth for large events where they will also be in the presence of members. (Example: VBS)
5. A completed volunteer application form will be given to Nancy Collins/LLLC Security Task Force who will then produce a list of members who are "cleared" to volunteer with children/youth. All applicants must also complete a waiver authorizing a background check to be performed.
6. All volunteers should abide by the "Two-Adult Rule" for any activity connected with LLLC. This rule states that two non-related adults should be present for all events involving youth. Exceptions to this rule will be made for mentoring/Confirmation where one adult meets with a small group of students, but only with written parental permission. Additional exceptions can be made with the approval of LLLC pastors and parents.
7. Students, when taken to the restroom, shall enter the restroom by themselves and the staff person walking with them shall wait outside in the hall. When the student is done, the staff person will walk them back to their activity.
8. Whenever suspicious behavior is noticed, please follow the procedures as outlined in the Policies and Procedures Manual.
9. We have defined appropriate discipline as time-out, taking the child to his/her parents in the church or calling his/her parents to pick up the child. NEVER touch the child/youth for any reason of discipline or yell at them.
10. All staff and volunteers working with youth are required to attend Safe Haven training. This will consist of reading and signoff of the Participant Covenant statement.

I have read this **Safe Haven Policies**, and I agree to observe and abide by the policies set forth above.

---

Signature of Member

Date

Updated 6/13/07

---

Print Full Name

04/26/2006