

Safeguards for Children, Youth, and Volunteers **at Lombard Mennonite Church**

Lombard Mennonite Church is deeply committed to providing a safe environment free of abuse for all children, youth, and volunteers who participate in our church life. As followers of Christ, we denounce the sins of both systemic and individual abuse, as well as the culture of fear and suspicion that has so captured our part of the world. And so it is in a spirit of hope and faith that we commit to following these safeguards as a way toward enriching the safety of our people.

The following reflect our commitment to preserving our church as a safe place where all can flourish as God's love flows through our relationships with one another. These safeguards will apply to Worship, Nursery, Sunday school, Venture Club, and MYF activities.

A. General Volunteer Requirements

All volunteers with children and youth must be Adult Workers, except as specified in the Nursery section below. An Adult Worker must be at least 18 years old and must have regularly attended LMC for at least 6 months. An Adult Worker who serves as an Overnight Volunteer must complete a background check.

B. Activities Involving Children or Youth

An activity involving children or youth must always be supervised by at least two unrelated Adult Workers. Supervision must be maintained before and after the activity/event until all children/youth are in the custody of their parents or legal guardians. We aim to maintain youth transportation to have at least 2 youth in a vehicle, unless a parent or legal guardian has consented otherwise, or for emergencies that may occur.

C. Overnight Events

Those who chaperone an overnight event involving junior or senior high youth must be an Adult Worker and must be at least 5 years older than the oldest participating youth. Overnight events with junior or senior high youth must include at least one chaperone age 25 years or older that represents the gender of the participating youth. The minimum age for other Adult Workers at an overnight event is 23.

D. Nursery

During each shift, nursery volunteers must include at least one Adult Worker as defined in A above. The bare minimum is two nursery volunteers. One of the two nursery volunteers may be a high school or college student or someone who has not yet attended LMC for six months. The two volunteers should be unrelated. If a child needs a diaper change or help in the restroom, the parent or guardian will be summoned. Nursery volunteers will not change diapers. Children must be released only to their parent or guardian.

E. One-on-One Situation

Adult Workers, and other volunteers, must always obtain the permission of a parent or guardian before being alone with a child or youth in a non-public location.

F. Reporting Conduct of Concern

Any conduct of concern must be reported immediately to a pastor or another member of LMC's Ministry Team. All allegations will be documented and investigated according to the Reporting Misconduct Guidelines that are posted in the church office.

G. Monitor

The Ministry Team will monitor the implementation of these Safeguards and Guidelines.