



# Safeguarding Policies

Implementing

# Remembering the Why



We talk a lot about renewal and growth– renewal and growth can happen by putting things in good order.



In his letter to Titus, Paul writes “*this is why I left you in Crete, so that you might **put what remained into order**, and appoint elders in every town as I directed you.*”



This is our desire to ensure that the Diocese and its Churches have the tools they need to be in good order.

It is a  
mandate

- This is required by Title 1 Canons of the ACNA
- **Title I.5.8 – Concerning the Safeguarding Policies**

It is the moral duty of the whole Church (the Province, the dioceses, and local congregations and ministries) to see that the flock of Christ is protected from abuse. As a diocese is the primary level at which the means to provide such protection can be implemented, it shall therefore be the duty of the bishop of each diocese, rather than that of the Province, to ensure that safeguarding policies and procedures both for children and for adults are adopted and implemented within the congregations, ministries, and structures of the diocese and to monitor and ensure compliance with such policies and procedures. Such policies shall be adopted no later than **June 30, 2025**, and shall be made publicly available to the members of the diocese.

# From Overwhelming to Manageable

## Identify Church Personnel

- Clergy – Rector, Priest in Charge, Vicar, Assistant, Deacon
- Laity
  - All Paid Staff\* - W-2 and 1099 "staff"
  - Vestry or Bishop's Committee
  - A Leader of a Ministry –
    - Lay Eucharistic Ministers (who visit in homes)
    - Individuals who conduct ministry one on one with vulnerable adults
- All Children and Youth Workers
  - Paid Children and Youth Staff
  - Volunteers in Children and Youth ministry/events
- Individual 1099 Contractors (not companies) developing more guidance

<https://fwanglican.org/church-administration-resources/>

## Screening for All Church Personnel

- Provide a copy of the Safeguarding Policies
- Obtain signed Acknowledgement
- Provide Background Check Forms for Execution
- Send Background Check Form to Dale [dward@adfw.org](mailto:dward@adfw.org)

## Training for All Church Personnel

- Assign Ministry Safe

# Before they become Church Personnel

- 6 month membership rule
- Screen Sex Offender Database – this will become a recommendation – not a requirement
  - All communicant members of your parish – base line
  - Anybody being received or confirmed – “new-comers”
- Application process for Ministry Leader or Staff
  - Working on creating a standard application that may ask less than what is outlined in Manual

Rector can't do it all...

Assign individuals to take specific roles:

- Screening Process (delegate)
- Ministry Safe Coordinator
- Supervisory Plans (Child/Youth Director)

# Everyone's responsibility

- To report concerns or suspected misconduct
- Be sure your congregation understands there is a process and what that process is.



Keep going!

- It is the responsibility of every church to implement these policies and procedures –
- If you have not started yet – it is time to start
- If you have started – keep going!
  
- We are hearing you and continuing to tweak and make things easier but these things will need to be done!
- Share with others what you have done – tools or systems you have created!