



CHILDREN AND YOUTH MINISTRY POLICIES

TEMPLO NUEVA VIDA



Reduce the risk of sexual abuse

PROTECTING OUR CHILDREN AND YOUTH IS PART OF OUR VISION



UNDERSTANDING THE NEED

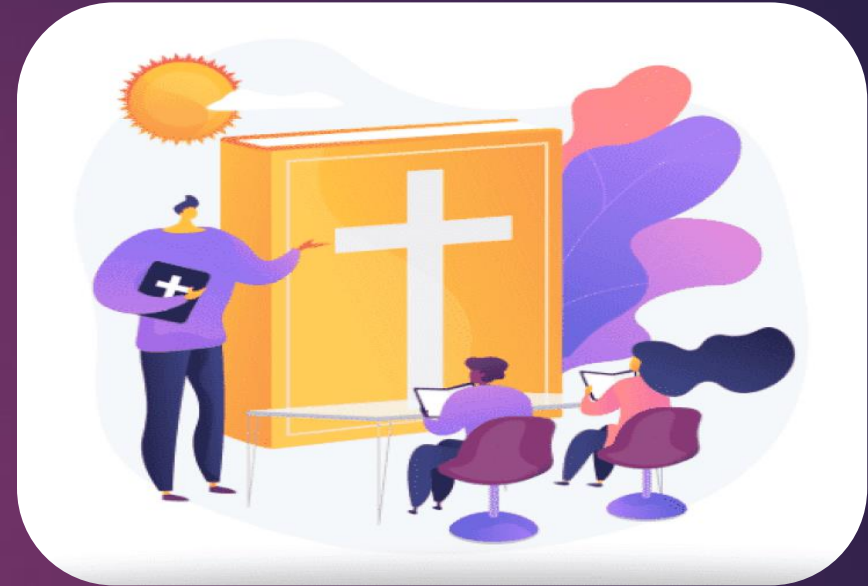
UNDERSTANDING THE NEED

- ❖ This issue of abuse is not limited in its scope. It affects organizations, regardless of their size, function, or geographical location, and unfortunately, it can be present inside the church.



CONTINUATION UNDERSTANDING THE NEED....

- ❖ As leaders of local churches, we have a spiritual, moral and legal obligation to provide a safe environment for children, young people and volunteers participating in church ministries.
- ❖ Child abuse is a criminal offence as well as a violation of human conscience and dignity.



- ❖ The emotional, physical and spiritual trauma to the victims, the destructive consequences for the abusers and the devastating effects on the credibility of the church's ministry and in the name of Christ make it imperative that the church take all appropriate measures to help prevent abuse.

UNDERSTANDING ABUSE OF CHILDREN AND YOUTH

What is child abuse?

- ❖ Child abuse refers to an act committed by a parent, caregiver or person in a position of trust which is not accidental and which harms or threatens to harm a child's physical or mental health or well-being of a child. (Faith Trust Institute)

Physical Abuse:

Physical abuse is any force or deliberate action that results, or could result, in harm to a child. It may include beating, whistling, shaking, burning, biting or throwing a child. It is different from what is considered a reasonable discipline.



UNDERSTANDING ABUSE OF CHILDREN AND YOUTH

Emotional Abuse:

- ❖ Emotional abuse is a pattern of behaviour that attacks the emotional development of the child/youth and their sense of self-worth.

Emotional abuse includes constant criticism, mocking, disregarding, insulting, rejecting, ignoring or isolating the child.



❖ Sexual Abuse:

Sexual abuse occurs when a child or young person is used for the sexual satisfaction of an adult.

CONTINUE..

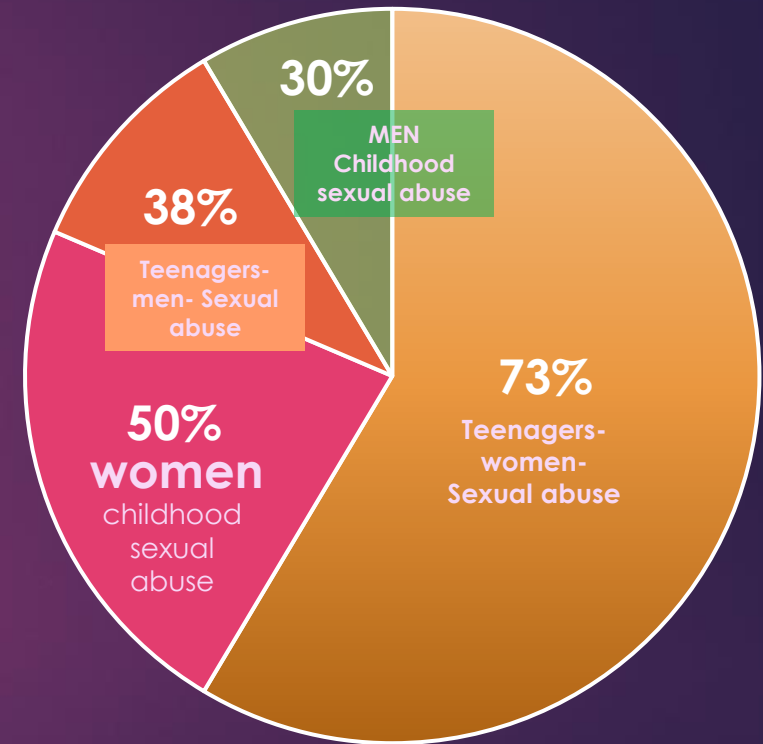
❖ Neglect:

Neglect is the failure to meet a child's basic needs for food, clothing, shelter, sleep, medical care, education and protection from harm.



RECENT STATISTICS ON SEXUAL ABUSE IN CHILDREN

- ❖ The Badgley Report estimates that 50% of all women and 30% of all men were victims of childhood sexual abuse.
- ❖ A study of 149 fugitive teenagers in Toronto stated that 73% of women and 38% of men were sexually abused.
- ❖ Sexual abuse rates do not change significantly between socio-economic groups, education or ethnic groups.
- ❖ Most of the minor victims (women or men) are between 13 and 16 years of age. The median age of sexually abused children is 11 years.



- ❖ Girls aged **10 to 13** are the most vulnerable to incestual abuse.
- ❖ The average duration of an incestuous relationship **is three years**, and abuse is rarely only once.
- ❖ Girls are **seven times more** at risk of being sexually abused by their stepfathers than by their natural parents.
- ❖ **85% to 90%** of sexual abuse perpetrators know the victims.



- ❖ 10% of sexual abuse cases are (only 20% to 40% of cases go to court)
- ❖ 80% of children with emotional disorders and young offenders in care, have been sexually abused at some point.
- ❖ 68% of sexual abuse occurs in the victim's or predator's home.



WHY ARE CHILDREN VULNERABLE TO ABUSE?

- ❖ Children must obey adults.
- ❖ Children should not assert their own needs or desires.
- ❖ Children should not challenge the authority of an adult.



PRE-CONDITIONS FOR SEXUAL ABUSE

- ❖ The aggressor has sexual interests in children and youth.
- ❖ The aggressor lacks the internal control that is necessary for abuse. The offender rationalizes that he or she is doing something acceptable and justifiable.
- ❖ The offender lacks the necessary external controls to prevent abuse from occurring. The aggressor is not for abuse because of fear that the family or the community will notice the abuse. The external relationships necessary to protect children do not exist or are ineffective.
- ❖ The offender has access to vulnerable children or young people.

VICTIMS OF THE AGGRESSOR

HOW DOES THE AGGRESSOR CHOOSE A VICTIM?

1- FAMILY STATUS OF THE CHILD

- ❖ Divorce
- ❖ Parents engaged in drugs or alcohol
- ❖ Parents who do not give love, affection and attention to their children.



CONTINUATION....

HOW DOES THE AGGRESSOR CHOOSE A VICTIM?

2. EMOTIONAL AND SOCIAL STATUS:

- ❖ Depressed, unhappy
- ❖ Unresponsive to attention and affection. Friendly to the aggressor
- ❖ Distant from other children
- ❖ Calmed, retired.



CONTINUATION....

SOME CHILDREN AND ADOLESCENTS ARE CONSIDERED AT HIGH RISK WHEN:

- ❖ The family is under stress
- ❖ Domestic violence and/or alcoholism
- ❖ Adults are unable to meet the normal needs of affection and care for the child.



- ❖ Adults are not providing adequate supervision for the child.
- ❖ One parent is not the child's biological father
- ❖ Parents are emotionally distant

WHY IS THE CHURCH THE SUBJECT OF SEXUAL ABUSE?

- ❖ It has large numbers of children
- ❖ We always need volunteers to work in the ministry
- ❖ We have a culture of trust that assumes no Christian is suspected of such accusation.



CONTINUATION.....

- ❖ Confidence
- ❖ Necessity
- ❖ Lack of checkout
- ❖ Opportunities
- ❖ Access



WHAT CAN WE DO TO MINIMIZE THE RISK?

- ❖ Providing adequate supervision
- ❖ Create policies that demonstrate the protection of children and young people
- ❖ Training Teachers (as)
- ❖ Completing policies



POLICIES: CHILD MINISTRY TEACHERS OVERSIGHT

- ❖ To protect children, ministry staff oversight will be intentional and carried out through formal and informal visits to classes.



PROPORTIONS OF TEACHERS AND STUDENTS.

- ❖ **Classrooms** must always comply with the established ratio of adults and children.
- ❖ One teacher for every three infants (neonates up to 18 months)
- ❖ One teacher per 5 children from 2 to 5 years old (pre-kinder, kinder)
- ❖ One teacher for every 4 to 5 children (1.2 and 3 in primary school)
- ❖ One professor for every 7 to 10 young people (elementary)



CLASSROOM STAFF

To meet insurance requirements and provide adequate supervision for children, one of the following must be met:

- ❖ A minimum of 2 unrelated child ministry persons must be present in the classroom.
- ❖ A child ministry person must be in the classroom fully visible. (Doors open, etc.)
- ❖ For the safety of each child, the teacher must be in the classroom only with the assistant or volunteer. Parents should not stay caring for children as they are not registered as part of the child ministry team.



GUIDE TO THE WASHROOM

Communicate with parents in advance so that they can take their children to the washroom before entering class.

PRE-SCHOOL CHILDREN:

1. Do not go to the washroom alone
2. The teacher must take all children to the washroom simultaneously.
3. No child ministry staff should be alone with a boy or girl in the washroom or go into a room alone with the child and close the door.



4. If the child needs help in the washroom, the teacher may enter the school and assist the child under the following conditions:

- ❖ A teacher must assist the boys and girls
- ❖ The outside washroom door must be open
- ❖ The teacher must consider the child's privacy.



CHILDREN IN ELEMENTARY

- ❖ They should not be sent to the washroom alone; they should be accompanied by a friend or friend of the same age.
- ❖ The teacher must accompany the children outside the washroom, leave the outside door open to ensure everything is in order, wait for them, and then return to class.
- ❖ The teacher should not be in the washroom alone with a boy or girl.
- ❖ Teachers should not accompany girls to the washroom.



APPROPRIATE WAY TO TOUCH A BOY OR GIRL

Recognize that children need an appropriate way of showing affection that reflects purity and positivism in the love of God. We encourage child ministry teachers to:

1. Support a pre-school child who is crying.

2. Talk to the child by looking at his/her eye level.

3. Take the child's hand when speaking, listening or taking him to an activity

4. Kindly touch the shoulder of the boy or girl when you want to draw attention or correct behavior.

5. Give a handclasp on the head or shoulder when you want to give a compliment.

6. Any physical touch with the boy or girl must be visible to all.



CONTINUE...

Inadequate way of contact with children

- Recognizing that the innocence of children must be protected, teachers must be aware of the inappropriate approach. The following actions will not be allowed:

1. Do not kiss children or make a child kiss you

2. Do not exceed in hugs or cuddling.

3. Do not touch a child's face when he is talking to him

4. Do not touch the child in any area of the chest, derrier area and genital area.

5. Do not load children, do not let them sit on their legs.

6. Minimize any physical contact with the child or young person.

7. No child ministry staff should be alone with a child or young person.

GOOD TOUCH AND BAD TOUCH TO CHILDREN



DISCIPLINE MANAGEMENT IN CLASSES AND THE PREPARATION OF WORKS OR SPECIAL ACTIVITIES.

Every act of discipline must be carried out in love and a healthy environment, always considering the child's emotional, spiritual and physical care.



PREVENTIVE DISCIPLINE

- ❖ Create an atmosphere of love and care
- ❖ To gain respect, one must be respected first
- ❖ Be a model of discipline and structure
- ❖ Prepare exciting and fun classes with short transitions between activities
- ❖ Enjoy the environment for children and learning.
- ❖ Establish and communicate real expectations
- ❖ Be equitable and consistent with all children
- ❖ Focus on positive actions and reward good behaviour
- ❖ Be attentive to children with special needs and bring those needs to teachers' attention.



REMEDIAL DISCIPLINE

Do all necessary to deal with children's problems individually

- ❖ Every effort should be made to explain to the child why the behaviour is unacceptable and instruct how to do so correctly.
- ❖ Every effort must be made to redirect the child to positive action.
- ❖ Explain the consequences of bad behaviour by defining the correct way to behave.
- ❖ Provide alternatives for you and the child.



SCHEDULE COMPLIANCE

- ❖ Each teacher is responsible for preparing her class according to the given curriculum and complying with the established schedule.
- ❖ Given the circumstance that the teacher is unable to give the class, it is her responsibility to seek a replacement with the other teachers **1 week in advance**. With more than 5 class cancellations, you will be called to a meeting with the ministry directive.



- ❖ The ministries of children, New Life Temple, requires each person to commit to performing their work with excellence, dedication and responsibility, for at least 6 months.
- ❖ Given the circumstances, it is the responsibility of the person to communicate his/her wish not to continue working for the ministry, to address the directive and to indicate the reasons why he/she cannot continue.



EXPECTATIONS

- ❖ **Any assigned** task or activity must be carried out diligently. Each person has a responsibility to train, prepare, and be recursive in developing goals.
- ❖ **It is recommended** that different alternative activities (plan B) be available if the first option fails.
- ❖ **Each activity** carried out by the child ministry should use different types of learning (implicit, explicit, observational, and experimental). If you have questions or doubts about how to do it, seek help from Patricia, Laura, or Maria.
- ❖ **The ministry of children expects** from each person unity, companionship and teamwork. The focus should always be on building good relationships and taking care of each other.



VISITING POLICIES FOR BOYS AND GIRLS

Objective: To share and interact with each child individually, to reaffirm the relationship between teacher and students.

1. The visiting teacher must communicate with each child's parents or guardians to coordinate the day and hour.

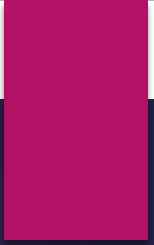
2. When the teacher (man) wishes to visit the child, he must communicate with the parents and arrange the day and time. The child should only be visited if one of the parents is present.

3. Avoid always being alone with the child.

4. During the visit, try to avoid conversations that do not build up between parents and teachers. It is suggested that the conversations be related to the child's well-being and the visit. The purpose is to speak and interact through play with children.

5. The teacher is asked to make the visit, keeping complete confidentiality of what he can see, smell and hear during the visit. If in any case, you see signs of abuse or ill-treatment, please speak immediately with the head of the Ministry





THANK YOU FOR TAKING YOUR TIME AND
STUDYING THE POLICIES