

Keeping Lockport Safe from Abuse  
Guidelines for Protecting Children, Youth and Adults

***November 2008***

Lockport Mennonite Church  
Stryker, Ohio

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## **Purpose and Scope**

### Lockport Mennonite Church Keeping Lockport Safe from Abuse

Lockport Mennonite Church is committed to being a compassionate congregation working together toward peace and wholeness. We desire to create a safe space where all adults and children are welcome to worship and learn together regardless of gender, ethnicity, race or age. Our hope is that our interactions within the congregation will be characterized by non-exploitive relationships with one another. We recognize that physical, emotional and sexual abuse is a serious problem that undermines healthy relationships in homes, communities, and in churches. Abuse brings suffering, erodes self-esteem, destroys relationships, splits families, and violates human decency and integrity. Child, youth and vulnerable adult abuse are not only an abuse of power, but also a betrayal of trust and can be extremely devastating and long lasting in effect. We believe that God is a God of love, that any such abuse is against the wishes of God, and that God is highly interested in the protection of children, youth, and adults. Lockport Mennonite Church is committed to providing a safe, secure and healthy environment for all children, youth and adults who enter its doors.

To this end, Lockport Mennonite Church has adopted the following guidelines. Lockport will not allow, condone, or tolerate the abuse of any child, youth or adult at our church building or at any church-sponsored activity. Recognizing that there is potential for abuse to occur, we are taking preventive steps in developing this abuse prevention policy. We will follow all laws regarding child abuse/neglect reporting procedures.

This policy is not intended to create alarm or suspicion among people, but rather to ensure the safety of children, youth and adults and to protect workers from possible false accusations. This policy contains six areas:

- Screening of Staff and Volunteers
- General Guidelines
- Appropriate Professional Conduct for Staff
- Reporting Procedures
- Response Plan
- Restoration Plan.

It is our prayer that it will never be necessary to go beyond the educational part of this policy.

These guidelines shall apply to all congregational or Lockport Mennonite Church program participants, and current and future workers (compensated and volunteer). This abuse prevention policy will also govern children-to-children relationships, youth-to-children relationships, and youth-to-youth relationships. The administration of this policy is the responsibility of the Leadership Team and other committees or groups given specific responsibilities by this document. Individuals will be invited and ad hoc committees will be created as necessary to ensure the adequate resources to initiate and maintain this policy. Changes may be made to this policy with approval from the Leadership Team.

**Definitions Utilized**  
Lockport Mennonite Church  
Keeping Lockport Safe from Abuse

**General Definitions**

<b>Adult:</b>	A person eighteen (18) years of age or older.
<b>Child:</b>	A person under the age of twelve (12).
<b>Elder:</b>	Person called by the congregation to give spiritual oversight and leadership for the congregation.
<b>Elderly:</b>	A person over the age of 60.
<b>Minor:</b>	A person under the age of eighteen (18).
<b>Nursery children:</b>	Children from birth through – three (3) years.
<b>Pastoral Team:</b>	The pastors at Lockport Mennonite Church
<b>Leadership Team:</b>	Lockport Mennonite Church's pastors and elders.
<b>Preschoolers:</b>	Children from age three to five (3 – 5) years.
<b>Response Team:</b>	A team that will be created as needed and maintained in order to give leadership to the processing of any reports of abuse, neglect or domestic violence, lending guidance and support to the reporter, the alleged victim, the alleged perpetrator, the families of all of these persons, to the Leadership Team, and to the congregation. Please refer to pages 10 & 11 for further information about the formation and purpose of the Response Team.
<b>Staff:</b>	Pastors, interns and any other employees of Lockport Mennonite Church.
<b>Volunteer:</b>	A person providing services at Lockport Mennonite Church on behalf of Lockport Mennonite Church but who is not employed by Lockport Mennonite Church for those services.
<b>Vulnerable Adult</b>	A vulnerable adult is defined in 'No Secrets' (the Government's Guidance on Adult Abuse) as: - 'a person aged 18 years or over, who is in receipt of or may be in need of community care services by reason of 'mental or other disability, age or illness and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation'.
<b>Worker:</b>	Any employee or volunteer assigned regular ongoing work or tasks related to children and youth of all ages at Lockport Mennonite Church
<b>Youth:</b>	A person from the age of twelve (12) years to the age of eighteen (18) years.

**Definitions/Forms of Abuse, which may be committed by those persons who are in a position of responsibility (for others), such as custodian, guardian, parent, or pastor:**

- Abuse** Any willful behavior that endangers one's development, security, or health. Abuse may be perpetrated on a child, youth or adult by an adult. (Note: Such behavior by another child or another youth, although not child abuse according to state law, must still be reported to the Leadership Team, and in some instances to law enforcement authorities as well.)
- Emotional Abuse** Verbal or unspoken messages (such as gestures) or written language insinuating another person is worthless, bad, unloved or undeserving of love or care. Emotional abuse includes the use of disparaging or derogatory terms, and may include the withholding of affection or affirmation of the person's self-worth.
- Neglect** Any act of omission by a person that endangers another person's health, safety or welfare. Neglect may include the withholding of food, clothing, medical care or education.
- Physical Abuse** Any non-accidental physical injury or impairment of physical well-being inflicted or allowed to be inflicted upon a person by another person.
- Professional Abuse** Any form of abuse defined in this section which is engaged in by a pastor under contract with, or serving as an Intern at Lockport. Professional abuse can be defined as crossing sexual boundaries in a professional relationship. The professional relationship is based on trust and is characterized by a power imbalance. (Adapted from An Introduction to Professional Abuse, Shirley B Souder).
- Sexual Abuse** A specific abuse in which a person of less power is tricked, coerced, bribed or in any way caused to participate in non-consensual sexual contact. (Minors, youth and children lack the capacity to consent to sexual activity.) The power imbalance between the perpetrator and victim may result from the perpetrator's greater age, size, role, experience or authority. Examples of sexual abuse may include groping, fondling, intercourse, incest, and the exploitation of and exposure to pornography or prostitution.
- Sexual Harassment** Sexual harassment is unwanted sexual comment, advance or demand, either with words or physical, that is reasonably experienced by the recipient as demeaning, intimidating or coercive. Examples of sexual harassment could include, but are not limited to sexual jokes or innuendos, gender directed comments on physical appearance, unwanted physical touch, such as hugs, and stalking. (Adapted from Preventing Sexual Abuse in Congregations, K. McClintock).

**Other Forms of Violence which may occur within the congregation:**

- Bullying/intimidation** Physical, verbal or nonverbal behavior between persons which results in a person feeling isolated, threatened, fearful or coerced.
- Domestic Violence** Acts of physical, sexual or emotional abuse, used by one person for the purpose of exerting power and control over the other person, occurring in a dating, cohabiting or marital relationship.

## **Guidelines for Registering Staff and Volunteers**

Lockport Mennonite Church  
Keeping Lockport Safe from Abuse

To provide a safe and nurturing environment for the children and youth who participate in our programs, the following guidelines have been established for those who desire a position involving the supervision or custody of minors. The Leadership Team, committees designated by the Leadership Team, and persons (or groups of persons) assigned responsibilities by this document will be responsible for implementing and monitoring this policy with all church employees and volunteers.

1. Volunteers under the age of 18 will partner with an adult volunteer.
2. All individuals who seek to volunteer with the children and/or youth will sign the Memorandum of Understanding on an annual basis.
3. An individual who has attended regularly at Lockport Mennonite Church for less than one year prior to volunteering to work with children or youth will provide to the program for which they are volunteering (such as Sunday School teachers, Jr. MYF or MYF) the names of two persons who have known him or her for at least two years and will attest to his or her suitability to work with children and youth. The persons providing the recommendations may be from within or outside the congregation. The Christian Education Committee will contact these persons. See reference check form, Appendix II.

# **General Guidelines**

## Lockport Mennonite Church

### Keeping Lockport Safe from Abuse

For all activities and programs involving children and youth, including Christian Education, MYF, Jr. MYF, Vacation Bible School (VBS), nursery care, and mentoring program:

1. Two adults should be present whenever possible during on-site church activities involving children or youth. When this is not possible, the door must be left unlocked and the room readily accessible. A “rover”, possibly the Sunday School Superintendent, will make rounds, passing by all classrooms, the nursery and the bathrooms.
  - a) Volunteers under the age of 18 should be partnered with an adult
  - b) Volunteers should be a minimum of five years older than the children/youth they are leading
2. At the conclusion of an activity (e.g. Sunday School hour, end of VBS, etc.), a child age four or under should be released only to his or her parent or guardian, to an adult designated by the parent or guardian, or to an older sibling designated by the parent or guardian.
3. Supervision during unstructured events (e.g. potlucks) and during transition times (e.g. before and after Sunday school) is the responsibility of the individual child’s parent(s) or guardian(s), with the understanding that at Lockport Mennonite Church we function as a community to ensure the safety of our children and youth.
4. For off-site activities, two adults should be present. Since the potential for abuse is higher at overnight outings, adequate adult supervision is expected. Verbal or written parental consent is recommended.
5. With regard to discipline and expressions of affection, volunteers and staff are expected to treat all minors in an appropriate fashion, including:
  - a. Respecting physical boundaries. Kisses on the mouth or any touch of private areas (those areas covered by a bathing suit) are considered inappropriate. Appropriate physical affection (e.g. a quick hug, hand squeeze, etc.) can be offered, but not forced. The best approach is to ask permission of the child or youth before a hug. (This section refers to discipline and expression of affection. Therefore the touching that is necessary to changing or diapering nursery children is not being proscribed.)
  - b. Nurturing discipline. Hitting, spanking, kicking or slapping a child is not permitted under any circumstances. Verbal discipline may be administered respectfully and compassionately. The child’s parent(s) or guardian(s) should be involved if additional intervention is needed.
5. Training
  - a. Pastors, church staff, Sunday school teachers, nursery workers, and youth group leaders, along with all other persons who will be registering to volunteer, will be expected

to attend an orientation program or read a document in which they are educated regarding the:

- church's policies for the prevention of child abuse;
- procedures to be used in all ministries with children and youth;
- appropriate steps to report suspected child abuse;
- dynamics of abuse.

The Christian Education Committee will plan and be responsible for this annual orientation/reading of the material program.

b. Nursery workers, VBS teachers, Torchbearer and Wayfarer leaders, and Sunday School substitute teachers will be included in the annual orientation program.

c. Congregation, Parent or Guardian and Family Education

A family educational opportunity will be provided in order to learn about the facts of abuse and neglect and its prevention. A main goal for this education will be to assist parent(s) or guardians(s) and children in the discussion of abuse and neglect, and ways of increasing children's safety. This education will be repeated as deemed appropriate by the Christian Education Committee.

6. Lockport Mennonite Church facility

- a. All doors on children's classrooms and church offices will have a window of ample size and height to allow unobstructed view of the classroom.
- b. Doors on storage rooms will have a window or be locked.
- d. Exit doors and the parking lot will be well-light. Motion lights will be at the main entrances.
- e. When the secretary or other staff member is working, the entrance doors could be locked. An intercom will be available for staff to speak with anyone outside the south door.



## **Identifying and Reporting Abuse**

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The church is responsible to be aware and to report suspected abuse and neglect. The State of Ohio has legislation for mandated reporting of abuse and neglect or suspected abuse and neglect. (Ohio Revised Code 2151.421) In general, this law states that individuals who work with a child in a professional capacity are mandated to report suspected abuse.

Any resident of Ohio who suspects that a child is being abused should make a referral to Job and Family Services. Lockport Mennonite Church believes that any person involved with children and youth who suspects abuse also has a moral obligation to make a report. When signs or symptoms of abuse or neglect arise, when a staff person witnesses abuse or when a child makes a disclosure, the volunteer/staff person should immediately notify a member of the Leadership Team who will subsequently activate the Response Team. **Notifying the Leadership Team does not relieve the person of responsibility for reporting under Ohio law; therefore the person must also follow through immediately by notifying authorities.** Understandably, church workers may be hesitant to report a suspected incident of abuse or neglect for many reasons such as embarrassment or fear of personal and legal recrimination. It is important to remember that reporting suspected abuse reflects caring and is not an act of disloyalty.

A sound reporting procedure promotes safety for our children and youth and accountability among church workers. Church workers will be trained in identifying inappropriate behavior with children, and to identify the symptoms of abuse or neglect. Reporting guidelines have been created to guide the reporter through this difficult process and ensure the safety and confidentiality of all involved parties.

We recognize that incidents or behaviors such as bullying or intimidation may occur. Lockport Mennonite Church does not condone such behaviors in its congregational life. If the Sunday School teacher or youth group leader becomes aware of a problem, they may seek the assistance and advice of Leadership Team and/or Christian Education Committee.

# Guidelines for Reporting Abuse and Response Plan for Allegations

## Lockport Mennonite Church

### Keeping Lockport Safe from Abuse

1. Any incident or reasonable suspicion of child abuse or neglect shall be reported, a) in writing, by summarizing the incident or the child's description of the abuse or neglect, or b) orally, to a member of the Leadership Team. Further, the reporter shall promptly notify Job and Family Services or the police department. **(NOTE: If the reporter is unable to make contact with a member of the Leadership Team, he or she still must follow through immediately with the report to authorities.)** If possible, an advocate from the Leadership Team will be available if desired to assist the reporter in reporting and processing the incident.
2. The Leadership Team shall notify the parent or guardian of the victim and help ensure the immediate safety of the victim, and take needed steps to activate the Response Team.
3. If the victim is an adult, the victim or person with knowledge of the abuse will contact the Leadership Team.
4. The church will seek guidance from Ohio Mennonite Conference staff and will obtain legal counsel as deemed necessary.
5. The Response Team may work with the alleged victim, the accused, and their families in order to seek resolution and healing. However, this work may be done only if it does not interfere with or compromise the official investigations undertaken by the authorities. All parties involved will be treated with dignity, compassion and respect.
6. At the discretion of the Response Team, a brief and honest statement will be prepared that can be made to the congregation without giving unnecessary details, placing blame, interfering with the victim's privacy or violating any confidentiality concerns.
7. The Response Team may make recommendations, as they deem appropriate, to the Leadership Team. If the Response Team believes it is wise to set limitations on the involvement of the accused person in the life of the congregation, the Leadership Team will receive such recommendations from the Response Team and will retain final decision-making authority in such matters.
8. An allegation of professional abuse at Lockport Mennonite Church should be made in writing to the Chairperson of the Elders. The same Response Team used to process an allegation of child abuse shall be convened to assist with such an allegation. Their responsibility will be to seek resolution and healing among all parties to the situation. The Response Team may make recommendations about the job status of the minister and whether to forward a complaint to the Ohio Conference for action on the minister's credentials, but the Leadership Team, with the accused minister or intern recusing himself or herself, will retain final authority on these matters.
9. If an instance of domestic violence within Lockport Mennonite Church comes to the attention of the Leadership Team, the Response Team may be convened at the discretion of Leadership Team.
10. Members of the Response Team should be chosen for their professional experience with abuse, their skill in handling conflict, their ability to provide emotional support and their spiritual maturity. The Gifts for Ministry Team shall identify a panel of five laypersons from the congregation who possess the necessary experience and skills to serve on the Response Team, and who would be willing to serve if the need were to arise. When the need arises, if the alleged victim is a child, the family may nominate one of the persons from the panel identified by the Gifts for Ministry Team to serve on the Response Team. The alleged perpetrator may also nominate one of the persons from the panel to the Response Team. The Leadership Team will identify an elder (who is not from the panel identified by the Gifts for Ministry Team) to serve on the Response Team, and will appoint two of the three remaining persons from the panel to the Response Team. This will create a Response Team

consisting of five persons, four from the panel identified by Gifts for Ministry Team, plus an elder appointed to the Response Team by the Leadership Team. The elder appointed to the Response Team will serve as a liaison to the Leadership Team regarding the work of the Response Team. Since pastoral staff persons are not on the Response Team, they will remain free to minister to the overall pastoral needs of the parties and the congregation. The remaining person on the panel will serve on the Response Team if any of the other persons is unable to serve due to illness, or for any other reason such as being related to one of the persons in the case.

11. The five persons identified by Gifts for Ministry Team will remain on this panel indefinitely unless a person leaves the congregation or asks that his or her name be removed from the panel. The responsibility of the Gifts for Ministry Team extends to the identification of these persons and appointing new persons to the panel if a person leaves the congregation or becomes unable to serve for some other reason. Gifts for Ministry Team may, at its own initiative, periodically ask these persons if they remain willing to serve if the need for a Response Team arises.

Appendix I

Lockport Mennonite Church  
Keeping Lockport Safe from Abuse

**Memorandum of Understanding for Child and Youth Workers**  
(Volunteer and Lockport Mennonite Church Staff)

Lockport Mennonite Church is committed to providing a safe, secure and healthy environment for all children and youth who participate in its ministries and activities. The policy, "Keeping Lockport Safe from Abuse," reflects our congregation's commitment to preserving this church as a holy place of safety and protection for all who enter our doors. Our goal is to create a community where all people experience God's love, healing and hope through relationships with others.

As a volunteer/staff member in this congregation:

1. Do you agree to promptly report to the Leadership Team or the Response Team any incident of child abuse and neglect, including bullying/intimidation, emotional abuse, neglect, physical abuse, sexual abuse or professional abuse?  Yes  No
2. Do you agree to complete an annual orientation or other educational event or reading material provided by the church?  Yes  No
3. Do you agree to observe and abide by the Keeping Lockport Safe from Abuse Policy and guidelines regarding working with children and youth?  Yes  No
4. Have you ever been the subject of an investigation regarding child abuse or neglect?  
 Yes  No
5. Have you ever been charged with a crime involving an offense against a child, domestic violence, or other violence?  Yes  No

If you have answered yes to either question 4 or 5, please return your form directly to a member of the Leadership Team to ensure your confidentiality.

I have read the Keeping Lockport Safe from Abuse Policy of Lockport Mennonite Church and this Memorandum of Understanding, and I agree to observe and abide by the policies set forth therein.

\_\_\_\_\_  
Signature Date

\_\_\_\_\_  
Print Full Name

\_\_\_\_\_  
Volunteer or Staff Position

Lockport Mennonite Church  
Keeping Lockport Safe from Abuse

**Reference Check**  
Volunteer Children's Programs

To: \_\_\_\_\_ Date: \_\_\_\_\_

Regarding: \_\_\_\_\_

The above individual has applied to become a volunteer with Lockport Mennonite Church and has authorized release of information and gave your name as a reference. Please answer the following questions as accurately as possible and return to:

Lockport Mennonite Church  
Christian Education Committee  
9269 Co Rd 21-N  
Stryker, OH 43567

. Thank you for your cooperation.

1. How long have you known the volunteer? \_\_\_\_\_
2. In what capacity? \_\_\_\_\_
3. Does the volunteer relate well with children?
  - a. \_\_\_\_ yes
  - b. \_\_\_\_ no Explain \_\_\_\_\_
4. To your knowledge, has the volunteer been the subject of an investigation regarding child abuse/neglect?
  - a. \_\_\_\_ yes Explain \_\_\_\_\_
  - b. \_\_\_\_ no
5. Is the volunteer a responsible, dependable person?
  - a. \_\_\_\_ yes
  - b. \_\_\_\_ no Explain \_\_\_\_\_
6. Is the volunteer trustworthy and honest?
  - a. \_\_\_\_ yes
  - b. \_\_\_\_ no Explain \_\_\_\_\_
7. Additional comments: \_\_\_\_\_  
\_\_\_\_\_

Person completing form:

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Telephone number: \_\_\_\_\_

Address: \_\_\_\_\_

## Appendix II

### Lockport Mennonite Church Keeping Lockport Safe from Abuse

#### **Guidelines for Conversations and Interactions among the People of Lockport**

The opportunity for a person to share confidentially with another person can contribute significantly to their spiritual, emotional and physical well-being. Private and confidential conversations are an integral part of a caring and loving Christian community. However, such conversations in private places create a very high-risk environment for potential abuse situations to arise. They create an ideal opportunity for abuse to occur, false allegations that abuse may be occurring, or false, but difficult to refute allegations that an incident of abuse did occur.

Therefore, before engaging in a private conversation with another person, everyone should weigh and balance the following considerations:

1. **Gender issues**- Private meetings and conversations with members of the opposite sex are more prone to abuse and the appearance of inappropriate behavior.
2. **Location**- Conversations can be conducted more safely in public and populated locations that are easily accessible to others.
3. **Necessity**- If the conversation does not involve confidential matters, it is not necessary to be alone in a private location.
4. **Frequency**- Frequent private conversations can create difficulties or lead to relationship situations that might be dangerous.
5. **Appearance**- Maintain an appropriate appearance at all times. Remember, words and conduct that you may consider to be appropriate at the time can subsequently be made to appear very inappropriate.
6. **Substance of conversation**- The substance of conversation should be appropriate at all times.
7. **Touching**- Although touching another person in a public location when several others are present may be appropriate, physical contact in a private location creates a very high risk of being misconstrued and should be avoided.

#### **Sexual Harassment**

At Lockport Mennonite Church we are committed to avoiding any form of interactions that could be considered sexual harassment. Sexual harassment is considered sexual abuse and is not in keeping with biblical teachings about hospitality, justice, and the obligation to treat one another with respect. People created in God's image deserve the freedom to worship and participate in congregational life without fear of sexualized language, humor, behavior, or discrimination. Sexual harassment is not in keeping with our commitment to treat each other as equal members of Christ's body.

Lockport Mennonite Church  
Keeping Lockport Safe from Abuse

### **Understandings about Appropriate Professional Conduct for Staff**

The congregation at Lockport Mennonite Church calls persons to serve the congregation in particular roles that take them in and out of lives of the congregation's members. We grant them authority to minister to and among us in a variety of ways. As a congregation, we believe the following understandings will help guide such people and the congregation in being church together. We ask and expect that the congregation's staff persons are aware of and abide by these understandings.

#### **Ethical Standards for Staff Persons**

1. The purpose of staff member contacts with congregational members is to promote the spiritual and emotional well being of the members.
2. Staff members treat all people with respect and dignity, and avoid doing or saying things that would harm others.
3. Staff members clarify with members and with groups the purpose and nature of the helping relationship they share.
4. Staff members make clear the limits of their competency and training.
5. Staff members regularly continue their training, especially in abuse prevention.
6. Staff members practice confidentiality within their relationships, and clarify the limits of confidentiality agreements.
7. Staff members recognize that in their relationship with members of the congregation, the power and status are not equal. They recognize that in their helping, supervising, and mentoring relationships, they have power over others.
8. Staff members recognize that relationships in which several roles exist provide greater risk for harm. Staff members pay attention to these situations and practice accountability about them.

#### **Areas of Vulnerability for Lockport's Pastors**

1. Counseling relationships, particularly across gender lines.
  2. Relationships with multiple roles.
  3. Relationships with other church staff members, particularly across gender lines.
  4. Visitation in the homes of Lockport members, particularly across gender lines.
  5. Traveling to meetings together with persons across gender lines.
- In these areas of vulnerability, Lockport asks and expects that its staff members exercise caution and attentiveness.

#### **Inappropriate sexualized behavior**

In 2000, Mennonite Church adopted a procedural document called *Ministerial Misconduct Policy and Procedure Guidelines for Discipline*. It also produced a companion piece called *Justice Making: The Church Responds to Clergy Misconduct*. Attachment #2 to this second document, quoted in part below, identifies specific types of sexualized behavior that are not appropriate for pastors or other church staff members. Lockport asks and expects that staff members will not engage in these kinds of activities.

"A minister who engages in sexualized behavior within a professional relationship abuses the minister's power and authority. Within a professional relationship, a minister shall not permit sexualized behavior that includes actions such as the following.

- a. Unusual attention from a minister, including such things as gifts, frequent social telephone calls, letters, private visits or the maintenance of a special "spiritualized" partnership.
- b. Flirtatious propositions, talk or innuendo.
- c. Graphic or degrading comments about another person's appearance, dress or anatomy.
- d. Display of sexually suggestive objects or pictures.
- e. Sexual jokes or offensive gestures.
- f. Intrusive sexual or other questions about the person's personal life.
- g. Explicit descriptions of a minister's own sexual experiences.

- h. Abuse of familiarities or diminutives such as “honey,” “baby” or “dear.”
- i. Inappropriate or unwanted physical contact such as touching, hugging, pinching, patting or kissing.
- j. Whistling or catcalls.
- k. Leering.

**Abuse Reporting Procedures**

Mennonite Church USA and the Ohio Conference have adopted and published guidelines for reporting sexual abuse. These guidelines are available in the church office, from the pastor, the elders, the OH Conference Regional Pastor, and the OH Conference Minister. Lockport Mennonite Church would follow this procedure if it would become necessary.



## Resources

### Lockport Mennonite Church Keeping Lockport Safe from Abuse

Basic Procedures for Safe Ministry with Children and Youth

*Crossing the Boundary: Sexual Abuse by Professionals*, A packet from Mennonite Central Committee US Women's Concerns

*Expanding the Circle of Caring: Ministering to the Family Member of Survivors and Perpetrators of Sexual Abuse*, A packet from Mennonite Central Committee US Women's Concerns

The Hidden Shame of the Church: sexual abuse of children and the church, R O'Grady

An Introduction to Professional Abuse, Shirley B Souder

*Making Your Sanctuary Safe: Resources for Developing Congregational Abuse Prevention Policies*, A packet from Mennonite Central Committee US Women's Concerns

Preventing Sexual Abuse in Congregations, K. McClintock

Protecting Your Church Against Sexual Predators. Legal FAQs for Church Leaders

Safe Sanctuaries: Reducing the Risk of Child Abuse in the Church, J Thornburg Melton

Women, Abuse, and the Bible: how scripture can be used to hurt or heal, edited by C Kroeger & J Beck

Adaptations from the following Safe Sanctuary policies:

- *Ministerial Misconduct Policy and Procedure Guidelines for Discipline & Justice Making: The Church Responds to Clergy Misconduct*. The Mennonite Church USA
- Columbus Mennonite Church
- First Mennonite Church of McPherson, KS
- North Clinton Mennonite Church of Wauseon, OH
- First Mennonite Church of Indianapolis, IN