



VOLUNTEER TRAINING

Questions to consider for this section are:

1. What specific training is wise to require?
All parents, Sunday School teachers and other volunteers with minors should have basic training in protecting children from abuse—but do you also require CPR or first aid training?
2. How often should the training be offered? How often renewed?

Following the sample of policy wording are suggestions for doing your safe congregation training.

Training Standards

Volunteers and staff will be required to receive training to help them gain an appreciation for maintaining a safe congregation. This training will help volunteers understand the church policies, prevent abuse, identify abuse in the future if they see signs of it, and respond appropriately.

To help ensure the safety of everyone while participating in activities of St. Sanctuary,

- A. Three hours of child abuse prevention education and training is required for all clergy, staff and **primary volunteers** before they start their work with minors or vulnerable adults or, if that is not possible, one hour of child abuse awareness training before they start their work and the rest of the training within three months of starting.
- B. One hour of child protection education and training is strongly recommended for all parents and secondary volunteers before they start their work with children or youth.
- C. All clergy and any staff working with or around children must complete training in the legal mandates for reporting suspected child abuse. The California State training for mandated reporters is located on-line at www.humanservices.ucdavis.edu/resource/camrt/index.asp (or link through the kyros.org website under Resources for child abuse prevention).

- D. Supervising adults are *required or encouraged?* to maintain current certification in basic first aid and CPR certification. It is also *recommended* that clergy also be trained in first aid/CPR. The church shall provide a yearly workshop on these topics or pay the costs for training.
- E. All trainings are to be renewed every three years or at an interval recommended by the training organization.

At least one person trained in child/adult abuse, prevention, and reporting and at least one person trained first aid, CPR, and emergency response must be present at each church event.

The Keeper of Records will document volunteers' and staff's completion of training about relevant church policies and procedures and local reporting laws for child and dependent adult abuse.



SUGGESTIONS FOR TRAININGS

THIS SECTION IS NOT FOR YOUR POLICY—ONLY SUGGESTIONS FOR HOW TO MEET THE TRAINING REQUIREMENTS.

Safe Congregation Training often focuses only on protecting children and youth. Fewer resources are available for preventing abuse of adults, but that information should be included in any Safe Congregation Training.

Recommended Sessions:

- Two-Hour workshop for parents, Sunday school teachers, church leaders
- Four-Hour workshop for clergy and other staff

Recommended Content:

- Teaching children how to be “safe and strong”
- Understanding the risks to vulnerable adults
- Protecting vulnerable populations proactively
- Noticing indicators of abuse
- Responding appropriately and effectively to concerns

Facilitation of Workshops:

1. Have clergy and other staff take the state's free on-line training on mandatory reporting of suspicions of child abuse, <http://mandatedreporterca.com/training/generaltraining.htm>
Have them take the "General" training and then file their completion certificates in with personnel files or the church's child protection records. (This option will not be as helpful for parents and Sunday school teachers.)
2. Invite a speaker from:
 - your county's child abuse prevention council speaker's bureau
 - your county's adult protective services
 - your county's child protective services*Remind the speaker that the workshop participants need not know gory details about abuse, but general ways one might recognize it and most importantly how to prevent it.*
3. Borrow the *Safeguarding God's Children* curriculum from an Episcopal Diocese and have a facilitator use the DVDs for a workshop. Often a parishioner who is a therapist or school teacher has enough basic knowledge to lead such a training, and the facilitator is welcome to contact Kyros for a workshop outline. Suggested handouts are available at www.kyros.org, under Resources-Child Abuse.
4. Call Kyros Ministry at (650) 343-3377; we will refer you to a trusted associate.

REMEMBER:

CLERGY ARE MANDATED REPORTERS OF CHILD ABUSE **AND** ELDER AND DEPENDENT ADULT ABUSE (WITH LEGAL CONSEQUENCES FOR FAILURE TO REPORT). IT IS DIFFICULT TO COMPLY WITH STATE LAW WITHOUT APPROPRIATE TRAINING.