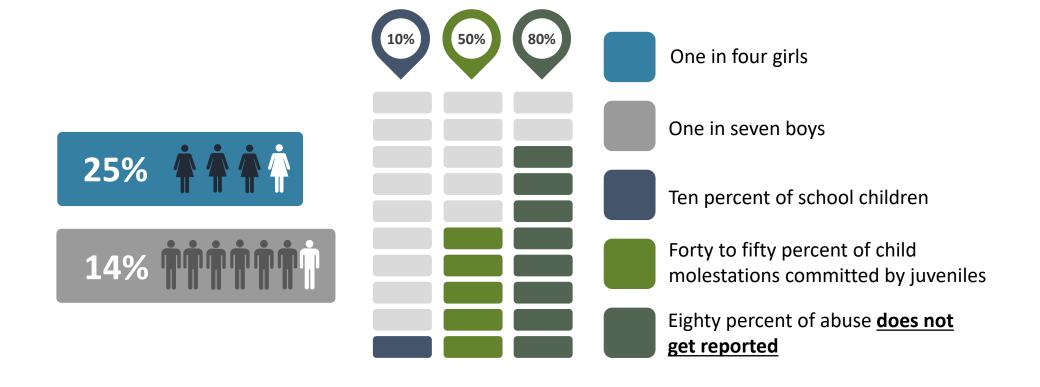


Scope of the Problem: Abuse





Understanding Youth-to-Youth Sexual Behaviors and Abuse

- Opportunity
- Location
- Activity
- Lack of Monitoring
- Poor Planning



Sexual Curiosity



Sexual Abuse





Effects on Churches



LOSS OF FOCUS TO YOUR MINISTRY



JEOPARDIZES INSURABILITY



MILLION DOLLAR VERDICTS



LOSS OF MEMBERSHIP



REPUTATIONAL DAMAGE



THREAT TO THE MISSION



Why Churches are Vulnerable



Close relationships



Trusting environments



Immediate access



Lax screening



Lack of supervision



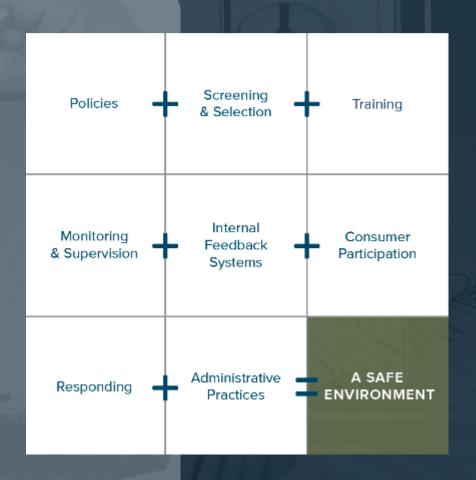
Serves vulnerable populations



Inherent power differentials



Praesidium
Safety
Equation®



Managing these risks takes a sustainable, comprehensive approach that integrates everyone.

Five Steps to Prevent Abuse and Harassment

Step 1: Establish policies for clergy, staff, and church members

Step 1: Establish policies for clergy, staff, and church members

Define Boundaries

- Remove ambiguity by clearly listing types of conduct prohibited in your organization
- Include a zero
 tolerance statement
 and define
 appropriate and
 inappropriate
 interactions between
 clergy, staff, and
 church members

Create Institutional Memory

- Formalize policies regarding boundaries, interactions, and responding procedures
- Take warning signs of inappropriate behavior seriously
- Treat each case the same
- Do not minimize or excuse anyone's behavior

Communicate Effectively

- Develop a communication plan to distribute new abuse prevention and antiharassment policies
- Consider using multiple platforms such as email, social media, church meetings, bulletins or other methods to communicate this information to everyone in the organization



Step 2: Develop a screening process designed to screen out high risk individuals.

Step 2:

Develop a screening process to screen for risk

- Don't rely on background checks alone
 - Many offenders, both those who offend against youth or those who sexually harass, do not have a criminal record for abuse or harassment.
- Encourage applicants to self select out
 - Affirm and reinforce your organization's zero tolerance policies and commitment to a safe and positive environment during the screening process
- Ask interview questions that assess behaviors
 - When asking behaviorally based questions, listen for problematic responses
- Get the most out of references.
 - If a response concerns you, probe further and ask follow up questions!



Step 3: Train people with skills needed to recognize and respond to warning signs

Step 3:

Train people with skills to recognize and respond

- The right content
 - Descriptive
 - Preventative
 - Addresses the risk inherent in ministry/churches
- Easy to access and use
 - Are we offering training to everyone who needs or wants it?
- Targets the right people the right way (blended learning)
 - In-person for leadership
 - Online training for staff and volunteers
- Easy to verify compliance
 - How do we know if the people who need training have taken it?



Step 4: Supervise for Safety

Create a Formalized Monitoring System

Step 1: Identify high risk conditions and/or individuals **Step 2:** Develop a system for monitoring these conditions and/or individuals **Step 3:** Develop a method for documentation of monitoring Step 4: Create a method to review this documentation



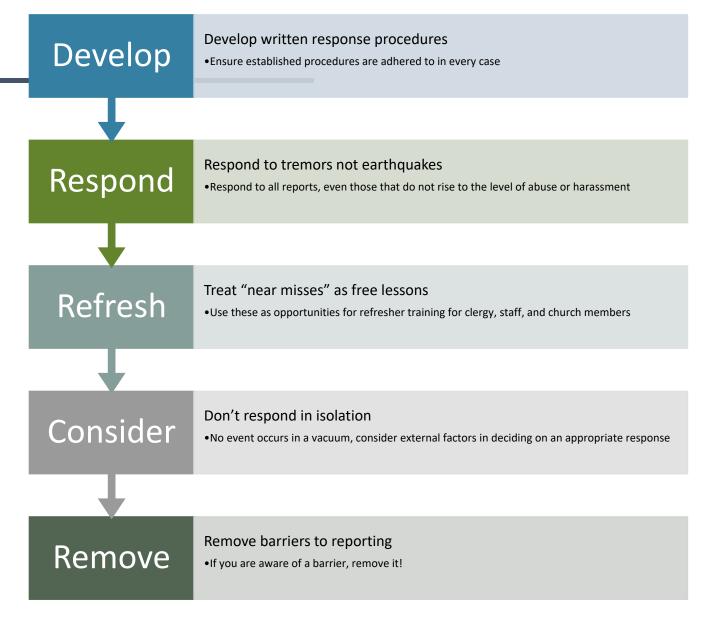
Effectively Monitor Grey Areas

- Adherence to policy and effective monitoring can reduce claims of abuse and sexual harassment arising from the following:
 - Unclear boundaries
 - Outside contact such as babysitting or after-hours gatherings
 - Electronic communication
 - Dating relationships
 - Fuzzy boundaries
 - Gossip



Step 5: Implement systems for reporting and responding

Step 5: Implement Systems for Reporting and Responding to Abuse





Common Barriers to Responding

- Loyalty to the organization
- Questionable credibility of the accuser
- Protection of the alleged perpetrator
- No training
- Lack of objectivity
- Fear that the allegation might be true
- Guilt that the incident occurred
- "I've reported before and they didn't do anything about it then ..."
- Rare opportunities for one-on-one meetings



Your Role as a Responder

- Minimize barriers to reporting
- Respond to warning signs
- Follow reporting requirements
- Close the feedback loop









Standards are clear



Standards are enforced



Everyone knows safety is part of their job



Everyone takes warning signs seriously



Everyone reports their concerns



Morale is high



Quality is institutionalized



Evaluate Internal Culture

Aspects of your job	Grade
Standards are clear.	
Standards are enforced.	
Everyone knows safety is part of their job.	
Everyone takes warning signs seriously.	
Employees report their concerns.	
Morale is high.	
Quality is institutionalized.	



Questions You Should Be Asking

- Do you have written polices that clearly define boundaries with youth and other adults?
- Does your screening process assess for abuse risk? What about harassment?
- Do you require all clergy, staff, and volunteers to complete training that is preventative and not just reactive?
- Do you have specific procedures for managing high-risk activities related to abuse or harassment?
- Do you have a written procedure for responding to suspicious behaviors that do not raise to the level of abuse or harassment?





Praesidium Resources Provided by the Insurance Board

https://www.praesidiumib.com/

User-friendly onboarding to multiple resources

Talk to a PERSON who will explain the process

Direct access to Praesidium's support team





Praesidium Resources Provided by the Insurance Board

Armatus® Learn to Protect Training System

Web-based and Free!

Creating a Safe Environment (CASE)

Streaming access to cutting edge group training content; Free for IB policy holders, discounted rate for other members.

Know Your Score! Online Self Assessment

Assess your church against best practice standards and receive customized resources. Free!

Background Checking Services

Discounted for all Eligible congregations, subsidized up to 50% for Insurance Board Members.





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