

Finland Mennonite Church Child Protection Policy

Version: 4/2024

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I. INTRODUCTION

“Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these” (Matthew 19:14). These well-known words of Jesus give us a picture of God's love for young people – inviting, welcoming, empowering, and safe. As in so many other ways, God incarnate in Jesus shows us how to be faithful followers of Christ through our relationships. We are called to invite children to be among us. We are called to bless them. In doing so, we welcome God into our lives. For this welcome to be truly extended to children in the context of our congregation, our church must be a place of refuge and safety.

II. GENERAL CHILD PROTECTION

Child Protection Policy

Finland Mennonite Church recognizes that child abuse is a serious problem. Child abuse can be physical, sexual, mental, emotional, or spiritual.

Because of the high levels of access and trust that are provided to workers in faith community settings such as Finland Mennonite Church, special care must be taken to prevent and address child abuse. The following policies are intended to ensure that Finland Mennonite Church serves young people in the safest environment possible.

A. General Guidelines for Child Abuse Prevention

1. Minimize One-Child/One-Adult Situations

- a) All interactions between children/youth and adults must be visible to others, preferably with more than one adult and more than one child present. If private conversation is required, it may occur out of earshot of others, but not out of sight. Activities will be observable and interruptible at all times.
- b) All classrooms and other areas used by students must have a window in the door or the door must be left open during use, as long as this does not pose a safety risk. (Open doors must be gated for children under age 5.)
- c) Sunday School Teachers and Youth Club Leaders should use discretion when there is only one child; keep classroom doors open and/or move to a public area (such as the community room) for class if only one child is in attendance.
- d) If an emergency situation necessitates that an adult will be alone with a child, the child's parents should be informed as soon as possible.

2. Use a Team Approach – The Two-Adult Rule

- a) Two Approved Adult workers are expected to be present during any church activity involving students. The two adults are not permitted to be husband and wife in order to meet the two-adult rule.
- b) Exceptions:
 - (1) Sunday School. This exception is permitted due to the public nature of Sunday school, with many present and within earshot, as well as the presence of a scheduled Facility Monitor, who moves throughout the building monitoring activity in the Sunday School classroom setting. (See: Definition of Terms: Facility Monitor) In essence, this Facility Monitor serves as the second Approved Adult. At least one Facility Monitor should be available to monitor the doors, circulate through the church and provide assistance as needed during worship and Sunday School.
 - (2) Apprenticing (“Discipleship”) Relationships (See: Apprenticing Youth)

- (3) Offsite Youth Ministry. Staff members and volunteers with organizations being visited or partnered with will count towards satisfying the Two-Adult Rule. (See: "Offsite Ministry" for additional details.)
- (4) Transportation (See "Transportation")
- (5) Junior/Senior High Clubs (See "Age-specific Guidelines: Junior/Senior High")

3. Obtain Parental Permission

- a) Children and youth must have written parental/legal guardian permission for involvement in church sponsored programs or activities. (See: Youth Permission/Waiver Form.) Permission/Waiver forms must be updated on an annual basis, coinciding with a student's moving up a grade each fall.
- b) Youth Club Leaders will keep up-to-date permission/waiver forms on file and on hand, especially for any offsite youth activities.
- c) Youth Permission/Waiver forms are not required for Sunday School attendance, but parents and/or guardians are expected to remain onsite and accessible for the duration of the Sunday School period.
- d) Specific parental/legal guardian permission is needed for Apprenticing relationships. (See: Apprenticing Youth)

4. Non-Youth Ministry Specific Child Care

- a) If children are in attendance during events, meetings, or gatherings where there are no planned church sponsored children's activities or Finland Mennonite Church provided child care, parents shall assume the sole responsibility for the supervision and safety of their children, regardless of whether the gathering is held by the church or is a private building reservation, or whether the gathering takes place on or off the church campus.

5. Use Appropriate Discipline and Expressions of Affection

- a) Use appropriate hugs and touches that are reassuring or comforting, not uncomfortable or hurtful.
- b) Avoid touch of private areas (those areas typically covered by a bathing suit), total body-to-body hugs (side hugs are recommended), or kissing.
- c) Use warm, caring verbal comments.
- d) Do not use demeaning or blaming comments, verbal put-downs, hurtful discipline or corporal punishment.
- e) Use constructive, age-appropriate discipline suited to the behavior and the child.
- f) Be aware of and sensitive to what makes a child feel uncomfortable.
- g) Respect a child/youth's refusal of affection.

6. Reporting

- a) If abuse is witnessed or suspected, report immediately to PA's child abuse hotline or internet reporting system and a Pastor, Elder, or Children's Ministry Overseer. If anything of a suspicious nature is found, report it to a Pastor or Elder immediately.

7. Offsite and/or Overnight Policy

- a) Under normal circumstances, all Sunday School activities will take place onsite at Finland Mennonite Church. Sunday School teachers who wish to move offsite for any reason must get prior approval from both a Pastor and/or Children's Ministry overseer and the parents of all involved children/youth. They must also have copies of each student's Permission/Waiver form on hand.

- b) Offsite/Overnight ministry without parents present is reserved for those aged Junior High and older. Trips involving 5th grade and younger children should have parents present and responsible for the supervision and safety of their children.
- c) On all offsite and/or overnight events, a minimum of two Approved Adult workers will be in attendance in accordance with the two-adult rule.
- d) When visiting/participating/serving with outside organizations, staff members and volunteers from these organizations will count towards satisfying the Two-Adult Rule. While it is unrealistic to require outside organizations to review and meet Finland Mennonite Church's exact policies and procedures, Youth Club Sponsors will strive to partner with trustworthy and reputable organizations, to the best of their ability. Upon parent request, within a reasonable timeframe of the event (at least 2 weeks), a contact person at the ministry/organization/business being visited will be provided to the parent. Parents will then be able to personally discuss policies and procedures with the organization in question, discerning their child's involvement based on whether they are comfortable sending their child to participate with the specific ministry/organization/business.
- e) One-adult/one-child sleeping arrangements are prohibited, including sharing a bed in a room with other people.

8. Transportation

- a) Individual Transportation: Individual transportation of youth to and from events should, under normal circumstances, be provided by parents/guardians or youth of driving age transporting themselves. In a circumstance where individual transportation becomes necessary, Approved Adults should acquire parental verbal/text authorization to pick up or drop off a student. This should be an exception and not the norm.
- b) Group Transportation: It is understood that when transporting groups, the two-adult rule may not be satisfied in each individual vehicle.

9. Apprenticing Youth

Apprenticing involves an intentional shepherding role between an adolescent (child or youth who has not graduated high school) being apprenticed ("discipled") and an adult. An apprenticing relationship may include one-to-one activities. To accommodate this discipleship, the two-person rule as described in the Child Protection Policy will not apply to an approved apprenticing relationship as outlined below. The following guidelines are to ensure a safe environment for apprenticing those who have not graduated high school.

- a) All Finland Mennonite Church facilitated apprenticing of adolescents must be done by a person of the same sex who is an Approved Adult with up-to-date clearances on file with the church.
- b) Apprenticing may only be entered into with the knowledge and approval of a member of the Pastoral staff AND parental consent. Signed parental consent by at least one parent must be obtained prior to initiating any apprenticing relationship with an adolescent (See: Consent for Apprenticing form). The form is valid for no more than one year. The consent form must contain the goals of the apprenticing relationship. As their child's primary faith influencer, parents are invited and encouraged to participate in identifying these goals. Parents must also indicate on the form whether one-to-one activities are permitted in the apprenticing relationship. In addition to the above, an apprentice of an adolescent must always obtain verbal and/or text/email parental permission prior to spending any one-to-one time with the adolescent. Parents are to be

informed of the type of activity, the location of the activity, and the approximate timeframe.

c) Any concerns as to an adolescent's safety in an apprenticing relationship should be brought to the immediate attention of the Pastoral staff. Pastors will inform the adolescent's parents and will aid the parents in addressing the concern, if necessary, with the apprenticing adult.

10. Text, Social Media, and other forms of Communication

a) Leaders who work with children and youth at Finland are required to use all forms of communication (whether in person, in print, or via technology) in a good, encouraging, and uplifting manner befitting of a Christ-follower who has been entrusted with the oversight of children and youth.

11. Policy Exceptions

a) Despite extreme caution, Finland Mennonite Church understands that situations beyond the control of staff or volunteers may arise in which these policy guidelines cannot be met. In these instances, the adults involved should accommodate the policy as far as they are able, acting in accordance with Biblical wisdom and the spirit of the child protection policy. It is the intent of this policy that such exceptions are rare.

B. Age-specific Guidelines

1. Nursery

a) Age: Infants - 3-year-olds

b) Staffing

(1) Require 2 Approved Adult Volunteers

(2) 1 Adult for every 5 children

(3) Nursery Coordinator

c) Guidelines:

For nursery ministry to be offered at Finland Mennonite Church, a Nursery Coordinator must be identified and in place. (See Definitions: Nursery Coordinator for additional details and responsibilities.) Finland Mennonite Church will make an un-staffed nursery room available for parent use when Nursery Ministry is not being offered. The below guidelines are for active, church-staffed Nursery Ministry.

(1) Children are dropped off by parent/guardian who fills out sign in sheet in entirety.

(2) Parents are asked to take all children to the restroom before dropping them off. (Potty trained or training.)

(3) Keep children in the nursery until parent(s)/guardian(s) return. Release children only to parent(s)/guardian(s) and all children must be signed out.

(4) If only one nursery attendant is present, a second Approved Adult must be found or Nursery Ministry will not be offered.

(5) If the two Approved Adult volunteers for a particular shift are a male and a female (who are not married, to meet the Two-Adult Rule), a third Approved Adult is required, to avoid putting an unmarried man and woman essentially alone with non-verbal children for large periods of time. While this rule may seem excessive, its goal is to encourage the Christian virtue of living "above reproach." In this instance, a spouse of one of the volunteers may serve as the

third Approved Adult, as the staffing will still be compliant with, and actually exceed, the Two-Adult Rule.

2. Toddler Sunday School

a) Age: 2-3 year olds

b) Staffing

(1) Require 2 Approved Adult Volunteers

(2) 1 Adult for every 6 children

c) Guidelines:

(1) If only one volunteer is present, combine with another class to achieve required Approved Adult requirements.

(2) Parents are asked to have their children use the restroom before arrival at Sunday School. If children need to use the restroom during class time, send one Approved Adult with the child to utilize the children's bathroom in the Nursery/Toddler room. The public nature of this restroom makes it the safest location for both student and teacher should the child require assistance.

(3) Children must be picked up by their parent(s)/guardian(s) or another preauthorized person. Both teachers stay in the classroom until all children are picked up.

3. Preschool Sunday School

a) Age: 4-5 year olds

b) Staffing

(1) Require 2 Approved Adult Volunteers

(2) Ratio: 1 Adult for every 6 children

c) Guidelines:

(1) If only one volunteer is present, combine with another class to achieve required Approved Adult requirements.

(2) Parents are asked to have their children use the restroom before arrival at Sunday School. If children need to use the restroom during class time, send one Approved Adult with the child to utilize the children's bathroom in the Nursery/Toddler room. The public nature of this restroom makes it the safest location for both student and teacher should the child require assistance.

(3) Children must be picked up by their parent(s)/guardian(s) or another preauthorized person. Both teachers stay in the classroom until all children are picked up.

4. Elementary Sunday School

a) Age: Kindergarten-5th Grade

b) Staffing:

(1) 1 Approved Adult, 2 Approved Adults when possible.

(2) Ratio: 1 Adult for every 20 children

c) Guidelines:

(1) Children must stay in pairs when traveling throughout the building for activities such as using the restroom or locating a parent.

5. Junior High (Middle School) /Senior High (High School) Sunday School

a) Age:

(1) Junior High: 6th-8th Grade

(2) Senior High: 9th-12th Grade

b) Staffing:

(1) 1 Approved Adult, 2 Approved Adults when possible.

(2) Ratio: 1 Adult for every 20 children

6. Boys and Girls Club, Junior High, Senior High Youth Group

a) Age:

(1) Boys and Girls Club: 3rd-5th Grade

(2) Junior High: 6-8th Grade

(3) Senior High: 9-12th Grade

b) Staffing:

(1) At least 2 Approved Adults at all activities.

(2) Ratio: 1 Adult for every 20 children

c) Guidelines (Junior & Senior High):

Junior and Senior High aged youth are in the in-between stage of childhood and adulthood. As such, these youth will be granted freedom and privileges that reflect their level of maturity.

1. Students will be permitted to move about a campus, facility, or designated area without direct adult supervision in groups of three or more. This allowance will be at the discretion of Youth Group Sponsors, as some contexts may require remaining with the larger group for safety or logistical reasons. This privilege may be revoked for individual students who do not demonstrate trustworthiness or who abuse the privilege.
2. Due to the nature of offsite, multi-day Youth Club Trips (Service Trips, Group Outings, Spiritual retreats, etc.), offsite Junior/Senior High Youth Club trips will be treated as temporary Apprenticeship relationships. (See: Apprenticing Youth). Individual forms are not required for each independent event and allowing a student to attend a particular event shall constitute approval of this temporary Apprenticeship relationship.

C. Definition of Terms

1. Approved Adult: An adult, 18 years of age or older, who has up-to-date background checks and required forms on file with the church. Volunteers will be permitted to work with children or youth only after they have been regular attendees of the church for six months. ("Regular attendee" status is determined by submitting personal information and being entered in the church database system.) To qualify as an Approved Adult, one must submit the required clearances and forms to a Pastor and/or Children's Ministry overseer and have up to date paperwork on file in the Finland Mennonite Church office. Pastor and/or Children's Ministry overseer will approve and assign roles. All Approved Adults must be at least five (5) years older than the children/youth for whom they have responsibility.

2. Young Assistant Leaders/Applicant Age Requirement: Young leaders (age 14-18) may be approved to work as assistants to adult leaders, but not as leaders in charge of any group of children/youth or individual child/youth.

3. Youth Club Sponsor: An Approved Adult (see above) serving in a leadership role in the Boys and Girls Club, Junior High, or Senior High Youth Ministry at Finland Mennonite Church.

4. Facility Monitor: An Approved Adult (see above) with the following responsibilities on the Sundays they are scheduled as Facility Monitor. (Facility Monitors are also referred to as "hall monitors.")

- a) During church services: Patrol the building to be aware of who is where. Check the nursery to ensure that 2 Approved Adult volunteers are present if staffed nursery is being offered. Notice as people move through the building, for example: children who leave church service to go to the bathroom. Help people find where they need to go, for example: bathrooms, nursery, Sunday School, nursing mother's room. Greet people who may be early or late for services. Make your presence known to foster a safe environment.
 - b) During Sunday School: Travel throughout the Sunday School wings and intentionally look in on all Sunday School classes periodically. Monitor the halls as children are in Sunday School. (Children 5th grade and under should be traveling in pairs or have a teacher with them if leaving their classroom for any reason.) When Sunday School is over, check that all children in the Sunday School classrooms have been picked up and/or left the classrooms before ending your shift.
 - c) During Fellowship Time: Intentionally walk through the less occupied spaces of the church building. Be aware of who is where, keeping an eye out for suspicious, inappropriate, or unsafe activity.
 - d) If abuse is witnessed or suspected, report immediately to PA's child abuse hotline or internet reporting system as well as to a Pastor, Elder, or Children's Ministry Overseer. If anything is found of a suspicious nature, report it to a Pastor, Elder, or Children's Ministry Overseer immediately.
5. Student: Any attender of youth ministry functions who is in 12th grade or younger.
6. Nursery Coordinator: An Approved Adult (see above) serving in a position of oversight to the Nursery Ministry. The Nursery Coordinator may be a paid position or volunteer member at Finland Mennonite Church who has been approved by the Finland Mennonite Church Staff and Elders, and agrees to a minimum of at least a one-year term. When Nursery Ministry is active, the Nursery Coordinator will handle the staffing of the nursery, maintain records of child sign in and sign out, nursery cleaning, etc. (See Finland Mennonite Church Nursery Sign in and Sign Out List) Completed Sign in and Sign Out Lists should be kept on file by the Nursery Coordinator and filed with the church office annually.

D. Background Checks and Forms

All submitted clearances and forms will be reviewed for approval by a Finland Mennonite Church staff member or designated Children's Ministry Overseer, who will keep an up-to-date file of clearances and forms in a secure file in the church offices. The following clearance form are required for all Approved Adults and must be renewed every 60 months (or as often as current PA State Policy mandates).

1. Pennsylvania State Police or Pennsylvania Access To Criminal History (PATCH)
2. A Child Abuse Clearance issued by the Department of Public Welfare
3. Signed Child Protective Services "Disclosure Statement Application for Volunteers" (if residing in PA for the last 10 years or more) OR FBI Fingerprint Clearance (if residing outside PA anytime in the last 10 years)
4. Finland Children Protection Covenant

III. Forms

- Form A - Finland Mennonite Church Children Protection Covenant
- Form B - Finland Mennonite Church Youth Permission/Waiver for Boys & Girls Club, Junior High, Senior High Youth Group
- Form PA - Disclosure Statement Application for Volunteers
- Form C - Finland Mennonite Church Consent for Apprenticing Form
- Form D - Finland Mennonite Church Nursery Sign in and Sign Out List

Children Protection Covenant

For all who work with children or youth in Finland Mennonite Church

I accept the call to serve the Lord through working with children or youth at Finland Mennonite Church.

I remember how Jesus welcomed the children, took them in his arms, and blessed them.

I know that I follow Jesus' example when I value young people and commit myself to care for them with love and gentleness.

I recognize the importance of the responsibility entrusted to me.

I am passionate for leading children and youth to Christ and commit myself to guiding them in making Godly decisions in their lives.

I realize that my words and actions towards children and youth will influence their faith in God and their lives for many years to come.

I promise to be responsible in all of my attitudes and actions, especially towards the children or youth under my care.

I have carefully read and agree to adhere to Finland's Child Protection Policy.

I attest that I have never been charged with nor convicted of child abuse, contributing to the delinquency of a minor, or any other criminal conduct related to children or youth or to physical or sexual misconduct.

I attest that I will not engage in any inappropriate contact with children and youth-I will not abuse anyone physically, sexually, emotionally, or spiritually. I will not engage in any unbecoming conduct.

I covenant and promise to be a good example to the children or youth entrusted to my care. I will pray and study God's word regularly, and do my best to reflect God's love to them.

I accept the responsibility of my ministries to children and youth with gladness and I will strive to honorably fulfill my responsibilities with integrity.

With prayers and encouragement from the members of Finland Mennonite Church, and with God's guidance, I am committed to serve in ministry to children and youth.

Please answer the following questions:

1. As a volunteer in this congregation, do you agree to observe and abide by all policies regarding working in ministries with children and youth? Yes No
2. As a volunteer in this congregation, do you agree to prioritize participation in training and education as provided by the church related to your volunteer assignment? Yes No
3. As a volunteer in this congregation, do you accept the responsibility of being a mandatory reporter of suspected child abuse and to promptly report abusive or inappropriate behavior? Yes No
4. As a volunteer in this congregation, do you agree to inform a minister of this congregation if you are ever convicted or accused of child abuse? Yes No

I have read this volunteer covenant, and I agree to observe and abide by the policies set forth above.

Signature of volunteer

Date

Volunteer's printed name

Form B

Finland Mennonite Church
YOUTH PERMISSION/WAIVER FORM

(for: Boys & Girls Club, Junior & Senior High Youth Group)

Name of Youth Participant _____

Parent(s) or legal guardian(s) of youth _____

Address _____
(Street) (City) (State) (Zip)

Home Phone () _____ **Work Phone** () _____

E-mail Address _____

Age of Youth _____ **Birthdate** _____ **Grade** _____

Functions & Activities

It is my understanding that participating in the programs and activities of Finland Mennonite Church is a privilege. I acknowledge that there are certain risks associated with the activities including, but not limited to, activity-related accidents and physical injury due to transportation-related accidents. When I am uncertain about the nature of the activities, I agree to ask questions and seek to understand them so that I am comfortable with the activities and can prepare my child appropriately. If, in the course of participation, my child willfully damages property, I agree to be responsible for such damages.

Release of Liability

By signing this Permission/Waiver Form, I assume all risks of the above-named youth participating in the activities. I further release Finland Mennonite Church and its ministries, leaders, employees, volunteers and agents from any claim that my child may have against them as a result of injury or illness incurred during the course of participation in the activities and I agree to defend and hold them harmless from any claim.

Photography Release

Photos may be taken in the normal course of youth activities. Photos may be distributed to members of the group, used in church presentations, and appear on the church website, social media, or internet publications. Participation in programs and activities implies an understanding that the above-named youth may appear in these photographs, and permission for said photos to be utilized.

First Aid & Emergency Medical Treatment

I recognize that there may be occasions where the youth named above may be in a need of first aid or emergency medical treatment as a result of accident, illness or other health condition or injury. I do hereby give permission for agents of Finland Mennonite Church to seek and secure any needed medical attention or treatment for the youth named above, including hospitalization. If, in the agent's opinion, such need arises, I agree to pay all fees and costs arising from this action to obtain medical treatment.

I give permission for attending physician(s) and other medical personnel to administer any needed medical treatment, including surgery and, again, I agree to pay for the medical treatment.

Medical History

Special medical needs or concerns (allergies, conditions, dietary needs, medications, etc.)

Health Insurance Information – For emergency purposes, please make a copy of front and back of insurance card and submit with this form.

(Insurance Co.)

(Policy Number)

(Medical Doctor)

(Phone Number)

Emergency Contacts

Names of persons and telephone numbers to call in case of emergency:

I represent that I am the parent/guardian of _____.

I have read the Permission/Waiver Form and Finland’s Child Protection Policy and am fully familiar with the contents thereof.

I give permission for the youth named above to participate in the activities of Finland Mennonite Church. In consideration for allowing the participation of the youth in the activities of Finland Mennonite Church, I hereby consent to the Permission/Waiver Form, including the Release of Liability above, on behalf of the youth, and agree that this Permission/Waiver Form shall be binding upon me.

(Signature of Parent/Guardian)

(Date)

Signing parent affirms there is nothing that would prohibit them from committing for the child and that another parent or guardian’s signature is not needed.

Form PA

DISCLOSURE STATEMENT APPLICATION FOR VOLUNTEERS

Required by the Child Protective Service Law 23

Pa. C.S. Section 6344.2 (relating to volunteers having contact with children)

I swear/affirm that I am seeking a volunteer position and AM NOT required to obtain a clearance through the Federal Bureau of Investigation, as:

- the position I am applying for is unpaid; and
- I have been a resident of Pennsylvania during the entirety of the previous ten-year period.

I swear/affirm that I have not been named as a perpetrator of a founded report of child abuse within the past five (5) years as defined by the Child Protective Services Law. I swear/affirm that I have not been convicted of any of the following crimes under Title 18 of the Pennsylvania consolidated statutes or of offenses similar in nature to those crimes under the laws or former laws of the United States or one of its territories or possessions, another state, the District of Columbia, the Commonwealth of Puerto Rico or a foreign nation, or under a former law of this Commonwealth.

Chapter 25 (relating to criminal homicide)
Section 2702 (relating to aggravated assault)
Section 2709 (relating to stalking)
Section 2901 (relating to kidnapping)
Section 2902 (relating to unlawful restraint)
Section 3121 (relating to rape)
Section 3122.1 (relating to statutory sexual assault)
Section 3123 (relating to involuntary deviate sexual intercourse)
Section 3124.1 (relating to sexual assault)
Section 3125 (relating to aggravated indecent assault)
Section 3126 (relating to indecent assault)
Section 3127 (relating to indecent exposure)
Section 4302 (relating to incest)
Section 4303 (relating to concealing death of child)
Section 4304 (relating to endangering welfare of children)
Section 4305 (relating to dealing in infant children)
Section 5902(b) (relating to prostitution and related offenses)
Section 5903(c) (d) (relating to obscene and other sexual material and performances)
Section 6301 (relating to corruption of minors)
Section 6312 (relating to sexual abuse of children),
or an equivalent crime under Federal law or the law of another state.

I have not been convicted of a felony offense under Act 64-1972 (relating to the controlled substance, drug device and cosmetic act) committed within the past five years.

I understand that I shall not be approved for service if I am named as a perpetrator of a founded report of child abuse within the past five (5) years or have been convicted of any of the crimes listed above or of offenses similar in nature to those crimes under the laws or former laws of the United States or one of its territories or possessions, another state, the District of Columbia, the Commonwealth of Puerto Rico or a foreign nation, or under a former law of this Commonwealth.

I understand that if I am arrested for or convicted of an offense that would constitute grounds for denying participation in a program, activity or service under the Child Protective Services Law as listed

above, or am named as perpetrator in a founded or indicated report, I must provide the administrator or designee with written notice not later than 72 hours after the arrest, conviction or notification that I have been listed as a perpetrator in the Statewide database.

I understand that if the person responsible for employment decisions or the administrator of a program, activity or service has a reasonable belief that I was arrested or convicted for an offense that would constitute grounds for denying participation in a program, activity or service under the Child Protective Services Law, or was named as perpetrator in a founded or indicated report, or I have provided notice as required under this section, the person responsible for employment decisions or administrator of a program, activity or service shall immediately require me to submit current clearances obtained through the Department of Human Services, the Pennsylvania State Police, and the Federal Bureau of Investigation, as appropriate. The cost of clearances shall be borne by the employing entity or program, activity or service.

I understand that if I willfully fail to disclose information required above, I commit a misdemeanor of the third degree and shall be subject to discipline up to and including denial of a volunteer position. I understand that the person responsible for employment decisions or the administrator of a program, activity or service is required to maintain a copy of my clearances. I hereby swear/affirm that the information as set forth above is true and correct. I understand that false swearing is a misdemeanor pursuant to Section 4903 of the Crimes Code.

Name: _____ Signature: _____ Date: _____

Witness: _____ Signature: _____ Date: _____

Form C

Consent for Apprenticing

Name of child/adolescent _____

Date of birth _____

Male/ Female (circle one)

Address _____

City _____ State _____ Zip _____

Name of Parent/Guardian _____

Name of Apprenticing Adult _____

The purpose of this apprenticing relationship is:

Check all that apply:

_____ Baptism Partner and/or Mentor

_____ Serving in _____ ministry at Finland Mennonite Church.

_____ Other (please note) _____

By my signature, I consent to have my above-mentioned child/adolescent apprenticed by the above-mentioned adult. I also give consent for my child or adolescent to spend one-on-one time with the above-named adult for the purpose of addressing the above-mentioned goals, to build a Christ centered relationship, and to address areas of growth in my child or adolescent. I understand that I have been encouraged to be in ongoing discussion with the Apprenticing Adult about the apprenticing relationship.

Parent Signature Date

Apprenticing Adult Signature Date

Pastor Signature Date

Signing parent affirms there is nothing that would prohibit them from committing for the child and that another parent or guardian's signature is not needed.

This form is valid for one year from date of signing.

