

FACILITATOR'S GUIDE

Church Leader Training
**CREATING A SAFE
CHURCH MINISTRY**



Facilitator notes will be highlighted. All other materials are included in the participant's guide.



SLIDE 1



Say: Welcome. I have a scenario to present:

A 4-year-old has come to her parents with allegations of inappropriate sexual touching against a fellow church member, Stan. Stan and his wife co-own a home daycare center the girl attends. Stan is also active in church, serving as deacon. The parents of the little girl report the allegation to the appropriate child protection authorities, and an investigation is underway. They also call their pastor for spiritual support in the midst of the shock and confusion of the situation. Stan calls the pastor as well, and explains that there has been a misunderstanding. He's sure that if he can just sit down and talk with the parents of the little girl, things can be worked out. The pastor, shocked by the allegation, calls a Safe Church Team member to get some perspective and, hopefully, some help.



Ask: How many of you would feel comfortable and confident in handling this situation?



Do: Allow a showing of hands.



Say: As you can see, most of us do not feel equipped.

Welcome

 **Say:** One of the best ways to reduce the risk of sexual abuse in our congregations is to equip church staff, leaders, and members with an understanding and awareness of sexual abuse. This effort begins laying the groundwork to implement prevention policies and procedures that create safer church environments. This session adapts materials from the Christian Reformed Church Safe Church Ministry and Nazarene Guidelines.



SLIDE 2

 **Say:** At the end of this session, participants will be able to:

- **Acknowledge the importance of overcoming silence and denial.** *Page 6*
- **Define sexual abuse.** *Page 8*
- **Explain the impacts for children and adults.** *Page 10*
- **Develop an awareness of abuse.** *Page 13*
- **Recognize predatory behaviors.** *Page 19*
- **Implement an abuse response policy.** *Page 22*



Overcoming Silence and Denial

? **Ask:** Your congregation is likely to include many people who have been impacted by sexual abuse. I'm wondering how many of us in this room know someone—a friend or family member—who has experienced sexual abuse?

” **Say:** It's a lot of people. And for some of us, this may have impacted us personally. We know ignoring or pretending a problem doesn't exist is certainly not a solution. Healing can never happen without first acknowledging the problem.

” **Say:** This is not an easy conversation. But sexual abuse is a problem that affects us all in many different ways. By developing an understanding of abuse, you will not only keep your congregation safer but can also offer support to victims in the greater community.

SLIDE 3

The Short Course on Sexual Abuse



- 1** **Say: Expect denial.**

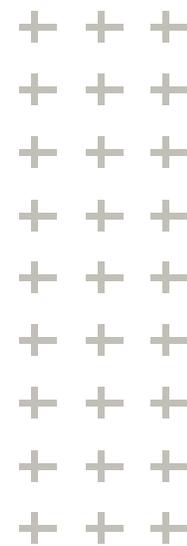
We have to recognize our natural tendency to NOT believe or minimize disclosures of abuse, especially when a child is involved. It's just too horrific to comprehend. What about when the person accused of the abuse is someone you trust and have known for years?
- 2** **Say: Understand it's not about sex.**

While it may involve sexual gratification, sexual abuse is about power and control. Predators use sex as a tool to gain power and control over victims.
- 3** **Say: Abuse usually doesn't "just happen."**

Sexual offenders use a gradual and calculated process called grooming to target potential victims—working for weeks, months, or even years to develop trust and gain access. We will talk more about grooming later but understand, most often, sexual abuse is not an “out of the blue” sexual encounter. Predators deliberately and purposefully work to break down resistance and keep abuse hidden.
- 4** **Say: What is publicly known is typically just the tip of the iceberg.**

There is so much going on “under the surface” in cases of sexual abuse. It's difficult—if not, impossible—to wrap your head around the situation, and things can get very complicated very quickly.
- 5** **Say: Chaos breaks out.**

When a sexual abuse allegation surfaces, families and congregations are deeply affected. They become secondary victims, with feelings of shock, confusion, anger, betrayal, and vulnerability. There is a disruption of relationships. Division arises as people work to process the situation and the long-term consequences.



SLIDE 4

Defining Sexual Abuse

Say: Sexual abuse is defined as any act of a sexual nature performed in a harmful and/or exploitive manner, as with a child or with a non-consenting adult, for the purpose of sexual gratification and/or for the purpose of gaining power and control.

Touch

Inappropriate fondling, touching, and/or intercourse.

Non-Touch

Sexual comments, pornography, and/or watching sexual activity.

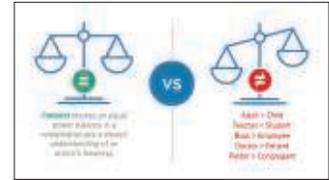
This is just one of several varying definitions of sexual abuse. Often, legal definitions differ from state to state. But the key aspects to remember are:

- 1 **Sexual abuse is harmful and/or exploitive.**
- 2 **Sexual abuse is not consensual.**

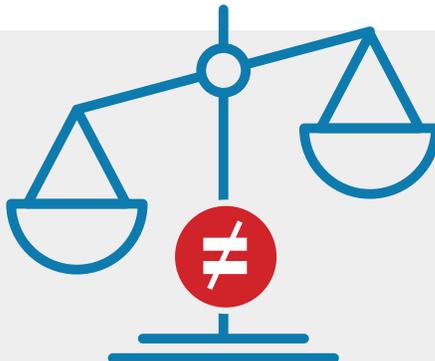
Say: It's important to remember that sexual abuse doesn't always involve direct contact. Unwanted exposure to sexually explicit language or images also constitutes abuse and can be especially damaging to children.

Understanding Consent

Visual

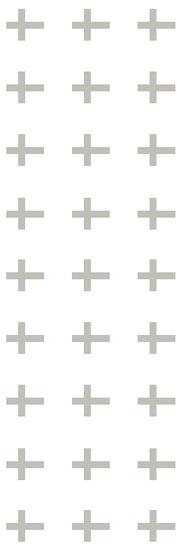


Say: **Consent** implies an equal power balance in a relationship and a shared understanding of an action's meaning.



Say: In the following relationships, one person has more authority and power than the other. This makes meaningful consent impossible.

- Adult > Child**
- Teacher > Student**
- Boss > Employee**
- Doctor > Patient**
- Pastor > Congregant**



The Effects of Abuse

Say: The impacts of abuse are long-lived and often go very deep. Chemicals are released into the brain during traumatic events that have various impacts over time and affect brain function, as well as brain structure (traumatology research). Experiencing trauma at a young age not only impacts brain development, but the negative effects on physical and emotional health can last a lifetime.



SLIDE 6
Childhood Trauma

CHILDHOOD BRAIN DEVELOPMENT

- Cognitive Delays** Language development, intelligence, and/or trouble in school.
- Emotional Impairment** Attachment disorders, inability to form relationships, and/or isolation.
- Spiritual Formation** Inability to believe that God is good or that they are loved by God.

LIFELONG EFFECTS

- Physical Health** Obesity, gastrointestinal problems, headaches, and/or diabetes.
- Psychological Health** Depression, anxiety, low self-esteem, and/or addictive behaviors.
- Spiritual Impacts** Inability to trust and form relationships. Loss of faith and hope.

Adverse Childhood Experiences



Ask: How many of you have heard of Adverse Childhood Experiences or ACEs?

SLIDE 7



Say: Adverse Childhood Experiences (ACEs) are potentially traumatic events that occur in a person's life before age 18. ACEs are linked to chronic health problems, mental illness, and substance abuse in adulthood. ACEs can also negatively impact education, job opportunities, and earning potential. ACEs include:

- Domestic violence.
- Parental abandonment through separation or divorce.
- A parent with a mental health condition.
- Being the victim of abuse. (Physical, sexual and/or emotional)
- Being the victim of neglect. (Physical and emotional)
- A member of the household being in prison.
- Growing up in a household in which there are adults experiencing alcohol and drug use problems.



SLIDE 8



Say: The unresolved trauma of abuse impacts the way a person feels about themselves, the way they relate to others, and their relationship with God—it affects everything!



Vicarious Trauma



Say: Vicarious trauma can be experienced by those who are close to and love a person who has experienced trauma. A person experiencing vicarious trauma may experience some of the same symptoms as those who have been

directly affected. There may be feelings of helplessness and confusion—not knowing how to respond to or help a loved one who is struggling with the impacts of sexual abuse.

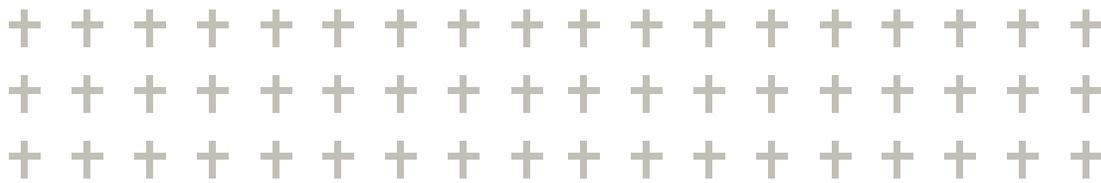
 **Say:** Entire communities can be affected. Think about the sexual abuse scandal at Penn State and the impact on the entire college community. The situation ultimately led to new state laws to help protect against sexual abuse.

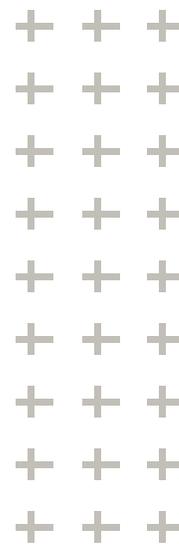
 **Ask:** What happens in the body of Christ?

 **Say:** We are one body, with lots of hurting parts that can make the whole body dysfunctional. We simply can't be all that we are called to be as the body of Christ if we ignore these hurts.

So, even if abuse doesn't happen in our church building; it still has an impact within our congregations. It affects all of us directly or indirectly.

When a congregation is able to have an open dialogue about sexual abuse, the issue is brought into the open where healing can begin. Remember, trauma doesn't disappear when we try to forget about it or bury it deep.





Developing Awareness

 **Say:** One in four girls and one in 13 boys experience sexual abuse at some point in childhood, according to the Centers for Disease Control and Prevention. Awareness is essential in reducing the risk of sexual abuse. With the right tools and knowledge, church leaders can be better equipped to recognize predatory behaviors and intervene before abuse occurs.

SLIDE 9



Say: An ounce of prevention is worth a pound of cure.

Benjamin Franklin



Say: This is certainly true when it comes to sexual abuse.

Quiz: Sexual Abuse Facts and Statistics



Say: For the following questions, please fill in the blanks or select true or false.



Do: Allow time for participants to take the quiz individually.

Sexual Abuse Facts & Statistics

Quiz

1. You have to touch a child to abuse a child. _____ **True** X **False**



Say: Sexual misconduct shall be understood to mean any sexual activity between an adult and a minor or between minors with significant developmental or chronological differences. Sexual misconduct can be physical, verbal, or visual and need not involve penetration, sexual intercourse, or actual physical contact. However, sexual misconduct does not include acts intended for a valid medical purpose or age-appropriate caregiver interactions without a sexual purpose or sexual component.

2. Child abuse is a big problem. X **True** _____ **False**
3. **1 in** 5 **Americans** are sexually abuse before the age of 18.
4. **Every** 9 **minutes** child protective services substantiates or finds evidence for a claim of sexual abuse.
5. 90 **%** of child victims are abused by someone they know and trust.
6. In one large study, the average number of victims for a convicted male abuser:
52 **victims** for an abuser who molested girls.
150 **victims** for an abuser who molested boys.
7. Of sexual abuse victims, 66 **%** will never talk about the abuse until adulthood—if ever.
8. On average, the convicted male molester begins victimizing children at 13 **or** 14 **years old**.
9. The average age for criminal prosecution is 35 **years old**.
10. **Less than** 10 **%** of sexual abusers will ever encounter the criminal justice system.

Sources: Salter, A. C., (2004). "Predators: Pedophiles, rapists, and other sex offenders"; Centers for Disease Control and Prevention; MinistrySafe; Broman-Fulks, J. J., Ruggiero, K. J., Hanson, R. F., Smith, D. W., Resnick, H. S., Kilpatrick, D. G., & Saunders, B. E., (2007). "Sexual assault disclosure in relation to adolescent mental health: Results from the National Survey of Adolescents," *Journal of Clinical Child and Adolescent Psychology*.



Do: When participants are finished with the quiz, read over the questions and provide answers.

Grooming



Do: The grooming process can be very difficult to discuss. But since so many offenders rely on grooming behaviors to draw victims into sexual relationships and maintain the relationship in secrecy, it's an extremely important topic to address. **Pray on it!** And ahead of the session, consider reviewing and/or paraphrasing the following information to help make the topic feel a little less overwhelming.



Say: Sexual offenders often use a method called grooming to gradually gain access and build trust with victims. When church staff and volunteers are trained to recognize grooming behaviors, they are able to spot red flags and prevent sexual abuse before it occurs.



SLIDE 10 Engagement



Say: The grooming process begins with engagement.



Say: The offender makes a conscious decision to engage the child in a relationship of trust by using various strategies such as making the child feel special, listening and sympathizing, giving secret gifts or treats, giving special privileges, etc.

Once the child's trust has been gained, the offender will often create distance or drive a wedge between the child and parent(s) and/or befriend the parents to earn their trust and

gain more access to the child. The offender may also test the child to see if they will keep non-sexual secrets.

This engagement phase can last a long time before any abuse occurs. And it can also occur between adults.

Sexualizing the Relationship



Say: After developing trust, the offender starts to progressively sexualize the relationship.

At first, the offender introduces touch that may seem innocent and harmless—hugging or tickling. Over time the offender works to increasingly desensitize the child to touch, gradually escalating the contact to sexual abuse. The offender may also expose the child to pornography or discuss sexual topics to further break down boundaries.



Say: It's important to note that child sexual abuse can take many forms, including the following physical and non-physical behaviors:

- Fondling.
- Penetration.
- Masturbation.
- Obscene conversations, phone calls, text messages, or digital interaction.
- Exposing a child to or involving a child in pornography.
- Sexual harassment.
- Exhibitionism.

In most cases, there is no physical evidence of abuse, and even when there is, children heal quickly.

Secrecy



Say: Since the grooming process aims to break down resistance and make the victim feel complicit or responsible when abuse happens, the victim is less likely to tell a parent or trusted adult.



Say: Remember, the offender has gone to great lengths to establish trust and loyalty. A groomed child may have been led to believe that sexual contact between adults and children is normal. In other cases, the child may feel confused, conflicted, threatened, or unsafe. At that point, the offender will use blame, threats, shame, embarrassment, misinformation, and/or fear to maintain the child's cooperation and silence.



Ask: Can you think of some reasons why a child may not disclose abuse?

Recognizing Predatory Behaviors



 **Say:** Sexual abusers come from all walks of life and cannot be picked out or identified by appearance. But there may be cause for concern if you notice an adult exhibiting any of the following behaviors:

 **Do:** Have participants read through the behaviors.

 Repeated use of **poor judgment** when interacting with children.

Displaying **PREFERENCES** for children of a **CERTAIN AGE** and **GENDER**.

Giving **“special” attention** to or displaying favoritism toward certain children.

DISTORTING RELATIONSHIPS with children. Adult may use children to meet their own emotional needs.

 Initiating or creating opportunities to have **exclusive time alone** with children or a certain child.

 **Exposing children to adult sexual interactions** without concern.

ENCOURAGING CHILDREN TO BEHAVE SEXUALLY towards each other.

 Making others feel uncomfortable by **ignoring social, emotional, or physical boundaries** or limits with adults and children.

Making sexual references or telling **SEXUAL** or **SUGGESTIVE JOKES** to or in the presence of children.

 **Excessive touching, hugging, tickling, wrestling** with children even when contact is unwanted.

 **Refusing to let a child set their own limits.** (May tease or belittle to prevent a child from setting limits.)

Normalizing or **MINIMIZING INAPPROPRIATE INTERACTIONS** with children.

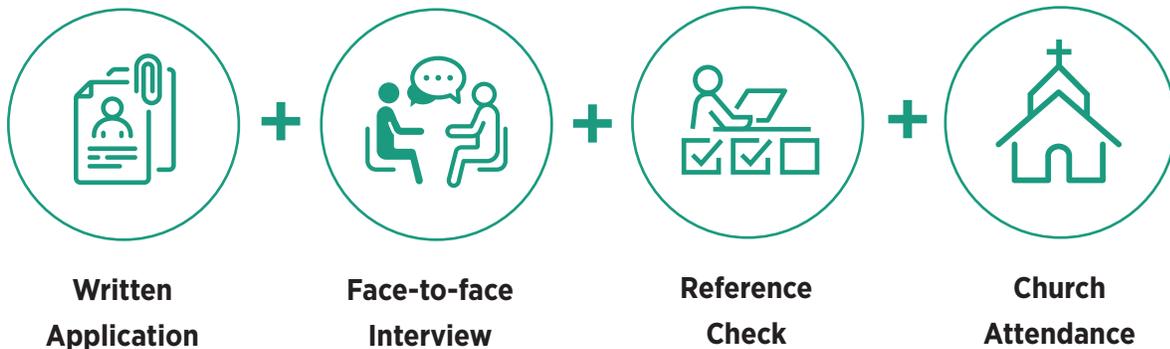
 **Ask:** Is there anything here that surprises you?



SLIDE 12

Implement a Screening Process

 **Say:** As we have learned, background checks are not a standalone solution in identifying potential risks. Implementing a screening process serves as an opportunity to gather additional information about an applicant's (paid staff or volunteer) past and decide if they are safe to work with children. It is recommended a screening process includes:



Minimum of six months.



SLIDE 13

Watch for Red Flags

 **Say:** When examining background checks, pay attention to “red-flag” offenses such as:

- Providing alcohol.
- Tobacco
- Pornography
- Contributing to delinquency or indecency.
- Exhibitionism.
- Voyeurism.
- Assault.



Say: Other risk factors that should be noted, but will not show up on a background check include:

- Abrupt relocation.
- Vague employment history.
- A pattern of work with a specific age group.
- Poor peer relationships.
- Surrounding self with children or child-related activities.
- Unrealistic view of children.

SLIDE 14

Establish Policies and Procedures



Say: Effective policies and procedures serve as a deterrent and make your church a less attractive target for an abuser. New hires and volunteers are to review the policies and agree to comply. Policies may include:

- Ensuring all adults and children check in for activities.
- Dismissal plans
- Staff to child ratios

Nursery

Two non-related workers for every eight children

Two- and three-year-olds

Two non-related workers for every 12 children

Four- and five-year-olds

Two non-related workers for every 18 workers

Elementary

Two non-related workers for every 20 children*

- Bathroom and diapering



*MinistrySafe, "My Church Children's Ministries: Policies and Procedures Manual."



SLIDE 15

Abuse Response Policy



Say: Responding to the disclosure of sexual abuse is one of the most difficult situations a church leader or staff member may face. It can be difficult to know how to respond effectively or appropriately. When sexual abuse is reported, having a clearly communicated response policy in place is invaluable. One suggestion is the following:

- 1 Contact the authorities.**
- 2 Care for the victim by placing the victim's needs first.**
- 3 Assign someone to the victim and family, seeking outside expert help as needed.**
- 4 Put measures in place to limit the exposure of the accused to the life of the church.***

**Basyle J. Tchividjian, "Responding with Excellence to an Allegation of Sexual Abuse within the Church."*



Say: We are going to spend some time working through case studies. I will assign each group one to discuss. After 10 minutes, we will come back together, and each group will report on its suggestions.

For each scenario:

- Identify who holds the power in the situation.
- Identify some of the important factors to be considered.
- What might be a good response to this situation?
- How might this situation have been prevented?



Do: Use the considerations listed below each case study, as needed, to supplement discussion.

1

Child Care Catastrophe

A 4-year-old has come to her parents with allegations of inappropriate sexual touching against a fellow church member, Stan. Stan and his wife co-own a home daycare center the girl attends. Stan is also active in church, serving as deacon. The parents of the little girl report the allegation to the appropriate child protection authorities, and an investigation is underway. They also call their pastor for spiritual support in the midst of the shock and confusion of the situation. Stan calls the pastor as well, and explains that there has been a misunderstanding. He's sure that if he can just sit down and talk with the parents of the little girl, things can be worked out. The pastor, shocked by the allegation, calls a Safe Church Team member to get some perspective and, hopefully, some help.

Considerations

- The situation has been reported—whenever there is suspicion of abuse of a minor, it's important to immediately contact the proper authorities, child protective services, or children's aid.
- The situation is now in the hands of the authorities who have been specially trained to do the investigation. Church members should never investigate, an investigation can be severely compromised when untrained people ask too many questions or discuss specifics of the situation with those directly involved.
- Be aware of the possible dynamics of abuse: We all have a tendency to deny, it's hard to believe. Those who abuse often have tendencies to manipulate and deceive.
- The role of the church is to provide supportive pastoral care to each party separately as the situation unfolds. As much as you will want to "move on" these things take time.
- If the situation becomes public or a matter of media attention, all communication should be directed to one designated media person. It's best to have a short, written statement to the effect that: church leaders are aware of the situation and cooperating fully with authorities; speculation and gossip are harmful and should be avoided; and prayers are requested for those involved.

2

Criminal Record Check

The congregation has finally decided to begin requiring background checks for staff and volunteers who work with children and youth. It's discovered that one of the women leaders, Mary, who has been working in the children's program for many years, has a criminal record that includes sharing sexually explicit images. She maintains that she was innocent, that she was with a friend who used her phone to download and share the images with her boyfriend, and that she knew nothing about it. She pled "no contest" in court to avoid an expensive trial and because her lawyer expressed concern that she may not win her case—the images were found on her phone. She points to all her years of good service at the church and believes the church should make an exception to a new policy in place that restricts anyone with a sexually related criminal offense from serving in any capacity with children or youth. The pastor doesn't want to lose this ministry worker and calls a Safe Church Team member to help him decide what to do.

Considerations

- Policy must be followed—if an exception is needed, a policy change is needed.
- The policy should clearly state what offenses will disqualify someone to work in a leadership role or in a role with children and youth.

3

Sweet Martin

Martin is a sweet man—gentle, compassionate, and well-loved by all. The congregation feels fortunate to have Martin, a retired pastor, who is always willing to help out by visiting those in the hospital, as well as shut-ins. Sandy, a Safe Church Team member, is surprised to get a call one day from Mildred, a widow who has been visited several times by Martin. She seems a little nervous and says she isn't sure if she should say anything or not, but then discloses she isn't comfortable with Martin's hugging and kissing when he visits. Mildred says she wouldn't have called, except she's spoken with two other widows who have experienced the same thing. So, she thought she'd better call a Safe Church Team member and find out what to do.

Considerations

- Is there a policy for visitation? It's helpful to have expectations and healthy boundaries clearly outlined so everyone knows what to expect.
- Take the concern seriously and let Mildred know she did the right thing to bring it to someone's attention.
- What kind of accountability structures are in place? Should elder visits be in pairs rather than alone?
- This may provide a good opportunity for mediation or a restorative practice, which can bring about healing for all who have been wounded.

4

E-harassment

A youth pastor contacts a Safe Church Team member saying he doesn't know what to do. A relatively new member of the youth group, Karen, approached him after their last youth group meeting, asking to talk. She tells him she is being sexually harassed at school by an older boy, Nathan, whose family is a part of the congregation, though Nathan does not attend youth group. She says he will not stop texting her with sexually explicit messages and it is becoming unbearable. Karen's family does not attend church; she comes to youth group with friends. She is afraid to tell her parents about the harassment, because if they find out it is a boy from church they may not let her come. She begs the youth pastor to not tell anyone. The youth pastor promises to call Karen once he has time to think about the situation. "I have no clue what to do," he says.

Considerations

- Take the concern seriously. Sexual harassment can have very serious consequences and impacts for those who experience it.
- There are limits to confidentiality; when a minor is being hurt, action must be taken.
- Proper authorities should be notified, this can be a step in providing needed intervention, even though it will not be easy in the context of the church community.
- Both parties may need specific professional help to stop the harassing behavior and to recover from the impacts of the behavior. Get help!

5

What's a Pastor to Do?

Pastor John addresses the council, informing it that Betty, a female member of the congregation has made several inappropriate advances toward him, despite his objections. Some have included sexually explicit language. He is requesting a more flexible office schedule, with more time to work at home rather than in his office at church. Betty often “drops by” his office unannounced, which is very distracting and upsets his work. He claims Betty has told him that the Lord has given her a vision that one day she and Pastor John will be married (despite the fact that Pastor John is already married with two young children). Pastor John complains, “She’s driving me crazy; it makes me not want to come into work.” One of the elders makes it clear that he considers the whole thing a joke, saying, “Pastor, I think you should be able to handle this woman. This doesn’t merit the attention of council.” Getting nowhere with his council, Pastor John contacts a Safe Church Team member for advice.

Considerations

- Take the concern seriously. Stalking is very serious and dangerous.
- Gender does not make a difference. Stalking has big impacts and must be stopped.
- Pastors need to set healthy boundaries, and may also need help and support from the council to protect those boundaries.

6 Roger and Rachel

Pastor Paul gets a call from Roger, who is in jail, hoping the pastor will be able to help bail him out. He has recently moved to the area, has no other family nearby and doesn't know where else to turn. He has been arrested for assaulting his wife. The pastor is shocked! Roger is an upstanding man, and Pastor Paul can't imagine he would ever intentionally hurt his lovely wife. Rachel, his wife, also calls the pastor, from the hospital where her minor injuries are being assessed. She expects to be released soon. Rachel is so thankful for Martha, a woman from church, who is able to watch their little girl while she is at the hospital. Martha's daughter is 3 years old, almost the same age as Rachel's daughter. Rachel says she also wants the pastor to help bail her husband out of jail. "I never meant for him to go to jail," she says, "I just want him to stop getting so angry and hurting me the way he does." Pastor Paul is very hesitant to step into this situation and decides to contact a Safe Church Team member for consultation.

Considerations

- Consider the legitimate role of a pastor in the request to bail a parishioner out of jail. Is that part of being a church family? (There may be a general answer, but also mitigating factors in answering this question.)
- Each party needs separate professional help—no couple's counseling in an abusive relationship.
- Offer resources—perhaps a consultation call with a local domestic violence shelter to find out what resources are available would be helpful.
- Contact child protective services or children's aid to determine the danger to the 3-year-old child.
- Recognize that abuse is not anger out of control, anger management is not what's needed; batterer intervention group work has been shown to be most effective.
- The congregation is most effective in a listening, supporting, and walking alongside role.

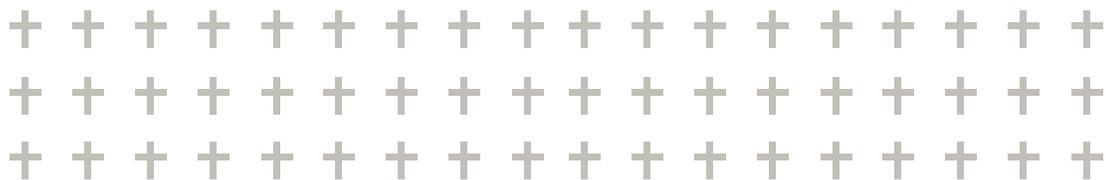
 **Say:** We certainly have covered a lot of information in this session. I know the subject matter wasn't necessarily easy.

 **Ask:** Based on what you learned today, what is one action you are going to take? Please write it down.

 **Do:** Close in prayer.

Additional Resources

- **Mandate Reporter Training**
CareHouse of Oakland County offers online mandate reporter training free of charge at <https://www.carehouse.org/mandated-reporter-training/>. For in-person training, contact Michael Lhamon through the Michigan Department of Health and Human Services at lhamonm@Michigan.gov or (616) 443-0876.
- **The National Center on Sexual Behaviors of Youth**
ncby.org
- **Child Welfare Information Gateway**
Free online resources are available at www.childwelfare.gov.
- **Church of the Nazarene**
Access to excellent resources is available through www.nazarenesafe.org and www.protectmyministry.com.



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Slide 1



Church Leader Training
CREATING A SAFE CHURCH MINISTRY



Slide 2

SESSION OBJECTIVES

- 1 Acknowledge the importance of overcoming silence and denial.
- 2 Define sexual abuse.
- 3 Explain the impacts for children and adults.
- 4 Develop an awareness of abuse and predatory behaviors.
- 5 Implement an abuse response policy.

Slide 3



THE SHORT COURSE ON SEXUAL ABUSE

Expect denial.	What is publicly known is usually just the tip of the iceberg.
Understand, it's not about sex.	Chaos breaks out.
Abuse usually doesn't "just happen."	

Slide 4

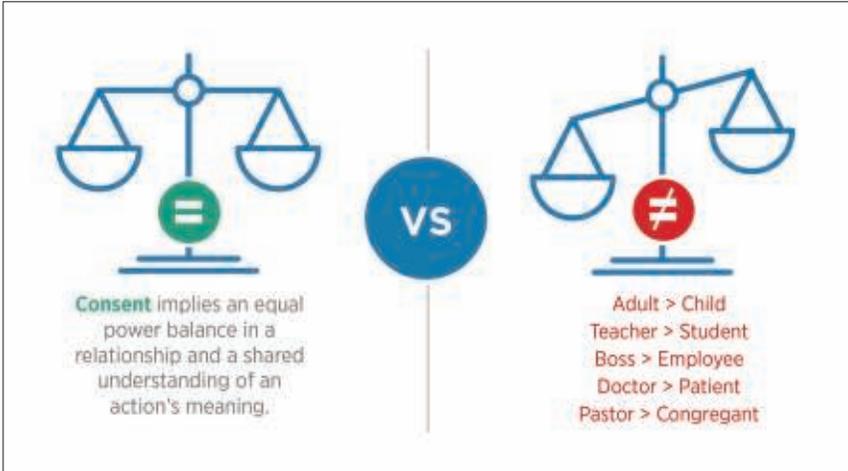


Sexual abuse is harmful and/or exploitive.
Sexual abuse is not consensual.

TOUCH
 Inappropriate fondling, touching, and/or intercourse.

NON-TOUCH
 Sexual comments, pornography, and/or watching sexual activity.

Slide 5



Consent implies an equal power balance in a relationship and a shared understanding of an action's meaning.

VS

Adult > Child
 Teacher > Student
 Boss > Employee
 Doctor > Patient
 Pastor > Congregant

Slide 6

CHILDHOOD TRAUMA	
Childhood Brain Development	
Cognitive Delays	Language development, intelligence, and/or trouble in school.
Emotional Impairment	Attachment disorders, inability to form relationships, and/or isolation.
Spiritual Formation	Inability to believe that God is good or that they are loved by God.
Lifelong Effects	
Physical Health	Obesity, gastrointestinal problems, headaches, and/or diabetes.
Psychological Health	Depression, anxiety, low self-esteem, and/or addictive behaviors.
Spiritual Impacts	Inability to trust and form relationships. Loss of faith and hope.

Slide 7



Adverse Childhood Experiences (ACEs)

- Domestic violence
- Parental abandonment through separation or divorce.
- A parent with a mental health condition.
- Being the victim of abuse. (Physical, sexual and/or emotional)
- A member of the household being in prison.
- Growing up in a household in which there are adults experiencing alcohol and drug use problems.

Slide 8



The unresolved trauma of abuse impacts the way a person feels about themselves, the way they relate to others, and their relationship with God—it affects everything!

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Slide 9

“ An ounce of prevention is worth a pound of cure.”

Benjamin Franklin

Slide 10

GROOMING

- ENGAGEMENT**
 - Targeting the child.
 - Gaining the child's and caregiver's trust.
 - Filling a need.
 - Isolating the child.
- SEXUALIZING THE RELATIONSHIP**
 - Desensitization.
- SECRECY**
 - Maintaining control.

Slide 11

Sexual abusers come from all walks of life and cannot be picked out or identified by appearance.

Slide 12

IMPLEMENT A SCREENING PROCESS

Written Application + Face-to-face Interview + Reference Check + Church Attendance

Slide 13

BACKGROUND CHECK
RED FLAGS



- Providing alcohol.
- Tobacco
- Pornography
- Contributing to delinquency or indecency.
- Exhibitionism.
- Voyeurism.
- Assault.

Slide 14



Effective policies and procedures serve as a deterrent and make your church a less attractive target for an abuser.

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Slide 15

ABUSE RESPONSE POLICY

- ✓ Contact the authorities.
- ✓ Care for the victim by placing the victim's needs first.
- ✓ Assign someone to the victim and family, seeking outside expert help as needed.
- ✓ Put measures in place to limit the exposure of the accused to the life of the church.*





FAMILY LEADERSHIP
INITIATIVE