

SAFE CHURCH

a policy by and for

BETHEL MENNONITE CHURCH
WINNIPEG, MB

Revised & Accepted: November, 2017

SAFE CHURCH POLICY

Bethel Mennonite Church

May, 2017

Section 1 – STATEMENT OF POLICY

Purpose

The purpose of this document is to ensure that Bethel Mennonite Church be a safe place for all children. The policies and procedures outlined in this document are intended to protect children from harm or abuse, adults who work with them from false allegations, and the church from unnecessary litigation.

Basis for the Policy

The topic of abuse in the church can produce a sense of uneasiness, reluctance and even resistance. For those who have experienced a deep level of trust and safety in their own family and their church experience it is disturbing that such abuse occurs. Our belief in love, care and community should not blind us from the reality that abuse does happen even in the church.

The church has spiritual, moral, legal and societal responsibilities to ensure a safe environment for children participating in church programs.

Spiritual and moral obligations are reflected throughout the Scripture. It is clear that God embraces children with love and places their nurture and care in the hands of the church community.

There are also legal and societal responsibilities which demand that we protect children. As secular organizations are called to clarify and enforce procedures to ensure safe environments, so too must the church. Indeed, the church can provide positive testimony to the community by adhering to standards that are equal to or exceed society's requirements.

Beyond these responsibilities, the faith and practices of Bethel Mennonite Church are also shaped by:

- Confession of Faith in a Mennonite Perspective¹
- Mennonite Vision Statement, Vision: Healing and Hope²

¹ *Confession of Faith in a Mennonite Perspective*, Herald Press, 1995.

² *Vision: Healing and Hope* God calls us to be followers of Jesus Christ and, by the power of the Holy Spirit, to grow as communities of grace, joy and peace, so that God's healing and hope flow through us to the world.

Section 2 - DEFINITIONS

Bethel Mennonite Church hereby adopts a policy of zero tolerance of behaviours defined below.

Definition of Abuse³

Abuse means an act or omission by any person where the act or omission results in:

- (a) physical injury to the child,
- (b) emotional disability of a permanent nature in the child or is likely to result in such a disability, or
- (c) sexual exploitation of the child with or without the child's consent;⁴

Physical abuse is any deliberate physical force or action that results, or could result, in injury to a child. It can include punching, slapping, beating, shaking, burning, biting or throwing a child. It is different from what is considered reasonable discipline.

Emotional abuse is a pattern of behaviour that attacks a child's emotional development and sense of self worth. It includes excessive, aggressive or unreasonable demands that place expectations on a child beyond his or her capacity. Emotional abuse includes constantly criticizing, teasing, belittling, insulting, rejecting, ignoring, or isolating the child.

Sexual abuse is any sexual exploitation of a child, whether consensual or not, by an adult or older child. Physical, psychological or emotional coercion is intrinsic to sexual abuse. It is against the law to touch a child for a sexual purpose; to encourage or force a child to touch another person in a sexual way; to encourage or force a child to participate in any sexual activity; or tell a child to touch him or herself for an adult's or older child's sexual purposes. Sexual abuse takes many forms—for example, sexual intercourse, exposing a child's private parts, indecent phone calls, indecent photographs, fondling for sexual purposes, watching a child undress for sexual pleasure.

Neglect is the failure to meet a child's basic needs for food, clothing, shelter, sleep, medical attention, education, and protection from harm. Young children should never be left unattended.

Harassment is the repeated subtle or overt action, particularly by a person in a position of authority, which causes the recipient to feel attacked, demeaned, intimidated or manipulated.

Bullying is a social relationship where an individual repeatedly picks on another individual. It can be physical, verbal or psychological. Perpetrators are equally likely to be boys or girls. Extortion, intimidation and destruction of property are all part of the behaviour pattern. Bullying affects the whole community, not just the bully and the victim. Peers are more important than they realize. They can be part of the audience, support the destructive behaviour, or intervene in a positive way, perhaps by reporting the situation. As they grow up, childhood bullies may transfer their abuse of power to other forms of harassment, violence, or abuse, and they may become workplace bullies.⁵

Inappropriate touching includes instances when the touching is initiated by a child to an adult. Staff and volunteers must avoid the following:

- Kissing a child, coaxing a child to kiss you, extended hugging and tickling;
- Touching a child in any area that would be covered by a bathing suit (exceptions would be made when assisting a child with toileting, see below);
- Carrying an older child (age 7) or having them sit on your lap;
- Being alone with a child;
- Massaging a child.

Other Definitions

- **Accuser** means a person making an allegation of abuse.
- **Accused** means a person who has been accused of abuse.
- **Adult** means any person over the age of majority (18 years old).
- **Applicant** means someone applying to work with children.
- **Child(ren)** means any person under the age of majority (18 years old).
- **Church** means Bethel Mennonite Church.
- **Staff** means anyone employed by the Church.
- **Volunteer** means one who works without pay for the Church. This includes those who receive stipends or honorariums from the Church.

³ Definitions of abuse taken from the *The Child and Family Services Act of Manitoba* found at <http://web2.gov.mb.ca/laws/statutes/ccsm/c080e.php> as of 2007 and 2017, other definitions of abuse taken from The Children's Aid Society of London and Middlesex at http://www.caslondon.on.ca/protect_what.htm#physical_abuse as of 2007.

⁴ See Appendix A for indicators of abuse.

⁵ Description of Bullying taken from the *Canada Safety Council Website*, <http://www.safety-council.org/info/child/bullies.html>.

Section 3 - SCREENING

Bethel Mennonite Church will:

- appoint a Safe Church Officer (from within the Church) who will be responsible for the administration of this policy and report directly to Church Council. Duties include: collecting, processing and maintaining all Volunteer Application Forms⁶, Child Abuse Registry Forms and Criminal Records Checks. Review the applicants as noted in this policy and offer advice and judgments on issues relating to this policy.
- when required, appoint a Safe Church Director (from outside the Church) who will be responsible for major interpretations of this policy and assist the Safe Church Officer and the Church in the process when an accusation has been made.

The Safe Church Officer will:

- require that new applicants have been associated with Bethel Mennonite Church or its staff for a minimum six-month before they can begin to work with children.⁷
- require applicants who wish to work with children to complete and return following:
 1. A Volunteer Application Form;
 2. A Child Abuse Registry Form (CAR)⁸;
 3. A Criminal Records Check (CRC)⁹
- forward the CAR and the CRC to the appropriate offices for processing.
 - if the CAR indicates that the applicant is not on the Child Abuse Registry and the CRC indicates no previous convictions, they will be considered to work with children.
 - if the results of the CAR or the CRC raises questions regarding the applicants suitability to work with children, the Safe Church Officer will take the additional steps of:
 - contacting references indicated on the applicant's Volunteer Application Form;
 - check the appropriateness of the applicant in confidence with a member of the Pastoral Team;
 - make a decision, along with the Pastors, regarding the appropriateness of the applicant in the volunteer position. The decision will be documented and conveyed only to the applicant.
- maintain all files relating to the Safe Church Policy as outlined below in the Operational section.
- a volunteer working with children will be required to complete a CAR and CRC every three years.

⁶ See Appendix B.

⁷ Positions requiring this Screening Procedure include, but is not restricted to: Sunday School teacher, Youth group sponsor, Morning out for Moms volunteers, Pastoral staff visitation, Bethel Kidz and Sports Club leaders, 330 leaders, Children's Choir leader.

⁸ Child Abuse Registry forms available directly from the Safe Church Officer or the church's Administrative Assistant. Once the CAR form is completed return it to the Safe Church Officer who will submit them to the Government of Manitoba.

⁹ An online Criminal Records Check is available online from the Winnipeg Police Services website and a paper copy is available at the church office. The cost for the Criminal Records Checks will be reimbursed by the Church.

Section 4 – OPERATIONAL

To maximize the feeling of safety for all people, including children, Bethel Mennonite Church, its programs, volunteers and staff will abide by the guidelines outlined below. There may be occasional training events for volunteers in the areas of abuse prevention and indicators of abuse. The need for training events will be determined by a Safe Church Officer, a Pastor of the Church, the Education Committee or upon request.

- Any physical forms of discipline are not acceptable.
- Human warmth expressed through **appropriate touch** can foster a sense of acceptance, belonging and significance. Here are ways that staff and volunteers can express their love, care and concern in acceptable ways:
 - Bending down to the child's eye level and speaking kindly;
 - Listening to him or her carefully;
 - Putting an arm around the shoulder of a child who needs quieting or comforting;
 - Patting a child on the head, hand or shoulder to affirm him or her;
 - Offering a hand to a child for a "high or low five";
 - Holding a preschool child who is crying.

It is suggested that the adult ask the child for permission to touch them appropriately. This can ward off any false allegations and empower the child to say "no" if they do not feel comfortable with such an act.

- A team approach for children's ministries is to be used. Normally there are at least two adults present for all children's programs. **Exceptions:** In the case of Sunday School classes where there is one teacher the door will have a uncovered window or the classroom door shall remain open. In the case of mentoring relationship (which is by nature one adult with one child) our screening procedures, parental involvement and consent will contribute to providing a safe environment.
- We will strive to have at least one volunteer of the gender(s) that are represented in the group of children being supervised.
- Classrooms and meeting places should be managed to create a feeling of safety and openness. Leave the windows in the room uncovered and the door open whenever possible.
- If staff or a volunteer needs to talk with a child in confidence, the conversation will be held in the presence of another adult or out of earshot but in view of at least one other adult. If this is not possible, the staff or volunteer person must be accountable to another adult for any time spent with an individual child one on one, this will be done by indicating to another adult the amount of time that will be spent with the individual child and the content of the conversation. This should be documented in an Incident Report.¹⁰
- In the case of little children who need assistance with toileting the volunteer should notify another volunteer they are tending to the child's toileting needs.
- All volunteers who are within five years of the children under their supervision or under 18 years old must have an adult volunteer or staff present at all times.
- Give parents advance notice and information (start time, end time, location, transportation, cost, supervision, activity) regarding the event involving their children.
- Drivers during any children's event must be an adult volunteer, staff or parent designated by the volunteer or staff member.
- For retreats, lock-ins and other overnight activities, there shall be separate sleeping areas for male and females.

¹⁰ See Appendix D.

- In cases where a volunteer or staff is transporting a single child there shall be another adult in the vehicle. If this is not possible, these circumstances are to be communicated to another volunteer or staff person prior to leaving.
- The Safe Church Policy will be available in the Member section of the church website. Paper copies are available upon request from the church office.
- The Church will provide adequate insurance coverage for its volunteers and staff.
- There are many situations and variations that fall outside of this policy, therefore it is recommended that volunteers document situations and events that are open to possible misinterpretation. This documentation should be shared with a member of the Pastor Team or the Safe Church Officer at the time of occurrence.
- All information gathered in relation to the Safe Church policy must remain confidential, it shall be stored in the main office of the Church. Only the Safe Church Officer, Pastoral Team and the Administrative Assistant shall have access to these files. Applicants may view their file by providing a written request to the Safe Church Officer.

Section 5 – RESPONDING

The goal is to develop guidelines whose purpose is to **protect the accuser, deal fairly with the accused and protect the rights of all persons involved within the Church.**

Observing and Disclosure

Suspicions of potential abuse may be raised in a number of ways, including: actual witnessing of an abusive incident, observing physical or psychological signs; symptoms of abuse with no actual report by the child; hearing a report of abuse directly from a person. **All accusations or suspicions will be taken seriously.** In the case of any suspected abuse, the following procedures shall be observed in the order stated below.¹¹

- While it may, at times, be appropriate to ask a child how an observed symptom appeared, it is never appropriate to ask any leading question which might suggest to a child that s/he has been abused or suggest names, places or methods of abuse. Further, no person shall conduct any investigations or question any individuals regarding suspected child abuse unless otherwise authorized by the appropriate authorities. Such investigations can be undertaken only by the Child and Family Services or the police.

Reporting

Manitoba law requires that abuse and neglect be reported to civil authorities (Police or Child and Family Services (CFS)).

- Any staff or volunteer of the Church having reasonable suspicion of the abuse of a child must report the suspicion to the local Child and Family Services (**1-866-345-9241**) or the police immediately. This report may initially be on a consultative basis without revealing the identity of any person involved, but if the police or CFS representative indicates that an investigation must be undertaken, then all pertinent information must be provided. Any delay in reporting or providing the appropriate information may place the child at further risk.
- The volunteer or staff may wish to consult with the Safe Church Officer or a Pastor of the Church, but only if doing so does not delay the reporting of the concerns to the authorities. The volunteer or staff member reporting a suspicion of abuse must notify the Safe Church Officer and the Lead Pastor.¹² This information must also be relayed to the Church Council Chair through the Lead Pastor.
- It is expected that volunteers or staff who were witness to or observe symptoms or events raising concern regarding abuse of a child will document their observations in an Incident Report. This report is to be written and signed as soon as possible after appropriate reporting to the authorities. The report will be provided to the Safe Church Officer. A log of all follow up involvements regarding this concern will be maintained by those involved.
- Any report and subsequent documentation of suspected child abuse is to be considered and treated as confidential. Access to this information will be limited to specified persons at the Church responsible for providing leadership in this area, to the CFS and the police. When required, a Church-appointed attorney and/or insurance carrier will also have access.
- The notification of the child and/or child's parents/guardian and/or the accused of the suspicion of abuse will be carried out only by CFS and the police.
- If the accuser has brought an accusation of abuse by a Pastor of the Church follow the procedures outlined in "*Ministerial Sexual Misconduct Policy and Procedure*" by Mennonite Church Canada.
- If the accuser is an adult, the Church Council Chair shall consult an attorney as to whether the incident should be reported to legal enforcement authorities. Any legal advice should be acted upon immediately.

¹¹ This section was aided by Mennonite Church of Eastern Canada (MCEC) Safe Space Policy in 2007..

¹² In the case where an accusation is made against the Senior Pastor, the information should be relayed directly to the Church Chair Person.

Responding

- If the accused is a volunteer or staff member of the Church, s/he will immediately be suspended from his/her office or duty, pending the outcome of the investigation.
- For staff members the suspension will be carried out with full pay.
- The suspension from duties will not be viewed or accepted as the “guilt” of the accused, but only as an indication of the priority given to protect the one who has brought the allegation.
- It is recognized that the reporter(s) to any suspicions of abuse will require support, especially once a report is made to the authorities. Appropriate pastoral support is key to their well-being and they should also be instructed on how to respond if the child, parents, or other interested parties contact him/her. Such instruction should include:
 - Refraining from sharing any statement made by the child with anyone other than the authorities;
 - Refraining from sharing information with the parent or any other person, that has not been reported to the authorities;
 - Refraining from attempting to convince a parent that the alleged abuse happened or did not happen;
 - Listening to any information a parent or other party may offer about the suspected abuse, recording it immediately after the conversation and ensuring that the additional information is reported in a manner consistent with the original report of suspected abuse;
 - Assuring parents of the confidential nature of the report and the need to maintain confidentiality.
- Church Council Executive will designate one person to be the Church’s contact for inquiries from social services, law enforcement, the media and the congregation. The spokesperson will have legal counsel present while answering investigational questions from various legal or social agencies.
- Plans for pastoral or possibly clinical support of all parties (accuser, accused, reporter(s)) involved will be developed by the Safe Church Officer and a Pastor of the Church. .
- The decision whether or not to reinstate the accused to his/her previous position or duty will be dependent on the outcome of the investigation. Reinstatement will be made only if it is deemed safe and proper to do so; therefore, in consultation with CFS, police, and legal counsel. If the accused is reinstated, efforts will be made to restore strained relationships and facilitate a healing process.

APPENDIX A - UNDERSTANDING PHYSICAL ABUSE

Physical Indicators

Unexplained bruises, welts, lacerations or abrasions

- bruising in unusual places including face, around the mouth, eyes, torso, back, buttocks, back of legs or in the genital area
- bruising that displays a pattern such as teeth or a handprint or bruising that leaves a mark from an object (e.g. - electrical cord or belt buckle)

Unexplained burns

- burns with unusual shapes such as circular in shape could be the result of a cigarette burn or a patterned burn such as a stove element.
- burns from immersion in hot water will have a distinct transition line between the area burned and the unaffected area.
- rope burns on arms, legs, neck or torso

Unexplained fractures or dislocations

- skull, facial, bones
- spinal fractures
- dislocations, particularly of shoulders or hips
- multiple fractures in various stages of healing

Other forms

- indigestion
- bald patches on scalp
- bruising in children under 2 years
- black eye or retinal hemorrhages

Health Indicators

- malnutrition
- eating disorders
- failure to provide adequate food or water to a child

Behavioural Indicators

- child being unable to explain how an injury occurred
- child having unlikely or inconsistent explanations for an injury
- wary of adults
- child cringes or flinches when touched unexpectedly
- extreme aggression or withdrawal
- indiscriminately seeking attention
- extremely compliant and eager to please

It is important to note that if you feel a child has been abused or neglected that you do not attempt to investigate and make the determination regarding whether or not abuse has occurred. This is the role of the child protection agencies. Should you have a concern that a child may have been abused or that a child may be at risk of abuse or neglect, you should report your concern without delay.

Taken from www.purpleribbon.ca/Physical_Abuse.html, May 18, 2005. Website no longer active.

APPENDIX A - UNDERSTANDING SEXUAL ABUSE

Sexual abuse occurs when a child is used for sexual purposes by a person in a care-giving role. The Criminal Code of Canada identifies sexual abuse as including:

- * sexual interference
- * invitation to sexual touching
- * sexual exploitation of a child
- * parent or guardian procuring sexual activity from a child
- * householder permitting sexual activity
- * exposing genitals to a child with sexual intent
- * sexual assault.

Physical Indicators

- * unusual pain or itching in the genital or anal area
- * difficulty or pain sitting or walking
- * pain during urination
- * torn, stained or bloody underwear
- * unplanned pregnancy, especially in the early teen years
- * injuries to the genital or anal area (bruising, swelling, infection)
- * contracting sexual transmitted disease
- * recurrent vaginal infections in a child under 12 years of age

Behavioural Indicators

- * age inappropriate sexual play with toys, with others or with self
- * displaying bizarre, sophisticated or unusual sexual knowledge
- * regressive behaviour in younger children (e.g.- bedwetting, thumb sucking)
- * sudden fears or phobias (e.g.- fear of the dark, men, particular situations)
- * running away from home
- * abuse of alcohol or drugs
- * noticeable personality changes
- * drawings of a sexual nature
- * extreme mistrust
- * states he/she is being sexually abused
- * confusion about sexual identity, norms, love, care-getting/ care-giving
- * engaging in promiscuous behaviour such as prostitution
- * demonstrating seductive behaviours

It is important to note that if you feel a child has been abused or neglected that you do not attempt to investigate and make the determination regarding whether or not abuse has occurred. This is the role of the child protection agencies. Should you have a concern that a child may have been abused or that a child may be at risk of abuse or neglect, you should report your concern without delay.

Taken from www.purpleribbon.ca/Sexual_Abuse.html, May 18, 2005. Website no longer active.

APPENDIX A - UNDERSTANDING EMOTIONAL ABUSE

Emotional is a common yet poorly understood form of child abuse and neglect. Many care-givers will state that even though they yell, threaten and belittle their child they are not being abusive because they have not hit the child. However, emotional abuse can have long-term implications for the child's development.

Emotional abuse occurs in all acts which result in the absence of a nurturing environment for the child. It occurs when the care-giver chronically treats the child in a negative way such that the child's self image and self esteem is, or is likely to be, seriously harmed.

Emotional abuse can include: constant yelling, demeaning remarks, rejection, excessive ignoring or isolating of the child, terrorizing the child.

While emotional abuse can have the most pronounced and long lasting damage to a child, it is also the most difficult form of abuse to prove.

Physical Indicators

- * speech disorder
- * failure to thrive (grow) with no organic cause
- * sleep disorders
- * presence of psychosomatic complaints (e.g. - headaches, nausea, stomach aches)
- * involuntary twitching of muscles, especially on face

Behavioural Indicators

- * mental or emotional development lag apparent
- * hyperactive/ disruptive behaviours
- * behaviour extremes (e.g. - withdrawn, aggression and demanding)
- * overly adaptive behaviour (e.g. - too well mannered)
- * inhibited play
- * usually fearful of consequences of actions, often leads to lying
- * threatened or attempted suicide
- * in play, demonstrates emotional unattachment to dolls or children
- * states no one care about him/her, that he/she is no good and won't succeed
- * compulsively clean and neat

It is important to acknowledge that all care givers sometimes become upset or impatient with children and occasionally raise their voices. This is not necessarily abuse. It become emotional abuse when the comments made by the care-giver are aimed at belittling, humiliating, threatening or terrorizing the child.

It is important to note that if you feel a child has been abused or neglected that you do not attempt to investigate and make the determination regarding whether or not abuse has occurred. This is the role of the child protection agencies. Should you have a concern that a child may have been abused or that a child may be at risk of abuse or neglect, you should report your concern without delay.

Taken from www.purpleribbon.ca/Emotional_Abuse.html, May 18, 2005. Website no longer active.

APPENDIX A - UNDERSTANDING NEGLECT

Physical Indicators

- * malnutrition, dehydration, weight loss, anaemia
- * poor hygiene - possible illness as a result
- * severe diaper rash, skin rashes, dirty hair and face, persistent body odour
- * constant lack of supervision or abandonment
- * consistent fatigue, listlessness, lethargy

Behavioural Indicators

- * infants may be non-responsive
- * children have not bathed for several weeks, emit strong body/mouth odour, teeth encrusted with green or brown matter
- * children may ask neighbours for food or attend school frequently without a lunch
- * insufficient clothing to protect children from the elements and an injury has, or is likely to occur (e.g. - frostbite)
- * lack of basic and essential items of clothing or clothing is soiled/stained beyond cleaning
- * child states her/she is left unattended

It is important to remember that neglect is a complex condition in a family and requires careful assessment to determine if it is really a case of child neglect. Many of the indicators of child neglect appear similar to the conditions associated with poverty. However, remember poverty is not child neglect. Many poor families struggle to make ends meet yet still are able to bathe their children regularly and meet their basic needs.

Where families can not meet the needs of their children due to poverty, the Children's Aid Society will often work with the parents to develop a plan to ensure that the children's needs are being met.

Neglect is the result of a parent or care-giver intentionally failing to meet the needs of their children. This would be an act of neglect by commission. An example of this would be the parents do not buy lunch supplies for their children because they spent the money on cigarettes or alcohol.

However, neglect can also occur as a result of omission. An example of this would include a parent who does not bathe their child and the child has to attend school day after day in the same dirty clothes.

It is important to note that if you feel a child has been abused or neglected that you do not attempt to investigate and make the determination regarding whether or not abuse has occurred. This is the role of the child protection agencies. Should you have a concern that a child may have been abused or that a child may be at risk of abuse or neglect, you should report your concern without delay.

Taken from www.purpleribbon.ca/Neglect.html, May 18, 2005. Website no longer active.

References

Please provide two character references (other than family members). One reference can be from within the Church and the other reference must not be connected with the church. Either reference should be able to speak to the applicant's prior volunteer experience.

1. _____
Name Home / work phone Relationship

2. _____
Name Home / work phone Relationship

Waiver / Release

I authorize Bethel Mennonite Church to contact the above noted references in regard to my application to volunteer. I confirm that all information which I have given on this form is true and accurate to the best of my knowledge. I further authorize Bethel Mennonite Church to collect and retain any personal information in connection the volunteer role which I may be given at Bethel Mennonite Church.

Should my application be accepted, I agree to abide by Bethel Mennonite Church's policies, including the SAFE CHURCH policy which I have read (which is available at www.bethelmennonite.ca).

I declare that I have not been the subject of a Criminal Charge or Conviction or Child Abuse Investigation and should I be I will notify the Bethel Mennonite Church's Pastoral Staff immediately.

Print name

Signature

Date

APPENDIX C – VOLUNTEER REFERENCE CHECK

VOLUNTEER REFERENCE CHECK

Bethel Mennonite Church

Confidential

Applicant Name

Name: _____

Position Applied For: _____

Reference Information

Name: _____ Phone Number: _____

Date of Interview: _____ Interviewed By: _____

Interview Responses

1. How long have you known the applicant? _____
2. In what capacity? _____
3. What are the applicant's strengths and weaknesses in regard to the position applied for?

4. Is the applicant reliable? _____
5. Can he/she work independently? _____
6. How does he/she handle being supervised or supervising others? _____

7. How does he/she handle confidential information and positions of trust? _____

8. Describe his/her relationship with children and youth. _____

9. Knowing that the applicant will be working with children and/or youth do you have any concerns?

APPENDIX D – INCIDENT REPORT FORM

INCIDENT REPORT FORM

Bethel Mennonite Church

CONFIDENTIAL

Date of Incident:

Time of Incident:

Location of Incident:

Name of Person completing this report:

Bethel Mennonite Church Staff Persons or Volunteers Present:

Describe in detail the incident that happened.

Describe what actions that have been taken.

Describe the response of the child or youth.

Signature of Reporter:

Date:

Return to a Pastor of Bethel Mennonite Church