

## SAFE MINISTRY POLICY

The information below is an excerpt from our *LC04 Policy and Procedure - Serving in children's/youth ministry* document.

### **Aim**

Lighthouse Church seeks to take seriously the Bible's mandate to be proactive in the welcoming, spiritual nurture, protection, safety and care of those in our ministries both adults and children<sup>1</sup>. We also aim to enable and protect those ministering to children. To build and maintain a safe community for our children and adults, Lighthouse Church is committed to:

### **1. Selection and screening**

We will carefully select and screen all children's/youth ministry workers including:

- regular attendance at Lighthouse Church for at least 3 months to enable consideration of desirable ministry characteristics
- completion of Lighthouse Church's membership process which includes formal approval by the Administration Committee
- verification of a current working with children clearance
- provision of two references confirming character and suitability for ministry.

### **2. Training**

Our children's/youth ministry workers will complete approved safe ministry training which includes appropriate behaviour in ministry and how to identify and report abuse and/or significant risk of harm. Ministry workers are to complete revision training every 3 years.

Children's/youth ministry workers will also be provided with ongoing training, supervision and support appropriate to their needs.

### **3. Guidelines**

We maintain and provide guidelines to ensure common expectations regarding safe and appropriate behaviour and role and responsibilities in ministry as related specifically to children's/youth ministry<sup>2</sup>, and to church activities generally<sup>3</sup>.

This information is provided to all children's/youth ministry workers, is readily available on our website, and is utilised in the training and supervision of ministry workers. These guidelines are considered 'working documents' and are regularly updated to reflect changes and improvements in practice in consultation with members, ministry workers and church leadership. A formal review of these guidelines is scheduled and completed annually.

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<sup>1</sup> Deuteronomy 6:4-7, Matthew 18:1-6, Mark 10:13-16.

<sup>2</sup> LC03 - Safe children's/youth ministry and LC04 - Serving in children's/youth ministry

<sup>3</sup> LC07 Policy and procedure - work health and safety

#### **4. Reporting procedure**

We have clearly documented procedures to guide ministry workers, safe ministry representatives/supervisors and church leadership in reporting and addressing disclosures and concerns or allegations of abuse or significant risk of harm<sup>4</sup>. Procedures include the following principles:

- Ministry workers will not take action on their own, but will report to their ministry overseer
- Overseers will be trained in reporting requirements
- The mandatory reporting guide will be utilised where indicated
- Required action will be taken promptly.

#### **5. Northern Lakes' children's/youth ministry contacts**

- Lighthouse children's/youth ministry            Michael Davis
- Scripture in schools                                    Connan O'Shea
- Safe ministry representative                    Robyn Withers

Formal members can access contact details online via the Hub.

**This document is located on the Lighthouse Church website [www.lighthouse.net.com.au](http://www.lighthouse.net.com.au) and forms part of the Safe Ministry Online training for ministry workers.**

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<sup>4</sup> LC03 - Safe children's/youth ministry and LC04 - Serving in children's/youth ministry