1 The Task Force is a group that came together in the Summer of 2023 to identify policy elements that should be implemented in order to create a safe church environment.

2 The "church" is nameless with ministers known as "workers" and the church members as people who are "professing", and together they make up "the friends". The ministers go two-by-two in defined "fields", and are homeless with few posessions, relying on open homes in the field to stay at for a few nights at a time, except where impractical such as in foreign lands where they may have a bach. Sunday AM fellowship meetings and Wednesday night bible studies are held in the home, weekly Gospel Meetings and Special Meetings are usually held in rented spaces, and annual Conventions are held regionally, usually in rural spaces owned by some of the friends but also in rented spaces. The fellowship is known by some as The Truth or 2X2s,

3 The Task Force Mission is: Develop framework for an effective, CSA/SA policy and begin to work collaboratively towards implementation. Our work product can a)
Assist efforts to develop Safe Church policies; b) be used as a benchmark for assessing the adequacy of church policies (for example, by scoring as noted in #7 below).

4 The Task Force identified that two separate policies are needed:
1) Safe Church Policy - this policy would be administered by the chrch members (ie, not the ministry)
2) Safe Ministry Policy - this policy would be administered by the ministry, with transparency to the church

5 "Essential" policy elements are those that those that the Task Force feels must be in a Safe Church policy.

6 "Best Practice" policy elements are those that the Task Force feels would be in an ideal Safe Church policy.

7 To "score" a Safe Church Policy or a Safe Ministry Handbook against our findings, simply use Column E in each of the respective worksheets and note using a 1 or a 0 if that element exists or doesn't exist in the policy. Then, tally the totals and quantitatively compare, for example stating that a certain Safe Church policy has X of the 42 Best Practice elements, Y of the Negative elements, and that a Ministry Handbook has Z of the 24 Best Practice elements.

8 Feedback or questions on these policy elements can be directed to: safefellowshipfeedback@gmail.com

Version 1.0 September 20, 2023

Elements of the An Effective Safe Church CSA/SA Policy

By the CSA/SA Safe Church Task Force, v 1.0, September 20th, 2023	Essential	Best Practice
Introductory Statements		
1 Clear Safe Church CSA/SA purpose statement	X	X
2 Policy covers SA (in addition to CSA)	X	X
3 Acknowledgement that CSA/SA is a problem & is a church responsibility to fix and to help the victims	X	X
4 Church statement that CSA/SA will not be tolerated	X	X
5 Commitment that all complaints will be properly investigated	X	X
6 Share how the policy was developed (ideally in an open process)	X	X
7 Provide a statement of children's rights for safety and protection	X	X
8 Define restorative justice and explain why it's important (RJ means to repair the harm to victims and the broader church community)		X
Policy Oversight		
1 A Safe Church Committee, independent of the ministry, is responsible for policy administration, training, and compliance	X	X
2 Policy is distributed and easily accessible by all in church	X	X
3 Each complaint is tracked and documents are maintained	X	X
4 Documentation & document control system in place, with Management of Change (MOC), overseen by the Safe Church Committee		X
5 A database of perpetrators (alleged, confirmed, and convicted) is maintained by the Safe Church Committee		X
Resources		
1 Training materials made available to help church members understand and follow the policy (including how to report abuse) as well as be trained on CSA/SA safety	X	X
2 Documents and videos available to broader church for education on CSA/SA and on how to report suspected abuse	X	X
Communication		
1 Policy regularly communicated with church	X	X
2 "See something say something" regularly encouraged throughout the fellowship	X	X
3 Care for congregation by timely release of information on a case that maintains confidentiality and is respectful of the victim	X	X
Training		
1 Defines who needs to be trained, the type of training, and frequency of training	X	X
Zero Tolerance Stance		
1 Confirmed perpetrators and alleged perpetrators under investigation are not allowed to participate in church meetings or events	X	X
Definitions		
1 Policy needs to include specific definitions	X	X
Reporting & Investigation		
1 Give credence to every allegation	X	X
2 All adult church members are expected to be mandatory reporters	X	X
3 Easy & clear access to confidential & safe CSA/SA reporting	X	X
4 Defined procedure for filing a CSA/SA complaint	X	X
5 No retaliation against victims or victim supporters (whistleblowers protected)	X	X
6 Assure confidentiality of victims, reporters, and alleged perpetrator	X	X
7 Investigation process must start and be conducted in a timely manner	X	X
8 Alleged perpetrator placed on leave or appropriately restricted while investigation underway	X	X
9 Independent, third-party investigators lead all investigations	X	X
10 Victim and family are provided emotional support and counseling during the investigation	X	X
11 Clear step-by-step procedure for interactions with accused and victim throughout the process	X	X
12 Church agrees to cooperate fully with law enforcement in cases where allegations are criminal	X	X
13 Clear process for reporting to legal authorities	X	X
14 Clear process for reporting to congregation and church leadership	X	X

15	Mechanism for reporting deviation or non-compliance to the Safe Church policy (ie, separate from reporting abuse)	X	X
16	Defined consequences for policy violation, including aiding offender, false reporting, failure to report by mandatory reporters, bypassing discipline guidelines	X	X
17	Defined disciplinary procedures for those who violate policy (ie, not arbitrary)		X

Restorative Justice & Reparations

1	Church should provide funds for ongoing therapy, through 3rd party, if offender is unwilling/unable to do so	X	X
2	Defined policy section to ensure safety of victims and victims family	X	X
3	Upon the conclusion of an investigation that finds wrongdoing, the church will take responsibility for providing restorative justice		X
4	Clear plan for the church to make public & private apologies that are sincere		X

Negative Policy Elements

1	Take the side of perpetrators, believe they can be rehabilitated, and find ways for them to attend services	X	X
2	Contains vague language	X	X
3	Allows leaders discretion to bypass the policy	X	X
4	Use risk assessments to determine if offender can return to church functions	X	X
5	Ministers or senior church members (eg, elders) provide abuse counseling in lieu of counseling by professionals	X	X
6	Stating in the policy that it's a zero tolerance policy without defining the "zero tolerance" stance	X	X

Elements for a Safe Ministry Handbook
By the CSA/SA Safe Church Task Force, v 1.0, September 20th, 2023

#	Transparency	Essential	Best Practice
1	Ministry Handbook developed in transparent manner, with church member input	X	X
2	Ministry Handbook made available to all in church	X	X
3	Ministry Handbook is version controlled within a documentation system		X

#	Worker Code of Conduct (C of C)	Essential	Best Practice
1	Ministers must agree in writing to abide by the C of C (unless they have done so in the Integrity & Edification F	X	X
2	Provides detailed lists of ethical and unethical conduct/behavior	X	X
3	Defines minister engagement with children (ie, not alone or without a responsible adult present)	X	X
4	Defines clear set of boundaries for interaction of ministers with adults	X	X
5	Ministers not allowed to have devotional or sexual relations with church members (except with spouse, if marr	X	X
6	Provides clear guidance on avoiding inappropriate conversations	X	X
7	Requires CSA, SA, and other physical or emotional abuse to be reported immediately	X	X
8	Requires ministers to be Mandatory Reporters, even if not required by law	X	X
9	Describes responsible use of electronic media, texting, and the internet		X
10	Covers ethical behavior outside of church meetings and events		X

#	Worker Integrity & Edification Policy	Essential	Best Practice
1	Ministers are properly interviewed and vetted (w/background checks) before being allowed to enter ministry	X	X
2	Ministers disclose prior CSA/SA allegations prior to entry into ministry	X	X
3	Ministers trained on, and sign, commitment to the Code of Conduct and Safe Church Policy	X	X
4	Ministers trained on reporting suspected violations of the Safe Church policy and the Worker C of C	X	X
5	Defined disciplinary process for breaching the Code of Conduct or Safe Church policy	X	X
6	Ministers educated on grooming	X	X
7	Counseling resources are identified and made available to ministers	X	X
8	Ministers have regular check-in conversations and annual reviews for coaching, guidance, and support		X
9	Regular educational program given to ministers (eg, help them with communication, dealing with situations, leadership, etc)		X
10	Ensure ministers have access to sufficient funds and time for mental, spiritual, physical, and emotional needs		X
11	The ministry collaborates with a group of Human Resources professionals that provide broad support and training		X

Definitions

Term	Helpful sources
Age-Appropriate Media	https://www.healthychildren.org/English/family-life/Media/Pages/TV-Ratings-A-Guide-for-Parents.aspx
Child Sexual Abuse	https://www.rainn.org/articles/child-sexual-abuse
	https://www.stopitnow.org/ohc-content/defining-child-sexual-abuse
Restorative Justice	https://www.justice.gc.ca/eng/cj-jp/rj-jr/index.html
	https://bjatta.bja.ojp.gov/media/blog/what-restorative-justice-and-how-does-it-impact-individuals-involved-crime
Safe language	https://www.safesecurekids.org/teaching-consent
Safe physical contact	https://www.kidsfirstinc.org/how-to-talk-to-young-children-about-body-safety/
Sexual Abuse	https://www.psychologytoday.com/us/basics/sexual-abuse
	https://apps.who.int/violence-info/sexual-violence/
Trauma	https://www.apa.org/topics/trauma
	https://www.samhsa.gov/trauma-violence
Trigger	https://www.healthline.com/health/triggered
	https://share.upmc.com/2021/08/trauma-trigger/

Helpful Resources

For adults:
https://voicesforthetruth.org/resources/about-sexual-assault-and-child-sexual-abuse/
https://connected-and-concerned-friends.mn.co/posts/workshop-resources
https://www.eventbrite.com/e/parenting-in-the-age-of-pornography-tickets-709300626267?aff=erelexpmlt
https://smart.ojp.gov/somapi/initiative-home
https://docs.google.com/document/d/18N3Jaa2yzOxv_BSJmesav1Ht08cCbE1O4geO6uSFtn8/edit

All That's Good: Recovering the Lost Art of Discernment, by Hannah Anderson
American Girls: Social Media and the Secret Lives of Teenagers
https://a.co/d/6BGIkw4
How to Talk to Your Kids About Pornography
https://a.co/d/dlrLKEn (ages 11-18+)
Mama Bear Apologetics Guide to Sexuality: Empowering Your Kids to Understand and Live Out God's Design
https://a.co/d/bhLFQab
Mom, Dad…What's Sex?:Giving Your Kids a Gospel-Centered View of Sex and Our Culture
https://a.co/d/2P1vnZd
On the Threshold of Hope: Opening the Door to Healing for Survivors of Sexual Abuse, by Diane Mandt Langberg, PhD
Raising Boys Who Respect Girls: Upending Locker Room Mentality, Blind Spots, and Unintended Sexism
https://a.co/d/fUYA0Fe
Redeeming Power: Understanding Authority and Abuse in the Church, by Diane Mandt Langberg, PhD
Sex, Jesus, and the Conversations the Church Forgot
https://a.co/d/9Z6OHWW
She Deserves Better: Raising Girls to Resist Toxic Teachings on Sex, Self, and Speaking Up, by Sheila Wray Gregoire
The Gift of Fear
https://a.co/d/65heaQW
The Gospel Comes with a House Key, by Rosaria Champagne Butterfield
The Porn Myth: Exposing the Reality Behind the Fantasy of Pornography
https://a.co/d/4Qd7UKI
The Tech-Wise Family: Everyday Steps for Putting Technology in Its Proper Place
https://a.co/d/aFWy5HG

For children:
Before I Was Born: God's Design for Sex, by Stanton L. Jones, Brenna B. Jones (For ages 5-8)