

Guidelines Summary

The following is a summary of the Guidelines that touches on the major points and processes. This document also includes information relevant to reporting abuse, as well as a description of the Safety Team and contact information. For further clarity and access to educational and mental health resources, please refer to the full Guidelines document including the appendices.

Summary of the Guidelines:

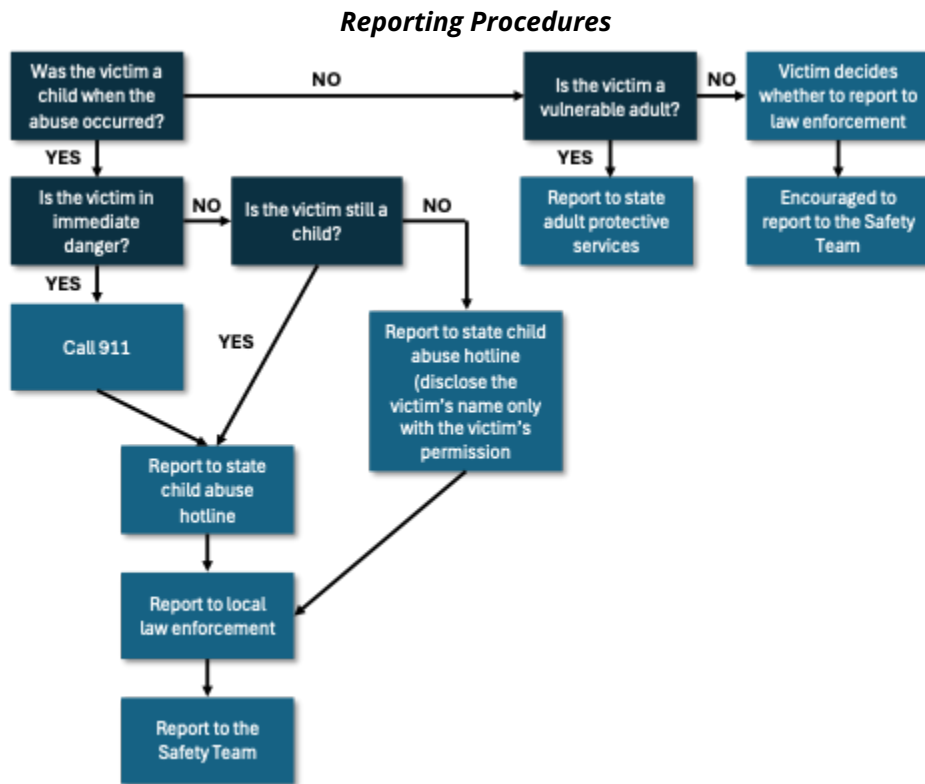
1. All adults in our fellowship are expected to be mandatory reporters.
2. Sunday, Union, and Wednesday meeting elders (and wives) need to complete MinistrySafe training yearly. Elders should create and foster a safe environment for all, especially for children and those who are vulnerable. Legally, elders would be considered clergy.
3. There are consequences for unacceptable and criminal behavior.
4. All CSA allegations must be reported to authorities. SA victims are encouraged to report to authorities. We will never attempt to handle allegations "in-house," or to shield perpetrators from the justice system. We realize the justice system helps offenders by holding them accountable for their crimes.
5. A Safety Team, composed of a team of friends and one worker liaison, will ensure compliance with policy, including facilitating:
 - a. Help for victims of abuse.
 - b. Third-party investigations regarding allegations.
 - c. Therapy, meeting restrictions, and a Safety Plan for perpetrators.
 - d. Appropriate communications.
 - e. Tracking of Red Flag behaviors and concerns.
 - f. Consequences for policy violations.
6. All past and present CSA and SA allegations will be taken seriously and handled professionally. Allegations will result in an immediate suspension of fellowship while:
 - a. Appropriate reports are made.
 - b. A professional investigation takes place (if needed).
 - c. Appropriate therapy is completed (typically 12 months or more).
 - d. Appropriate safeguards are established.
7. After therapy, a safety plan will be created and closed (designated, all-volunteer) meetings may be established for perpetrators, depending on the recommendation of their therapist. Offenders will continue to be restricted from attending gospel meetings, special meetings and conventions in person to keep these gatherings safe for everyone and to help offenders avoid triggers and temptation.
8. Expectations for all adults, with additional provisions for elders and workers, are included and are expected to be followed by all adults in the fellowship. These include basic safety precautions, such as that no adult should be alone with a child in an isolated area unless they are the parent, guardian, or a designated caregiver.
9. These guidelines are based on best practices and backed by professional standards and research.

Safety Team Formation

The Safety Team was created because it is a common professional practice among organizations attempting to unify and streamline how they handle CSA/SA issues. These teams are dedicated to professionalism and appropriate response both toward victims and abusers. The last year has proven so clearly, and in so many different ways, that the ministry hasn't been capable of handling these issues appropriately and consistently on their own. Putting this responsibility into the hands of a team created in our day, will help ensure proper responses to CSA/SA issues and relieve a heavy burden from the ministry. We also find encouragement in scripture for establishing our Safety team. Twice in the Old Testament we find Moses creating a team to help him with the issues that are generated when many people dwell together. In Exodus 18, it seems like Moses wasn't aware that he needed help and was given some wise advice from his father-in-law, which resulted in the establishment of a team of judges. The second time, in Numbers 11, Moses was all too aware that he was not able to handle the burden and it was God that told him to gather together a team of 70, which we clearly see had God's blessing. In Acts 6, we see the New Testament church also forming a team to help with an issue that arose, and it too had God's blessing. While we are facing some unique situations differing from some of those that Moses and his teams would have faced and also from the New Testament group of seven, we receive a lot of comfort and encouragement in what they did as we navigate our current day issues.

Reporting Information

The detailed process for reporting CSA and SA are included in the guidelines; a decision-tree graphic for reporting abuse is included. For ease of access, the numbers for contacting child abuse hotlines and vulnerable adult abuse hotlines are also included below.



Child Abuse Hotlines

<p>WASHINGTON</p> <ul style="list-style-type: none"> • 1-866-END-HARM -Washington State Dept. of Children, Youth, and Families • 800-562-5624 - Washington Child Protective Services • https://tinyurl.com/WashingtonCAC Children’s Advocacy Centers <p>IDAHO</p> <ul style="list-style-type: none"> • 855-552-KIDS (5437) - Idaho Child Protection Service • https://tinyurl.com/IdahoCAC Idaho Network of Children Advocacy Centers 	<p>ALASKA</p> <ul style="list-style-type: none"> • 800-478-4444 - Alaska Office of Children’s Services • Contact OCS and Local Law Enforcement • https://tinyurl.com/AlaskaCAC Alaska Children’s Advocacy Center <p>NATIONAL</p> <ul style="list-style-type: none"> • 800-656-HOPE - National Sexual Assault Hotline1-800-4-A-Child • www.RAINN.org or www.Childhelp.org • https://tinyurl.com/Victimsofcrimes Office for Victims of Crime
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Vulnerable Adult Abuse Hotlines

<p>WASHINGTON 1-877-734-6277 - Adult Protective Services</p> <p>ALASKA 1-800-478-9996 (in-state only) or 907-269-3666 - Adult Protective Services</p>	<p>IDAHO (208) 334-3833 or 1-877-471-2777</p> <p>Idaho Commission on Aging: https://aging.idaho.gov/area-agencies-on-aging/ [lists specific numbers for areas of Idaho]</p>
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Contact Information

Any allegations, concerning behavior, crossing of boundaries, or violations of this policy (e.g., not abiding by restrictions) should be promptly reported to the Safety Team. Please write an email describing everything you know about the situation and include a phone number for the Safety Team to contact you if needed. The Safety Team email address is wamidaksafety@gmail.com.

If you are a victim and wish to communicate with the Safety Team through an advocate, please feel free to use a trusted person, a professional advocate, or an advocate connected to our fellowship. For information regarding the latter, contact Becky Hamon (907-469-0344 / besafekingsalmon@gmail.com.)