

**FAMILY MINISTRY**

**SAFTEY AND SECURITY POLICY**

1. **Vision Statement**

The following guidelines and policies are designed to ensure that the ministries of Brookwood Baptist Church are able to fulfil our vision: “to glorify God by making disciples in our community in our city and around the world.”

1. **Mission**

The mission of Brookwood’s Family Ministry is to provide a safe and secure environment in which children and students can hear and respond to the Gospel and to provide resources and encouragement to parents as they seek to fulfill their role as the primary disciple-makers of their children.

**General Safety Policy and Information**

1. **Definition of Terms**
2. Definition of Terms:
* Child: The term “child” will be used to describe any person in the following age category: newborn - 5th grade.
* Youth/Students: These terms describe any individual eligible to participate in Frontline Student Ministry (6th-12th grade). If a student reaches the age of 18 while they are still an active high school student, they will remain eligible for student ministry activities. However, at this point, they will be considered an adult.
* Minor: Any individual under the age of 18 is considered a minor.
* Adult: Any individual over the age of 18 will be considered an adult.
* Church Staff: The staff are people paid by the church for either part or all of their week to facilitate the church’s work and ministry.[[1]](#footnote-1)
* Approved Ministry Volunteer: Any approved individual who serves on a church ministry team, but does not receive financial compensation, will be considered a volunteer. Approved volunteers will adhere to the qualifications below (section 3, C). Church membership at Brookwood is also required in order to reach this status.
* Teenage Workers: Teenage workers must be approved by the appropriate ministry leader. Teenagers are encouraged to use their spiritual gifts to serve in a variety of different areas. However, the following guidelines should be considered: Teenagers should never be the primary leaders in children’s ministry. Teens are not to change diapers or accompany non-toilet trained children to the bathroom. There should be no rough play with babies, toddlers, or children.
* Special Circumstance Volunteer: A person who is not a member of Brookwood may be permitted to serve in a family ministry setting under the following conditions. The must fulfill the special qualifications listed below (section 3, D).
1. Key Terms:[[2]](#footnote-2)
* Physical abuse: actual or potential physical harm inflicted by another person, adult or child. Examples may include hitting, kicking, shaking, poisoning, drowning, and burning.
* Sexual abuse: forcing or enticing a child to take part in sexual activities that he or she does not fully understand and has no choice or legal standing to give consent. Any touching done in a sexual nature.
* Neglect: a persistent failure to meet a child’s basic physical or psychological needs. It includes the failure to give proper care, supervise, protect from harm, or provide for nutrition, shelter, and safe living conditions.
* Emotional abuse: persistent emotional maltreatment of a child. Emotional abuse includes acts such as restriction of movement, degradation, humiliation, bullying, threats, or discrimination. In addition, emotional abuse can also be found where an abuser controls and manipulates information so that the victim carries a distorted view of reality.
1. Approved Worker Status:
The following steps are required for an adult to gain eligibility to serve in ministries with children or youth.
* All potential church workers must be approved by the appropriate ministry leader.
* All adults (volunteer and paid staff) must submit to and pass a standard background check.
* Safety training must be completed as needed
* They should an active member in good standing with Brookwood Baptist Church (or be an approved member in process).
* Depending on their skills, qualifications, and experience, approved workers may be subject to additional training or supervision. Any additional requirements will be at the discretion of the church staff or their ministry leader.
1. Special Circumstance Volunteer Status:

If a person does not meet the qualifications of an Approved Worker, they may gain eligibility to serve under these special guidelines.

* + They must be an active member of a theologically like-minded church.
	+ They must be approved by the ministry leader.
	+ They must pass a background check.
	+ For accountability reasons, a teenage worker who is a non-member must have a close family member (parent, grandparent, etc) who is an active member at Brookwood.

An individual may also be approved

1. **On-Campus Safety**
2. Classroom Setting:
To maintain maximum safety and accountability, the following guidelines are mandatory for all classrooms that minister to children.
* There should be a minimum of two adults in every children’s classroom (regardless of the number of children present). Every effort should be made to ensure an adult is never alone in a room with a child.
* All individuals on the church campus should make every effort to remain in groups of at least three people. 80% of the incidences of child abuse occur in isolation.[[3]](#footnote-3) Our goal is to always maintain proper accountability.
* There should be clear sightlines into every classroom. Classrooms should never be isolated with no windows or open doors. If a classroom does not have windows to provide appropriate sightlines, the classroom door must remain open at all times.
* Brookwood will supply a standard, hypo-allergenic, snack that will be available to all children’s classes. For the safety reasons, and as a general rule, no outside snacks should be served in a children’s ministry setting. In the special event an outside snack is appropriate, they must be approved by the ministry leader.
1. Facilities:
All classrooms and church facilities that minister to children or youth should meet the following standards.
* All rooms and facilities should be well-lit and free from obstructions.
* All exits should be clearly labeled.
* Every effort should be made to remove electrical cords and other tripping hazards from the floor.
* All sharp objects and potential hazards should be removed from the area.
* Any potentially dangerous material should be safely stored or removed.
* All rooms, areas, and bathrooms should be clearly labeled.
1. Adult Expectations:

All adult to teenager serving in a leadership or teaching role are expected to adhere to the following guidelines.

* Adults should make every effort to be in their classrooms at least fifteen minutes before their class is scheduled to begin.
* For the safety of each child, adult and teenage leaders should refrain from cell phone use while children are present. Phones should only be used in rare, emergency, situations. This rule also applies to other forms of distraction such as headphones.
* In the event that one adult is left alone with children or students for any period of time, another adult (likely a leader in an adjacent classroom) should be notified. This class should make every effort to send an adult to periodically check-in on their neighbor.
* Adults should be dressed in a modest manner appropriate for a family ministry setting. Clothing that is overly revealing or that contains vulgar pictures or writing is not acceptable.
* Adults will be responsible for obtaining an age-appropriate information form for each participant in their classroom. This form should contain parental contact information and relevant medical/allergy needs.
* Photographs of children should not be taken without written permission from parents/guardians.
* A substitute will be required in the event that an adult leader is unable to attend their scheduled class. The first step in securing a substitute will be to contact the volunteers who are scheduled to serve during a different week and inquiring about a week-swap or fill-in.

In the event another volunteer is unable to cover your week, the ministry leader should then be contacted to assist in finding a replacement.

1. **Child Check-In/Out**
2. Check-In Procedures
* A Child Check-In station will be located outside the main entrance to the Children's Ministry wing.
* Each Sunday, parents/guardians will check-in their children using our Planning Center Check-Ins app via iPad.
* Upon completion of the check-in process, our system will print a name label for each child which will include an alpha numeric code, his/her assigned classroom, and any medical notes of which the teacher should be made aware.
* The child's parent/guardian will also receive a security label with an alpha numeric code which matches that of the child's name label.
1. Check-Out Procedures
* When parents/guardians come to pick up their children from class, they must have their security label with the matching alpha numeric code (see above).
* Children may be picked up by their older siblings, provided they show up with the appropriate security label. If they do not have this label, they should be instructed to return with their parents or the security label.
* During a Children's Ministry activity, should children sustain minor injuries (e.g. cuts, scrapes, or bruises) that do not warrant the immediate contacting of their parents/guardians, the ministry volunteers should share this information with them when they pick up their children.
1. **Off-Campus Safety**
2. General Guidelines:
* A permission form is required for all off-campus events involving children or youth. A new form must be completed for every event.
* Children/students must always remain in groups of three or more. At no point should a minor be alone by themselves, or alone with one other person.
* Depending on the nature of the trip, a CPR and First-Aid certified leader may be required.
* The adult-to-minor ratios (in sections 8 and 14) should be maintained at all times.
* Parents/Guardians should be made aware of the trip details a minimum of one-week in advance.
* Photographs of children should not be taken without written permission from parents/guardians.
1. Overnight Trips:[[4]](#footnote-4)
* In the event of an overnight activity, housing should adequately separate male and female students/leaders. Separate housing quarters should include at least one of the following:
	+ Housing each gender in separate buildings.
	+ Housing each gender on a different floor of the same multi-story building. The facility must be set up to provide constant separation and privacy.
	+ Housing each gender in distinctly separate sites (in outdoor settings such as group camping trips).
* Gender specific areas must be well labeled.
* If adult leaders share a sleeping space with students of the same gender, at least two background approved adults must be present.
* No adults may sleep in the same bed as a minor at any time.
* Shower units are limited to one person at a time.
* Shower or bathroom checks by adults are not permitted.
1. Transportation:
* Only individuals approved by the ministry leader will be eligible to transport children and students.
* These adults should be a member of Brookwood and must pass a background check.
* Only persons over the age of 21 with a valid driver’s license will be eligible to drive.
* Adults should never be alone in a vehicle with a minor.
* Adults should not be alone with an adult of the opposite gender (other than their spouse) on church related trips.
* A first aid kit should be taken on every church trip.
* A seat belt is required by all passengers during church trips.
* Maintaining and inspecting the church vehicles is the responsibility of Brookwood’s Building and Grounds Committee. The appropriate ministry leader should inform this committee of any long trips to ensure that they are inspected and in proper working order.
* If a ministry activity is outside the Jacksonville area, students with a valid driver’s license will not be allowed to transport themselves. For safety reasons, we ask that these students plan to utilize church transportation.
* Adult drivers should not use their phones or any other electronics during transportation. Using phones as a GPS is permitted if the directions are setup before departure. Drivers should not attempt to adjust these devices while on the road.
* The total passengers in a vehicle should never exceed the number of available seat belts.
* Church trips should make every effort to avoid overnight driving. Overnight driving should only occur under special circumstances or emergency situations.

**Children Code of Conduct**

1. **Conduct Between Adults and Children**
2. Physical Conduct between Children and Adults:
* Appropriate: high-fives; fist bumps; shoulder touches; side hugs; handshakes.
* Inappropriate: frontal hugs; men holding children on laps; kissing on face or lips.
1. Bathroom and Diapering Procedures:
* Only female adult volunteers may change diapers.
* Individuals that assist with toileting or diapering should be over the age of 18 years old.
* No adult should ever be alone with a child or children in a bathroom that has an outside door or stall door that is closed.
* If a child requires assistance, the supervising adult should notify another adult before they enter the bathroom.
* Children should never be left unattended on a changing table.
* Bathroom and diapering rules should be posted in appropriate classrooms.
* Each volunteer should ensure their hands are thoroughly washed before returning to the classroom setting.
1. Classroom Discipline:

Our purpose is not to punish but to provide positive instruction, which leads children to make the

right choices. Physical punishment (spanking, grabbing, and hitting, etc.) are not permitted.

Language that shames or tears down the child’s self-esteem, yelling, or threats are not appropriate.[[5]](#footnote-5)

Appropriate forms of correction include:

* Correcting behavior by speaking firmly and calmly.
* Removing a toy or other object from the room if the object is a source of continued conflict.
* Separate children who are continuously quarreling or disruptive.
* Time outs.
* Removing a child from the classroom to ensure the safety of the class.
1. **Adult to Child Ratios[[6]](#footnote-6) [[7]](#footnote-7)**
2. On Campus (Classroom) Setting:
Age Grouping Adult/ Child Ratio Maximum Group Size
Babies – Ones 1:2 10
Ones – Twos 1:3 12
Threes – Pre-K 1:4 20
Kindergarten 1:5 24
School-age Children 1:6 26
3. Off-Campus Trips with School-age Children:
Maximum Ratio: 1:5
4. **Sick Child, Allergy, and Medication Policies**
5. Prevention of Spreading Illnesses

The following symptoms are signs of infectious illnesses. A child who has displayed these symptoms should stay with a parent or return home until all signs have been absent for at least 24 hours.

Adults leaders should contact a child’s parents if they display any of these symptoms:

* Fever over 100 degrees
* Green or yellow mucus
* Signs of a rash
* Vomiting or diarrhea
* Eyes that are pink around the rim, full of mucus, and swollen (pink eye)
* Lice
* Staph infection
* Symptoms of COVID-19
1. Medication Policy

All church leaders should avoid giving medicine of any kind to a child. In the event medication is necessary, a parent/legal guardian should be called to administer treatment to their child. In the rare event that a parent cannot be contacted (such as an overnight trip or other special circumstance), the prescribed medication should come in the original packaging or in a clearly identifiable way. Medications should also be clearly labeled with the child’s name and dosage. Ministry leaders and parents should communicate these needs and develop a plan in advance.

Exceptions may be granted for potentially life-threatening conditions (such as asthma or severe allergic reactions). If a child has a history of any such condition, ministry leaders should be informed, and a plan should be properly communicated.

1. First Aid Policy
* Treatment for minor injuries (such as scrapes, bruises, etc.), such as a Band-aid or wrap, may be administered by approved workers as necessary. Parents/guardians should be notified of the injury upon pickup.
* In the event of a most serious injury (anything more than a small cut, scrape, or bump), a child’s parents should be contacted by the ministry leader.
* Medical checks should only be administered by a qualified and approved individual.
* In the event of a medical emergency, call 911 immediately. The child’s parents should then be notified, followed by the appropriate church staff member.
* A church staff member or approved volunteer should accompany a child at all times in the event of an emergency doctor visit.
1. Food Allergies
All approved workers and volunteers should be made aware of any relevant allergy concerns. A child’s food allergies should be labeled on their information sheet or permission form. In the event a visiting child has not completed an information form, potential allergies should be discussed before any food is served.

If a child has a food allergy, the substance should be avoided by church workers. In the event an event requires children to bring a packed lunch, arrangements should be made to provide a safe, allergen-free, environment where children with allergies can eat safely until all allergens have been removed and the area has been properly cleaned.
If a child’s allergies are triggered, appropriate action should be taken (see section 9, B).

1. **Social Media Guidelines**
2. No photography or video of children should be taken or posted on the church’s website or any social media without parents’ prior written approval.
3. In the event that a child has access to a phone, messaging, or social media, the social media rules (in section 13, A) will also apply.

**Student Code of Conduct**

1. **Guidelines for Student Ministry Leadership Eligibility**
2. The standard guidelines (in section 3, A) apply to all of Brookwood’s ministries, including students.
3. Additionally, the following rules apply to all members of the Frontline student ministry team:
	* Student ministry leaders should be at least 18 years of age.
	* In the event that a former student is interested in leadership, every effort should be made to ensure there is a 6 month – one-year period in which the potential volunteer is removed from the student ministry context. Students should never transition directly into a full leadership position after graduating high school.
	* Any youth leader under the age of 21 should work primarily with middle school aged students (if possible).
4. **Conduct Between Adults and Youth**
5. Conduct between Youth and Adults:
All adults (paid staff and volunteer) should adhere to the following guidelines whenever serving with children or youth.

Some positive and appropriate forms of contact (in the proper context) with students are listed below:

* Handshakes, high-fives, hand slapping, fist bump
* Verbal praise
* Brief side hugs
* Brief pats on the shoulder
* Arm around shoulders
* Holding hands during group prayer

The following forms of contact are inappropriate in a ministry setting:

* Inappropriate or lengthy embraces
* Kisses
* Long hugs involving bodily contact
* Sitting on laps
* Touching, other than noted above
* Showing affection in isolated areas
* Occupying a bed with a youth
* Wrestling or tickling
* Piggyback rides
* Any type of massage given by a youth to an adult or adult to a youth
* Any form of unwanted affection or touch
* Comments or compliments that relate to a student’s physique.
* Snapping bras or giving wedgies or similar touch of underwear whether or not it is covered by other clothing
* Giving gifts or money to individual youth
* Private meals with individual youth of the opposite gender are never permitted. In approved cases, meals in public areas between leaders and students of the same gender may be permitted. However, parental permission must be obtained in advance.
* Private electronic communication with students of the opposite gender (see section 13, A).
* Any form of dating or physical relationship between students and adult leaders (volunteer or staff) will be grounds for immediate dismissal from the leadership team.
1. **Electronic Communication/Social Media Guidelines**
2. Electronic Conduct between Adults and Minors:
The following guidelines apply to any student with a phone or social media account. In the event that a child has access to texting, message, or social media, the same guidelines will apply. Our goal is to ensure that adults are never alone with a minor in any way (physically or electronically).
* Adults should make every effort to remain “above reproach” in their interactions with students and other leaders.
* Adult youth leaders should refrain from sending private messages to students of the opposite gender. If a leader needs to message a specific student of the opposite gender, a third person should be included in the message.[[8]](#footnote-8)
* Adult youth leaders may not send any content that is illicit, abusive, suggestive, pornographic, disrespectful, harassing, or discriminatory to students or other adult leaders.
* Adults should refrain from sending private messages containing images of any kind to students.
* Exercise good judgment in the time you contact students. Communication with students early in the morning (before 8am) or late at night (after 9pm) should only occur in emergency situations. If a student contacts you outside these hours, and it is not an emergency, wait until appropriate hours to respond.
* Youth leaders may not transmit any personal information about a minor without written permission from their parents/legal guardians.
* Any social media posts involving students should be positive and maintain the utmost respect for the students they are about.
* If a leader receives a message that raises concerns or questions, they should immediately share it with the student minister or lead pastor.
1. **Adult to Student Ratios**

The following ratios must be maintained during any student ministry event:

1. On-Campus (Classroom) Setting:
Recommended Ratio: 1:5 [[9]](#footnote-9)
Minimum Ratio: 1:8
2. Off-Campus Trips:
Maximum Ratio: 1:8\*
\*In the rare event that only one adult of either gender is present, the ratio may not exceed 1:5.[[10]](#footnote-10)

**Situations Involving Abuse**

1. **Abuse Reporting[[11]](#footnote-11)**
2. Why we should Report?

In the state of North Carolina, reporting abuse is mandated when it is against a minor. Any person or institution or individual who has cause to suspect that a child under age 18 is abused or neglected must make a report to the county department of social services. This report must be made within the first 24 hours of suspicion of abuse.

Please be aware that these reports are filled anonymously. If you have “reasonable suspicion” that a child is being neglected or abused call the Onslow County Department of Social Services at 910-219-1955 or call the Onslow County Sheriff’s Office after hours at 910-455-3113 and ask for the emergency duty social worker.

In the spirit of Romans 13, it is also our Christian duty to care for individuals who lack the full capacity to care for themselves.

1. When to Report?
The simple standard is that you have a “reasonable suspicion” that a child is experiencing abuse or neglect.[[12]](#footnote-12)

The following signs may signal the presence of child abuse or neglect. It is important to note that any one of these things could mean anything or nothing. However, when you have a cluster of two or more of these, this should raise a red flag to at least talk to the child and or parent, or at most call your local Child Protective Services agency.

Note: Most states require “more than a feeling, but far less than a certainty.”[[13]](#footnote-13) If you are unsure whether it is appropriate to make a report, it is generally best to be safe rather than sorry.

The Child:[[14]](#footnote-14)

* Shows sudden changes in behavior or school performance
* Displays overt sexualized behavior or exhibits sexual knowledge that is inconsistent with their age
* Has not received medical attention for a physical injury that has been brought to the parents' attention
* Has learning problems that cannot be attributed to specific physical or psychological causes
* Is always watchful, as though preparing for something bad to happen
* Is overly compliant, an overachiever or too responsible
* Comes to church early, stays late and does not want to go home
* Has unexplained burns, bites, bruises, broken bones or black eyes
* Has bruises or marks in non-prominent, “fleshy” areas of the body (for example, inside of biceps or behind the knees)
* Has fading bruises or other marks noticeable after an absence from church
* Seems frightened of the parents and protests or cries when it is time to go home from church
* Shrinks at the approach of adults
* Reports injury by a parent or another adult caregiver

The Parent or Other Adult Caregiver:[[15]](#footnote-15)

* Shows little concern for the child, rarely responding to the church’s requests for information, conferences or home visits
* Denies the existence of or blames the child for problems in school, church, or at home
* Asks the classroom teacher to use harsh physical discipline if the child misbehaves
* Sees the child as entirely bad, worthless or burdensome
* Demands perfection, or a level of physical or academic performance the child cannot achieve
* Offers conflicting, unconvincing, or no explanation for the child's injury
* Describes the child as "evil" or in some other very negative way
* Is abusing alcohol, prescription drugs or illegal drugs, and that abuse is having an adverse impact on the child
* Uses harsh physical discipline with the child
* Has a history of abuse as a child
1. What are the steps for Reporting?
If you have “reasonable suspicion” that a child is being neglected or abused call the Onslow County Department of Social Services at 910-219-1955 or call the Onslow County Sheriff’s Office after hours at 910-455-3113 and ask for the emergency duty social worker. This report will be filled anonymously.
When you speak to child protective services, remember that your goal is to answer the questions as best you can. Don’t be alarmed if the answer to some of the questions is “I don’t know.”
Be sure to get the CPS worker’s name and case number so you can verify the report if needed.

With the exception of informing the appropriate church leaders, individuals should maintain confidentiality.

1. When should the Pastor or other church staff become involved?

Under normal circumstances, the Lead Pastor should be informed of any reported abuse as part of the chain of command. This will best allow the church to appropriately care for the abused, document the case, and utilize existing relationships with DSS, law enforcement officers, and insurance companies.

The following information should be considered when deciding whether the Pastor is contacted before or after the report is made.

Before the Report

* If a church leader is unsure if their suspicion qualifies as “reasonable,” they may contact the church Pastor for insight.
* However, there is a 24-hour deadline to make a report once the threshold of reasonable suspicion is reached. Do not allow contacting the Pastor to prevent you from filing in a timely manner.

After the Report

* If there is reason to believe that a child or person may be in immediate danger, a report should be filed as quickly as possible. Do not delay in an effort to contact someone from the church.
1. What steps do we take if a church staff member is suspected of abuse?
* In the event there is evidence to cause reasonable suspicion that the head pastor or a member of the staff could be guilty of abuse, DSS should be contacted immediately.
* The staff member should be removed from service until the due process has been completed.[[16]](#footnote-16)

1. **Post-Reporting Care**
2. Documentation:

Under normal circumstances, the Lead Pastor will be responsible for coordinating the documentation of any allegations. They will also be responsible for contacting the church’s insurance company within 24 hours of a report being filed.

1. Post-Reporting Ministry:

Under normal circumstances, the Lead Pastor and other appropriate members of church leadership will be responsible for following up with the parties involved. Any concerned individuals should coordinate any follow up efforts with church leadership.

1. **Additional Resources**

https://www.d2l.org/wp-content/uploads/2017/05/SAMPLE-CODE-OF-CONDUCT.pdf-

http://www.d2l.org/wp-content/uploads/2017/01/Reporting\_Child\_Sexual\_Abuse-Small-File.pdf

https://caringwell.com/

http://www.sbc.net/churchresources/sexabuseprevention.asp

https://www.guidestonepropertycasualty.org/AboutUs/Articles/SafeguardAgainstAbuse

http://bradhambrick.com/rso/

https://vimeo.com/418007160?utm\_source=Children%27s+Ministry&utm\_campaign=2bc58a6d15-EMAIL\_CAMPAIGN\_2020\_05\_04\_12\_23\_COPY\_05&utm\_medium=email&utm\_term=0\_e7aa727cac-2bc58a6d15-128341005

https://bcmd.org/wp-content/uploads/2016/10/Safe\_Environments\_ChildrensMin.pdf

1. https://www.9marks.org/answer/what-difference-between-church-elders-and-church-staff/ [↑](#footnote-ref-1)
2. https://erlc.com/resource-library/articles/how-to-create-child-protection-policies-for-your-church [↑](#footnote-ref-2)
3. https://erlc.com/resource-library/articles/how-to-create-child-protection-policies-for-your-church [↑](#footnote-ref-3)
4. https://baptistsonmission.org/BOM/files/6e/6e8c311f-a759-4b7b-94b2-faee5c0ece0a.pdf [↑](#footnote-ref-4)
5. http://www.southsidesbc.org/uploads/2/2/8/4/22844136/childrens\_protection\_policy\_2017\_update.pdf [↑](#footnote-ref-5)
6. file:///C:/Users/Acer/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/72C479OW/19.071\_Creating\_Safety\_Security\_Policies%20(002).pdf [↑](#footnote-ref-6)
7. https://www.lifeway.com/en/articles/how-to-protect-your-church-from-lawsuits [↑](#footnote-ref-7)
8. https://erlc.com/resource-library/articles/how-to-create-child-protection-policies-for-your-church-part-4 [↑](#footnote-ref-8)
9. DeVries, Mark. Sustainable Youth Ministry: Why Most Youth Ministry Doesn’t Last and What Your Church Can Do about It. Downers Grove, IL: IVP Books, 2008. [↑](#footnote-ref-9)
10. https://baptistsonmission.org/BOM/files/6e/6e8c311f-a759-4b7b-94b2-faee5c0ece0a.pdf [↑](#footnote-ref-10)
11. file:///C:/Users/Acer/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/72C479OW/19.071\_Creating\_Safety\_Security\_Policies%20(002).pdf [↑](#footnote-ref-11)
12. Hambrick, Brad. *Becoming a Church That Cares Well for the Abused: Handbook*. Nashville, TN: B & H Publishing, 2019, 94. [↑](#footnote-ref-12)
13. Hambrick, Brad. *Becoming a Church That Cares Well for the Abused: Handbook*. Nashville, TN: B & H Publishing, 2019, 38. [↑](#footnote-ref-13)
14. https://www.ncdhhs.gov/divisions/social-services/child-welfare-services/child-protective-services/about-child-abuse-and [↑](#footnote-ref-14)
15. https://www.ncdhhs.gov/divisions/social-services/child-welfare-services/child-protective-services/about-child-abuse-and [↑](#footnote-ref-15)
16. https://vimeo.com/418007160?utm\_source=Children%27s+Ministry&utm\_campaign=2bc58a6d15-EMAIL\_CAMPAIGN\_2020\_05\_04\_12\_23\_COPY\_05&utm\_medium=email&utm\_term=0\_e7aa727cac-2bc58a6d15-128341005 [↑](#footnote-ref-16)