

CHILD PROTECTION POLICY
Grace Presbyterian Church
of Arlington, Texas
Originally Approved by the Session May 9, 2000
Last Amended by the Session February 08, 2011

STATEMENT OF PURPOSE FOR SAFEGUARDING THE WELL BEING OF CHILDREN AND YOUTH

The members of Grace Presbyterian Church (GPC) believe that we are called by God to create a safe haven for all of the children and youth in our care, protecting those who are powerless and empowering them through faith and trust. During each baptism of an infant, child, or adult into this covenant community of faith, the members of this church pledge to uphold that person in Jesus Christ and to teach, strengthen and support the individual's relationship with the household of God.

Therefore, the members of GPC are committed to the safety, welfare, and protection of all children and youth participating in the activities and programs of this church. This policy addresses the preventable risk of any form of abuse or harassment, whether physical, mental or sexual, by any of the employees or volunteers of this church while on church property or while engaged in church activities or programs. In addition, we are called to stand not in judgment, but with compassion for each other. We believe that any person who has been accused of committing an act of abuse can expect due process, our prayers, and acceptance as a human being.

All church activities and programs, regardless of location, involving children (defined as through age 11) or youth (defined as ages 12 through age 17), will be subject to the Child Protection Policy and will include not only Volunteers, but also compensated workers (Paid Staff) involved with children or youth. While this process understandably intrudes into the privacy of our lives, the security of our children and youth outweighs the personal invasion inherent with such investigation and disclosures.

All personal information voluntarily disclosed, reports from the agency/service providing the criminal history record checks and the results of personal reference responses will be considered confidential and maintained by the Administrator in a locked filing cabinet in the GPC office. Refusal of any person to participate in a program or activity in lieu of such disclosure requirements will be kept confidential.

In establishing policies and procedures that provide safeguards against child sexual abuse in our churches, six critical areas are addressed:

- I. Screening and approval of volunteers
- II. Administration of Policy
- III. Supervision of volunteers and Prohibited Acts
- IV. Reporting allegations/violations
- V. Response to allegations/violations
- VI. Consequences of allegations/ violations

I. Screening and Approval of Volunteers

A. Policy regarding all those working with children or youth as non-compensated volunteers or full-time or part-time compensated employees, to be known as Volunteers or Paid Staff including but not limited to Church School Teachers and Assistants, event sponsors, Confirmation mentors, Vacation Bible School Teachers and Assistants, Guardian Angels, drivers:

1. All Volunteers must be a full member or a regular visitor of GPC.
2. All Volunteers and Paid Staff involved with children or youth, including all drivers of children or youth, must fill out a confidential Volunteer Information Form (Exhibit A) and submit to and pass the Personal Reference Response check (Exhibit B) and criminal history record check. A new Volunteer Information Form section, an updated criminal history record check, and training by the Child Protection Policy Administrator will be required every two years. GPC will not tolerate or accept any act of omission regarding information requested.
3. Youth involved as Volunteers must fill out page 1 and 2 of the Volunteer Information Form (Exhibit A), submit to and pass the Personal Reference Response check (Exhibit B) and together with a parent or guardian submit Exhibit E. A new Volunteer Information Form section, and training by the Child Protection Policy Administrator will be required every two years. GPC will not tolerate or accept any act of omission regarding information requested.
4. The criminal history record checks will be conducted by a recognized agency/service to be determined by the Administrator and approved by the GPC Session.
5. The first criminal history record check will cover at least Texas unless the individual has moved to Texas in the past two years and then the criminal record history check will cover nationwide records. Subsequent checks will be completed every two years. If an individual disputes information that was reported in the criminal history record check, he or she may appeal through the appropriate agency.
6. Two references are required. One reference may be a church member, however, the second reference must be a community member not affiliated with GPC. If the applicant has been a member or regular visitor of GPC or lived in the area for less than two years a reference from their former community should be contacted in writing. (Personal Reference Response Form - Exhibit B)
7. Only the forms required by the criminal background check agency will be maintained following the rendering of a decision on the application.
8. Ordinarily, no person will be recommended or participate as an approved Children Education teacher, sponsor, volunteer, or paid staff, until such person has successfully met the requirements of and completed training as required by the Child Protection Policy.

B. The following allegations, indictments or convictions will disallow Volunteers and Paid Staff involvement with children or youth:

1. Anyone with a criminal conviction or deferred adjudication or under criminal investigation for any crime against children
2. Anyone with a criminal conviction, deferred adjudication or under investigation for sexual or family violence assault

Should a person have a case pending against them for a crime that a conviction would disallow them from being a Volunteer, that person shall be removed from service as a Volunteer until their trial has concluded. If they are convicted, they are disallowed in accordance with the policy.

C. The following indictments alleging the offense of, or any conviction will disallow Volunteers and Paid Staff involvement with children or youth:

1. Murder
2. Aggravated assault
3. Sexual abuse
4. Sexual assault (rape)
5. Aggravated sexual assault
6. Injury to a child
7. Incest
8. Indecency with a child
9. Inducing sexual conduct or sexual performance of a child
10. Possession or promotion of child pornography
11. The sale, distribution, or display of harmful material to a minor
12. Cruelty to animals
13. Arson
14. Hate crime
15. Lewd behavior
16. Other offenses at the discretion of the Administrator

D. All other felony and Class A & B misdemeanor convictions, deferred adjudications, charges, criminal investigations or indictments for any other crimes not listed in Section I:B and C will be reviewed by the Administrator. The Administrator may review these issues to determine the applicant's appropriateness for volunteering with any of the following: the Moderator of Session, appropriate Paid Staff, Session Liaison, or Clerk of Session.

II. Administration of Child Protection Policy

A. The Administrator is defined as a GPC Paid Staff person or member of GPC appointed by the Session to oversee the Child Protection Policy and related procedures.

B. The Administrator will order all criminal history record checks and review the reports provided by the designated agency/service upon receipt.

C. The Administrator will review all Volunteer Information Forms and conduct or review all Personal Reference checks. After this initial review, if the Administrator determines that further review should be made, the Administrator may consult with the Moderator of the Session, or appropriate Paid Staff, Session Liaison, or Clerk of Session.

D. The Volunteer Information Forms and Personal Reference checks will be kept confidential and maintained in a locked filing cabinet in the GPC office until a decision on approval is rendered. Only the forms required by the criminal background check agency will be maintained in the locked filing cabinet.

E. The Administrator will submit the list of approved volunteers to the Clerk of Session for approval by the Session. The Child Protection Policy Administrator may subsequently amend or update the list and seek approval by the Session should it be deemed necessary. After approval the Clerk will provide copies to the Moderator of the Session and the Session Liaisons directly involved with children and youth. The approved list will also be provided to Grace Presbytery upon request.

F. A Response team will be comprised of discrete persons who understand the issue of confidentiality, will be coordinated by the Administrator, and have been approved by the Session. The Response Team shall include the following:

- a spokesperson to the media
- an attorney (legal advisor)
- Administrator of the Child Protection Policy (see above)
- an Elder or representative of the Presbytery
- a Pastoral Care Team Member
- the Minister of Grace Presbyterian Church

G. A member of the Response Team will be responsible for all communications on behalf of GPC related to an incident.

H. The Administrator (or a member of the Response Team in the Administrator's absence) is responsible to report the incident immediately to the parents or guardians of the child or youth involved.

I. To ensure the safety of our young congregants, the use of photographs of youth/children under the age of 18 in church communications, including but not limited to the GPCP website and the monthly GraceVine may be permitted under the following conditions:

- the front/face of the youth/child cannot be seen (for example, a picture of the sanctuary from the back showing only backs and no faces OR
- an authorized/legal representative has provided written approval to the use of the photograph
- In the event that a photograph including a youth/child is used, no other identifying information may be provided.

III. Supervision of Volunteers and Prohibited Acts

A. At least two adults should be present during any children's or youth activity.

B. All classrooms doors shall have windows.

C. A church nursery identification procedure, such as "check-in/check-out" will be utilized.

D. All drivers of children or youth participating in a GPC sponsored activity must be Approved Volunteers or Paid Staff.

E. All drivers must have a valid driver's license, have passed a DMV background check, and be at least 25 years of age.

F. Vehicles being used to transport children or youth as part of a GPC sponsored event and that have twelve or more occupants should have at least two adults present.

G. It is recommended that all vehicles being used to transport children or youth as part of a GPC sponsored activity have two adults present.

H. It is recommended that vehicles traveling as part of a GPC sponsored event travel in a caravan when driving conditions safely permit.

I. All drivers are expected to abide by all the stipulations set forth in GPC's Drivers and Rental Car Policy.

J. All Volunteers and Paid Staff working with children and youth will be given a copy of the Child Protection Policy and educated as to GPC's policies and procedures. Orientation to GPC's Child Protection Policy shall be a part of the training of all Volunteers and Paid Staff prior to the start of their position.

K. Certain acts are prohibited by this Policy and will not be tolerated or accepted during any GPC activity or program. The following Prohibited Acts will disallow Volunteers and Paid Staff involvement with children or youth:

1. Any display or demonstration of sexual activity, abuse, insinuation of abuse, or evidence of abusive conduct towards a child or youth
2. Sexual advances or sexual activity of any kind between any adult and a child or youth
3. Sexual advances or sexual activity of any kind between a youth and a child
4. Infliction of physically abusive behavior or bodily injury to a child or youth
5. Physical neglect of a child, children or youth, including failure to provide adequate supervision in relation to the activities of GPC
6. Engaging in any acts harmful to children or youth, or abandonment or endangerment of a child or youth
7. Causing mental or emotional injury to a child or youth
8. Possessing obscene or pornographic materials at any GPC function with the exception of sex education materials
9. Possessing or being under the influence of any illegal drugs
10. Consuming or being under the influence of alcohol while leading or participating in a children's or youth function at GPC sponsored activities, regardless of location

IV. Reporting Allegations/Violations

A. It is the responsibility of all Paid Staff, Teachers, parents, members, regular visitors, and Volunteers of GPC to report any questionable circumstance, observation, act, omission, or situation thought to be in violation of this Policy.

B. Any incident will be reported to the Child Protection Policy Administrator within 48 hours. All questions or concerns of any suspected abusive behavior or harassment shall be directed to the Administrator or Minister and in extenuating circumstances, Grace Presbytery's General Presbyter.

C. Any observation or personal knowledge of any Prohibited Acts (III.K) must be immediately reported to the Administrator after the safety of the child, children or youth involved has been assured. If the incident is a criminal act the incident must be immediately reported to the local law enforcement officials and the Texas Department of Protection and Regulatory Services by the Initial Contact.

D. In the event anyone personally witnesses an occurrence in violation of this Policy, that person will be asked to complete an Incident Report (Exhibit C). For specific procedures to follow in reporting violations to ensure the security of the child or youth involved and to protect against physical, emotional or psychological injury to all persons involved reference Exhibit D.

E. The person initially contacted by the alleged victim or parent/guardian of alleged victim of an incident (Initial Contact) should fill out a written report recorded verbatim, called an Incident Report (Exhibit C).

F. The Administrator will be the contact person for all ongoing activity regarding the incident.

G. An alternate contact person will be named by the Response Team if the alleged abuser is the Administrator of the Child Protection Policy.

H. Failure to timely report a Prohibited Act (III.K) to the Administrator shall be considered a procedural violation of this Child Protection Policy and shall be grounds for termination of employment of Paid Staff and suspension and dismissal of any person from participation in all children and youth activities and programs of GPC.

V. Response to Allegations/Violations

A. Within 48 hours of the notification of a Prohibited Act (III.K) the Administrator will contact the Response Team, if appropriate. These members will work jointly during the investigative and resolution period.

B. Within 48 hours of the notification of a Prohibited Act (III.K) that is a criminal act the Administrator (or, if unavailable, the Minister or Clerk of Session) will contact the Presbytery, the local law enforcement agency, the Texas Department of Protective and Regulatory Services, GPC's insurance company, and the Response Team. These entities will work jointly during the investigative and resolution period.

C. The accused and the accuser will be informed that they have the right to retain their own counsel. Upon accusation the accused is entitled to prompt and fair disposition of such serious charges and to receive due process of law including the presumption of innocence unless proven guilty. The church's counsel will represent the church but not the individual interests of the accused or accuser.

D. If appropriate a position statement for the media will be prepared by the Response Team.

VI. Consequences of an Allegation/Violation

A. Any person alleged to have committed a Prohibited Act (III.K) whether Paid Staff or Volunteer will immediately be suspended from participation in all children's and youth activities and programs of GPC. Such suspension shall continue during any investigation by GPC, law enforcement or child protection agencies.

B. Any person found to have committed a Prohibited Act (III.K) shall be prohibited from future participation in all children's and youth activities and programs of GPC. If the person is Paid Staff, such conduct may also result in termination of employment.

C. As required by Texas law, all reports of abuse will be timely forwarded to the appropriate child protection and law enforcement authorities. Such reporting must be accomplished in addition to complying with this Child Protection Policy.

EXHIBIT A

New_____ Renewal_____

VOLUNTEER INFORMATION FORM
GRACE PRESBYTERIAN CHURCH OF ARLINGTON, TEXAS

1. General Information

Name: _____
(last) (first) (middle) (maiden name)

If you have ever used another name, please indicate the _____ & _____
(name) (time period(s) used)

Current Address: _____

(Street address) (City) (State) (Zip)

Length of time at this address: _____ Length of time lived in Texas: _____

Sex: Male or Female Birth Date: _____

Texas Drivers License #: _____ Social Security #: _____
(A photocopy of your current driver's license must be attached to this form.)

Home Work
Phone: _____ Phone: _____ Occupation: _____

Place of Employment: _____

2. Please answer the following questions:

a. Are you a member of Grace Presbyterian Church of Arlington, TX? _____ yes _____ no
Date you became a member: _____

b. Have you served as a church or civic organization volunteer working with children or youth in the past ten years? _____ yes _____ no
If so, please state the name and address of that church or organization, the person overseeing the volunteer work, the time period(s) of your volunteer work and describe generally the nature of your volunteer work.

c. Other than a traffic violation for which the fine was \$350 or less, have you ever been arrested, charged, indicted or convicted for any criminal offense (misdemeanor or felony)? _____ yes _____ no
(If yes, please explain on the back.)

VOLUNTEER INFORMATION FORM
GRACE PRESBYTERIAN CHURCH OF ARLINGTON, TEXAS

d. Have you ever been subject to any disciplinary action, complaint or allegations that you violated any employer's or any organization's policy concerning sexual misconduct?
_____ yes _____ no (If yes, please explain on the back.)

e. Do you use illegal drugs? _____ yes _____ no (If yes, please explain on the back.)

f. To be a driver for activities involving children or youth you must be an Approved Volunteer or Paid Staff, have your driving record screened and agree to abide by GPC Driver and Rental Car Policy.

Do you want to be considered as a driver? _____ yes _____ no

3. References: Two references are required. One reference may be a church member, however, the second reference must be a community member not affiliated with GPC. If the applicant has been a member or regular visitor of GPC or lived in the area for less than two years a reference from their former community should be contacted in writing. Please list and provide the following information on two references (excluding relatives) that are familiar with your character and abilities:

Reference One Reference Two _____

Type Reference Personal or Civic Personal or Civic

Name _____

Address _____

Occupation _____

Home Phone _____

Work Phone _____

VOLUNTEER INFORMATION FORM
GRACE PRESBYTERIAN CHURCH OF ARLINGTON, TEXAS

4. Agreements

I understand and agree that:

- a. All information that I have provided may be verified. I agree to release from liability any person or organization that provides information concerning me, including these persons I have listed as references. I do hereby agree to indemnify and hold harmless, Grace Presbyterian Church of Arlington, Texas, its employees, representatives and agents from any and all claims or causes of action relating in any manner to the verification of or attempts to verify the information provided, attempts to contact any references or conversations with any references. I understand and agree that any information received will not be disclosed to me, and I hereby waive any right I may have to inspect any information provided about me by any person or organization identified by me on this form.

- b. By signing this form, I certify and affirm that the information I have given is true, complete and correct in all respects.

- c. I have read, understood and agree to abide by the Child Protection Policy for Grace Presbyterian Church of Arlington, Texas and will notify the Child Protection Policy Administrator if any changes in the information in sections 1-3 occur.

- d. I hereby give my permission for Grace Presbyterian Church of Arlington, Texas to obtain information relating to my criminal history record through a recognized agency/service. The criminal history record, as received from the reporting agencies, may include arrests and conviction data as well as plea bargains and deferred adjudications. I understand that this information will be used, in part, to determine my eligibility for an employment/volunteer position with this organization. I also understand that as long as I remain as an employee or volunteer here, the criminal history records check may be repeated at any time. I understand that I may review my criminal history through the Texas Department of Public Safety and their procedure available for clarification, should I dispute the contents of the records as received by the Administrator.

- e. I, the undersigned, do, for myself, my heirs, executors and administrators, hereby release and forever discharge and agree to indemnify the recognized agency/service and hold each of their officers, directors, employees, and agents harmless from and against any and all causes of action, suits, liabilities, costs, debts and sums of money, claims and demands whatsoever, and any and all related attorney fees, court costs, and other expenses resulting from the investigation of my background in connection with my application to become a volunteer or paid staff.

Signature: _____ Date: _____

A photocopy of current driver's license must be attached to this form.

EXHIBIT B
PERSONAL REFERENCE RESPONSE FORM
FOR VOLUNTEERS AND STAFF WORKING WITH CHILDREN & YOUTH AT GRACE
PRESBYTERIAN CHURCH OF ARLINGTON, TEXAS

Personal Reference name: _____

Address: _____

Telephone: Home () _____

Work () _____

This form is being used to help Grace Presbyterian Church of Arlington, Texas, provide a safe and secure environment for the children and youth who participate in our programs and use our facilities. The volunteer listed below has given us your name as one who would attest to his/her character. We would appreciate it if you would complete and return this form to us in the enclosed envelope as soon as possible. ALL INFORMATION IS CONFIDENTIAL. Thank you for taking the time to complete this form.

Sincerely,

Grace Presbyterian Church

Volunteer _____

How long have you known this person? _____

In what capacity have you known this person? (Check as many as are applicable)

____ friend

____ neighbor

____ at work

____ committee work (state committee _____)

____ professional capacity

____ through church

____ through community work (state name _____)

____ other (please indicate) _____

Would you trust this person with the supervision of children?

____ yes (please comment) _____

____ no (please comment) _____

(Utilize back for additional comment space)

EXHIBIT C

INCIDENT REPORT FORM

Incident Date _____ Person Reporting Incident _____

Incident Time _____

Outline of Incident including parties involved and pertinent details: Who?, What?, When?, Where?, How?

The following reporting steps should be followed:

Contact the Administrator to report incident and provide a copy of form.

If the incident involves an illegal activity immediately

Contact the Arlington Police Department or Law Enforcement Agency with jurisdiction.

Contact The Texas Department of Protective and Regulatory Services.

Contact the Arlington Police Department

All illegal activities are to be reported immediately to the Arlington Police Department or the Law Enforcement Agency that has jurisdiction if incident occurs outside of Arlington.

Arlington Police Department: Call 911

The Arlington Police Department will work in conjunction with the Alliance for Children (817/795-9992) to investigate the incident.

Contact Date: _____ Time: _____

Notes: _____

Contact The Texas Department of Protective and Regulatory Services

Texas Department of Protective and Regulatory Services: 1/800/252-5400

Intake Worker _____ Intake Worker's ID Number _____

Contact Date: _____ Time: _____

Call ID#: _____ (Identification for Incident Report.)

Contact the Administrator at church, home, work or cell phone. Direct verbal conversation must occur. Do not leave a message. If the Administrator cannot be contacted contact the Minister of Grace Presbyterian Church. If neither the Administrator nor the Minister is available then contact the GPC Clerk of Session

EXHIBIT D

REPORTING VIOLATIONS OF POLICY

In order to maintain an environment free of destructive acts toward all children and youth, the Paid Staff, parents, members, regular visitors, and Volunteers of GPC must be aware of their individual responsibility to report any questionable circumstance, observation, act, omission, or situation thought to be in violation of this Policy.

All questions or concerns of any suspected abusive behavior or harassment shall be directed to the Administrator or in extenuating circumstances, Grace Presbytery's Executive Presbyter.

In the event anyone personally witnesses an occurrence in violation of this Policy, that person will be asked to complete an Incident Report (Exhibit C).

In the event a child or youth reports abusive conduct while engaged in a church sponsored activity or involving the Paid Staff, parents, members, regular visitors, or Volunteers of GPC, regardless of where the conduct occurred, the person initially contacted by the child/youth or parent/guardian of the child/youth should contact the Administrator and complete an Incident Report. Information should be recorded verbatim in the Incident Report using the specific words first spoken by the child or youth and the conduct and demeanor observed concerning the incident.

Witnesses to an occurrence should follow these outlined recommendations as to how such a situation should be handled to ensure the security of the child or youth involved and to protect against physical, emotional or psychological injury, to all persons involved.

1. Personally secure the safety of the child, children or youth.
2. Report the incident immediately. (A maximum of 48 hours is allowed per Child Protection Policy.)

- Do not leave the child, children or youth alone while personally reporting the incident.
- Do not personally confront the alleged or accused violator of this policy.
- Do not personally report the incident to the parents or guardian. The Administrator (or a member of the Response Team in the Administrator's absence) is responsible to report the incident to parents or guardians, as well as all communications on behalf of GPC related to the incident.

EXHIBIT E

GRACE PRESBYTERIAN CHURCH
VOLUNTEER PERMISSION FORM

For persons under eighteen years of age and their parents or guardians:

We understand and agree that:

a. All information that I have provided may be verified. I agree to release from liability any person or organization that provides information concerning me, including these persons I have listed as references. I do hereby agree to indemnify and hold harmless, Grace Presbyterian Church of Arlington, Texas, its employees, representatives and agents from any and all claims or causes of action relating in any manner to the verification of or attempts to verify the information provided, attempts to contact any references or conversations with any references. I understand and agree that any information received will not be disclosed to me, and I hereby waive any right I may have to inspect any information provided about me by any person or organization identified by me on this form.

b. By signing this form, I certify and affirm that the information I have given is true, complete and correct in all respects.

c. I have read, understood and agree to abide by the Child Protection Policy for Grace Presbyterian Church of Arlington, Texas and will notify the Child Protection Policy Administrator if any changes in the information in sections 1-3 occur.

d. I, the undersigned, do, for myself, my heirs, executors and administrators, hereby release and forever discharge and agree to indemnify the recognized agency/service and hold each of their officers, directors, employees, and agents harmless from and against any and all causes of action, suits, liabilities, costs, debts and sums of money, claims and demands whatsoever, and any and all related attorney fees, court costs, and other expenses resulting from the investigation of my background in connection with my application to become a volunteer or paid staff.

Parent or
Guardian's

Signature: _____ Date: _____
(If under age eighteen)

Youth's

Signature: _____ Date: _____

EXHIBIT F

Background Verification Release Form

AGENCY INFORMATION

Date

Agency Name

Contact Name

Agency's Main Phone Number

Agency's Fax Number

APPLICANT INFORMATION:

Applicant Full Name (Last, First, MI)

Maiden or Other Name(s) Used

Current Address

City State Zip Code

County

Social Security Number

Date of Birth

Driver's License Number

State

Issued

Position Applied For

Gender Male Female Race African American American Indian Anglo Asian Hispanic Other

I hereby authorize VERIFYI and or its Service Provider to request and receive any and all background information about or concerning me, including but not limited to my Criminal History, Social Security Number Trace including a consumer report under the Fair Credit Reporting Act, 15 U.S.C 1681, Driving Record, Employment History, Military Background, Civil Listings, Educational Background, Professional License from any Individual, Corporation, Partnership, Law Enforcement Agency, and other entities including my Present and Past Employers.

The criminal history, as received from the reporting agencies, may include arrest and conviction data as well as plea bargains and deferred adjudications and delinquent conduct as committed as a juvenile. I understand that this information will be used, in part, to determine my eligibility for an employment/volunteer position with this organization. I also understand that as long as I remain an employee or volunteer here, the criminal history check may be repeated at any time. I understand that I will have an opportunity to review the criminal history as received by client/agency and a procedure is available for clarification, if I dispute the record as received. I also understand that the criminal history could contain information presumed to be expunged.

I further release and discharge VERIFYI and their Service Provider and all of their Subsidiaries, Affiliates, Officers, Employees, Contract Personnel, or Associates, from any and all claims and liability arising out of any request for information or records pursuant to this authorization, procurement of an investigative consumer report and understand that it may

contain information about my character, general reputation, personal characteristics, and mode of living, whichever are applicable.

I understand that I have the right to make written request within a reasonable period of time to VeriFYI for additional information concerning the nature and scope of the investigation. I acknowledge that I have voluntarily provided the above information for employment/volunteer purposes, and I have carefully read and understand this authorization.

Applicant's Signature

Date

Applicant's Printed Name

Parent/Guardian's Signature
(if under 18 years of age)

ADDENDUM I
CHILD PROTECTION POLICY
Grace Presbyterian Church
of Arlington, Texas

Position Individual

Administrator ***Rick Brunson***

Criminal History Agency as determined by the Session

Legal Advisor Martha Kinard

Media Spokesperson Ron Musfeldt

Response Team Elder Clerk of Session

Pastoral Care Team Member Pastoral Care Liaison

GPC Minister Current Serving Pastor