

VOLUNTEER TRAINING



Questions to consider for this section are:

1. What specific training is wise to require?
All parents, Sunday School teachers and other volunteers with minors should have basic training in protecting children from abuse—but do you also require CPR or first aid training?
2. How often should the training be offered? How often renewed?

The second page is not a sample of policy wording, but suggestions for doing your own training.

Training Standards

Volunteers and staff will be required to receive training to help them gain an appreciation for maintaining a safe congregation. This training will help volunteers understand the church policies, prevent abuse, identify abuse in the future if they see signs of it, and respond appropriately.

To help ensure the safety of everyone while participating in activities of St. Sanctuary,

- A. Three hours of child abuse prevention education and training is required for all clergy, staff and **primary volunteers** before they start their work with minors or vulnerable adults or, if that is not possible, one hour of child abuse awareness training before they start their work and the rest of the training within three months of starting.
- B. One hour of child protection education and training is strongly recommended for all parents and secondary volunteers before they start their work with children or youth.
- C. All clergy and any staff working with or around children must complete training in the legal mandates for reporting suspected child abuse. The California State training for mandated reporters is located on-line at www.humanservices.ucdavis.edu/resource/camrt/index.asp (or link through the kyros.org website under Resources for child abuse prevention).
- D. Supervising adults are *required or encouraged?* to maintain current certification in basic first aid and CPR certification. It is also *recommended* that clergy also be trained in first aid/CPR. The church shall provide a yearly workshop on these topics or pay the costs for training.
- E. All trainings are to be renewed every three years or at an interval recommended by the training organization.

At least one person trained in child/adult abuse, prevention, and reporting and at least one person trained first aid, CPR, and emergency response

must be present at each church event.

The Keeper of Records will document volunteers' and staff's completion of training about relevant church policies and procedures and local reporting laws for child and dependent adult abuse.

PROTECTING GOD'S CHILDREN TRAINING

Recommended Sessions:

Two-Hour workshop for parents, Sunday school teachers, church leaders
Four-Hour workshop for clergy and other staff

Recommended Content:

Teaching children how to be "safe and strong"
Protecting them proactively
Noticing indicators of abuse
Responding appropriately and effectively

Facilitation of Workshops:

1. Have clergy and other staff take the state's free on-line training on mandatory reporting of suspicions of child abuse,
www.humanservices.ucdavis.edu/resource/camrt/index.asp.
Have them take the "General" training (*not the clergy module*) and then file their completion certificates in with personnel files or the church's child protection records. (This option will not be as helpful for parents and Sunday school teachers.)
2. Call your county's child abuse prevention council and invite someone from its speaker's bureau to lead a child protection workshop. Usually the speakers are volunteers so there are no fees involved. *Remind the speaker that the workshop participants need not know gory details about abuse but general ways one might recognize it and most importantly how to prevent it.*

Alameda County Child Abuse Prevention Council	(510) 780-8989
Child Abuse Prevention Council of Contra Costa Cnty	(925) 946-9961
Marin Child Abuse Prevention Council	(415) 507-0181
Child Abuse Prevention Council of Monterey County	(831) 755-4737
Child Abuse Prevention Council of Napa County	(707) 252-1123;x121
San Francisco Child Abuse Council	(415) 386-0959
(San Mateo Cnty) Children's Collaborative Action Team	(650) 364-3156
Santa Clara Child Abuse Council	(408) 293-5450
Santa Cruz County Child Abuse Prevention Council	(831) 464-1737
Solano County Child Abuse Coordinating Council	(707) 421-7229
Sonoma County Child Abuse Coordinating Council	(707) 565-5302
3. Borrow the Safeguarding God's Children curriculum from an Episcopal Diocese and have a facilitator use the DVDs for a workshop. Often a parishioner who is a therapist or school teacher has enough basic knowledge to lead such a training, and the facilitator is welcome to contact Kyros for a workshop outline. Suggested handouts are available at www.kyros.org, under Resources-Child Abuse.
4. Call Kyros Ministry at (650) 343-3377; we will refer you to a trusted associate.

CLERGY ARE ALSO MANDATED REPORTERS OF ELDER AND DEPENDENT ADULT ABUSE (WITH LEGAL CONSEQUENCES FOR FAILURE TO REPORT).