

Ministry With Minors Policy

**Geneva Presbyterian Church (USA)
5835 Sheldon Road, Canton MI 48187
734-459-0013**

Acting upon the Geneva Presbyterian Church mission to *Exalt God, Edify and Equip each other, and Engage the world*, our ministry with minors serves to fulfill our baptismal vows to guide and nurture all of God's children in the love and knowledge of our Lord Jesus Christ. In the consideration and interest of safeguarding all minors as well as the interests and reputation of employees and volunteers who take part in the church's education and faith development of minors, the Geneva Session has approved the following policy.

Policy

All people, paid staff and volunteers, working with minors at Geneva Presbyterian Church must complete an *Adult Ministry with Minors Application (MWM-1)* or a *Minors' Ministry with Minors Application (MWM-5)* and be approved by the Session.

In staffing of programs with minors there shall be two adults in attendance, or a minimum of two minors if there is only one adult. EXAMPLE OF POSSIBLE EXCEPTION: Mentoring and counseling, which may necessitate one-on-one situations. If possible, these sessions are to be held within general view of the public. If these sessions are in an office, either the door must have an uncovered window or the door should be ajar. Overnight events that include minors must provide separate sleeping areas for male and female participants. If separate sleeping areas are established in the same room, three or more adults, with at least two unrelated and at least one of each gender, must be present in the room. If separate sleeping areas are established in different rooms, two or more unrelated adults of coinciding gender must be in each room.

For Childcare situations, please refer to the *Childcare Policy*.

Eligibility Requirements

To be eligible to apply to do ministry with minors at Geneva Presbyterian Church the following requirements must be met.

- An adult (age 18 or over) must be either:
 - a paid staff member, or
 - a volunteer who has been active in the life of Geneva for at least the prior six months.
- A teen (14 – 17 years old) must have completed a babysitter certification course.

Application/Screening/Training Process

- The adult applicant will complete and sign the *Adult Ministry with Minors Application (MWM-1)*, as well as the *Background Investigation Consent (MWM-2)* form.
- The minor applicant and their parent or legal guardian will complete and sign the *Minors' Ministry with Minors Application (MWM-5)*
- These forms contain confidential information and will be stored securely.
- Reference checks will be made via mail or phone.
- A background investigation will be performed on all adult applicants.
- Upon session approval, all applicants will receive training on the safeguarding of minors, volunteers, and employees prior to ministering with minors.