

SAFEGUARDING OUR CHILDREN'S MINISTRIES IN AN UNSAFE WORLD



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Wales-United Kingdom



INTERNATIONAL





-
- **MISSION:** To mobilise the Church to create life-changing moments for children who have experienced abuse, neglect and trauma
 - **VISION:** For every child to experience unconditional love, hope, and safety
 - **STRATEGY:** To equip the Church to launch and sustain Camps and Mentoring Programmes

GUESS THE AGE AND OCCUPATION?

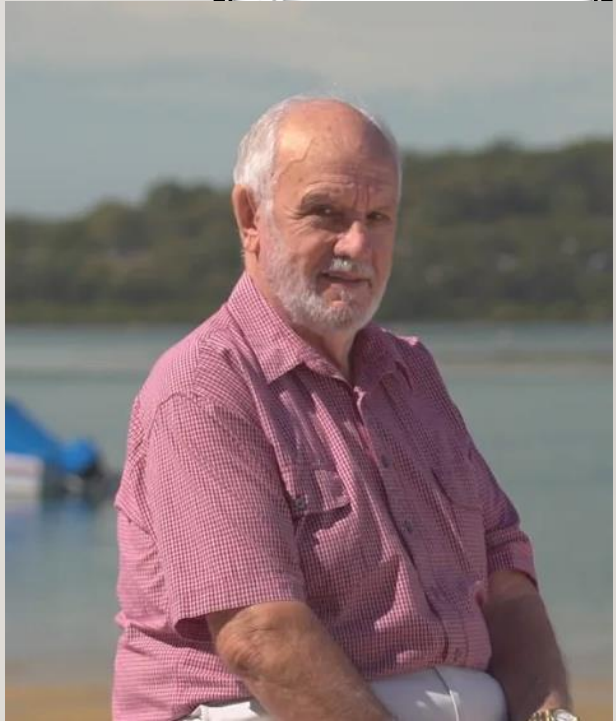
WHAT'S YOUR GUESS?
Age & Occupation

#1 _____

#2 _____

#3 _____

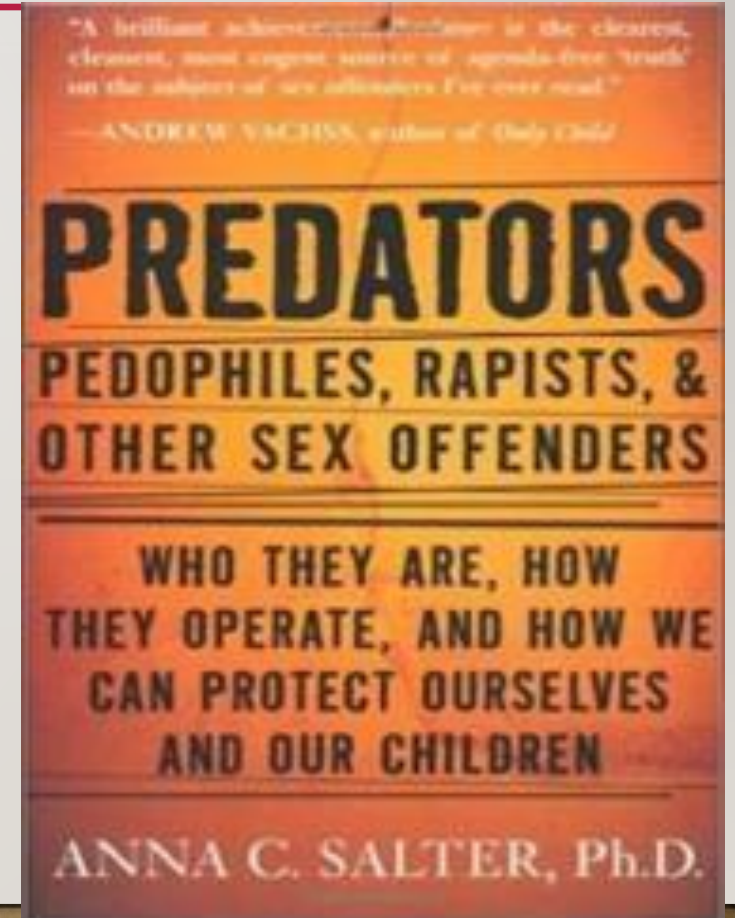
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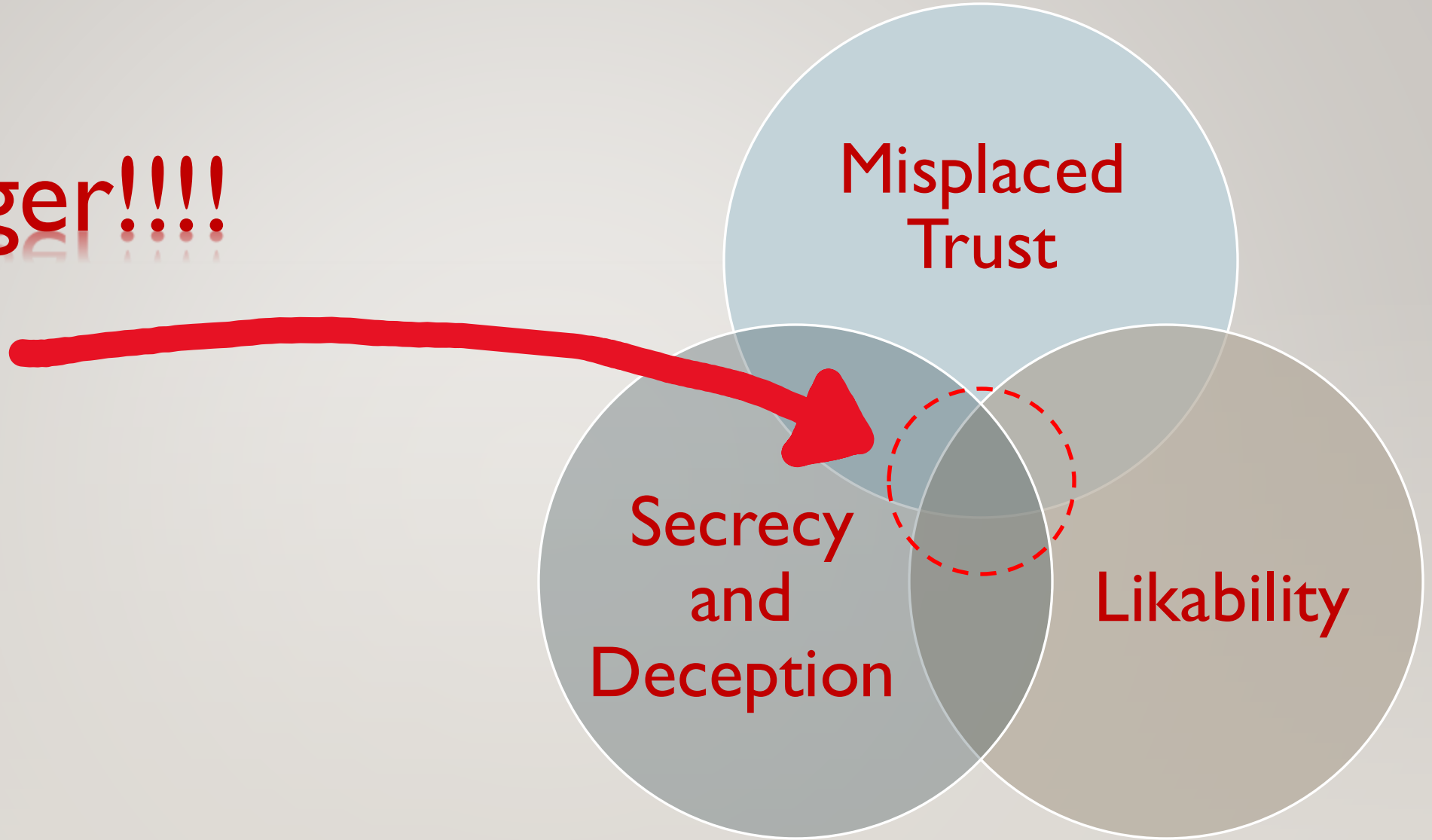
WHY DO WE NEED TO BE VIGILANT IN OUR MINISTRIES?

On average, a child sexual predator will perpetrate 150 times before being caught.

The chance of being caught for a sexual offense is **3%**



Danger!!!!

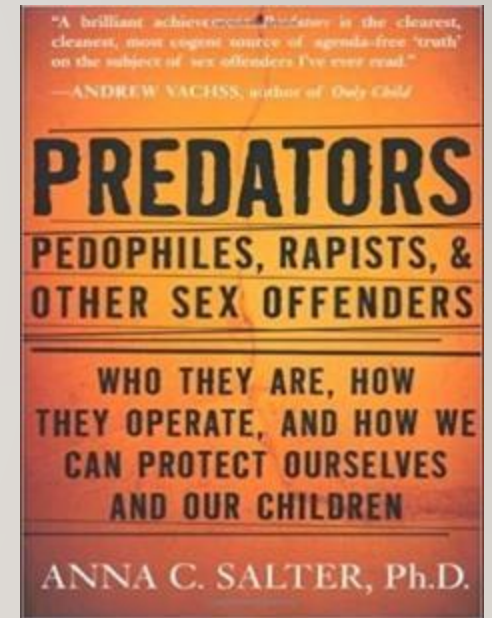


DANGER!

Misplaced trust is the predator's most powerful resource.

Secrecy and deception is the lifeblood of sexual aggression.

Likability is such a potent weapon that it protects predators for long periods of time.



A WARM ENVIRONMENT

“Church leaders can find it difficult to accept that members of their congregations or pastoral leaders could perpetrate abuse. As a result, some consider that it is not necessary to have specific child protection procedures or to adhere strictly to them.”

(Independent Inquiry into Child Sexual Abuse in UK Religious Organizations)



THINK ABOUT THIS.....

100% of all known perpetrators in the Church were thought to be safe before they were caught.



MAKING THE PROBLEM WORSE

- Exposure to porn greatly increases a child's likelihood of being a victim of sexual abuse.
- Early exposure to porn impacts a child's view of what is normative and impairs their ability to avoid, deter or negotiate from a dangerous situation.
- One child advocacy center said, "There is a tidal wave of kids acting out sexually related to viewing porn."

THE THREAT IS REAL

- In France: 333,000 known cases of child abuse in the last 70 years by catholic clergy alone.
- In Spain, a recent report found that a known 440,000 people were sexually abused as a child by catholic clergy and lay members in the last 70 years.
- In the U.S., 1 in 10 churchgoers under 35 have previously left a church because sexual misconduct was not taken seriously.
- Protestant denominations had less statistics to refer too, but seemed to not be too far behind Catholic churches.

IN COMPARISON, FOR THE CHILDREN'S PROGRAMMES



- 40 years of programmes
- 170,000 adult volunteers
- **14 known** volunteers later convicted for offenses against a child **OUTSIDE OF THE PROGRAM**
- **Zero accusations at any programmes worldwide**

WHY THE DIFFERENCE?

Stats. = 470+

If 470+ offenders have been through our system, why haven't we had issues?

- God's Protection
- Good People
- Robust Policies
- Verified Practices

A CASE STUDY

Young man in his 20's

- Grew up in his med/large local church—active in friend group
- Active in church life, volunteered for various ministries
- Dad: Elder/Deacon
- Mom: Toddlers coordinator
- Older sister: Children's pastor
- Worked at local YMCA where he had been background checked

A CASE STUDY

In 2022 he volunteered at a Royal Family KIDS Camp, **with the intention** of finding an opportunity to abuse a child. Because of the Camp's safeguarding policies and practices, he was not able to succeed

WHAT WENT WRONG?

MISGUIDED TRUST— SECRECY & DECEPTION— LIKABILITY

- What danger zones were overlooked?
- Why wasn't he suspected?
- Why was he able to succeed at church but not Camp?
- What can we learn?

CHILD PROTECTION / SAFEGUARDING

FIRST:

Your county's safeguarding standards and guidelines should be the starting place.

NEXT:

EVERY church should have and ABIDE BY a safeguarding policy and strictly enforced rules.

REMEMBER: A safeguarding policy is only as strong as its implementation and verification.



CHILD PROTECTION / SAFEGUARDING

- **Recruitment**
- **Screening**
- **Practices**
- **Safe-touch guidelines**
- **Child Empowerment**

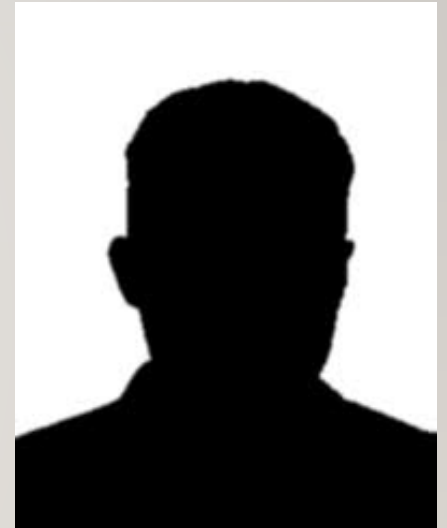
SAFE

VOLUNTEER RECRUITMENT

- **APPLICATION**
- **INTERVIEW**
- **2 REFERENCES**
- **BACKGROUND CHECKS**
- **TRAINING**

SEX OFFENDER SCREENING CHECKLIST

- Is exceptionally charming and/or helpful with children:
- Engages in peer-like play
- Prefers the company of children
- Roughhouses with and tickles children, leading to groping and fondling
- Obtains immediate insider status
- Fails to honour clear boundaries
- Goes on the offensive



*Interviewing Child Molesters:
Preventing Child Sexual Abuse
by Recognizing the Patterns of Offenders*

Carla van Dam, PhD

PURPOSE OF THE VOLUNTEER APPLICATION

- It is NOT just to gather contact information
- Discover why they want to serve.
- Discover valuable clues about their background and character.
- Discover both negative and positive attributes.
- Indirectly communicates the church's seriousness when it comes to the safety of children.
- Offers an opportunity to self-select out.
- Include "I understand" statements.

SAFE RECRUITMENT—APPLICATION

- Ask for previous churches and contact info—FOLLOW UP!
- Previous children's ministry and contact info—FOLLOW UP!
- Any other volunteer work with children—FOLLOW UP!
- Reason for wanting to work with children?—Look for red flags!
- Spiritual walk—Again, look for red flags!
- Ask about any previous abuse and how they were able to overcome/work through it.

APPLICATION SPECIFICS—ASK AND ASK AGAIN

- Have you ever been arrested for a criminal offence?
- Have you ever been convicted or plead guilty to a crime?
- Have you every been arrested for a sexual crime?
- Have you ever been accused of a sexual crime?
- Have you ever been asked or forced to resign from a job or volunteer position due to a complaint of a sexual nature?
- Have you ever taken illegal drugs?
- Have you every been accused of a sexual crime you didn't commit?

SAFE RECRUITMENT INTERVIEWS

- The selection and placement volunteers is one of the highest responsibilities of the leadership team. It sets the culture.
- The interviewers and the volunteer should both learn a great deal from the process.



CONDUCTING THE INTERVIEW

Basic Principles of Interviewing:

- Let the candidate do the talking—don't be afraid of blank space.
- Don't answer questions for them.
- Use pre-written questions provided and follow up with open-ended questions:
- Follow up with-

Who, What, When, Where, Why, How



INTERVIEWING A POTENTIAL OFFENDER

- Listen to the content. Do not be mesmerized by the delivery.
- Children need adult involvement, guidance, direction – not a big playmate.
- Watch out for adults who primarily interact with children, not peers.

Interviewing Child Molesters: Preventing Child Sexual Abuse by Recognizing the Patterns of Offenders, Carla van Dam, PhD

INTERVIEWING A POTENTIAL OFFENDER

- During the interview be sure to communicate your rules, guidelines and safe-touch restrictions.

*Interviewing Child Molesters: Preventing Child Sexual Abuse
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INTERVIEW— RED FLAGS!



1. Male applicant feels kids are “attracted” to him
2. Male has attraction to boys of a certain age
3. Previous abuse in their background
4. Frequent job changes if working with kids



REFERENCES

- Be diligent to conduct thorough reference checks. Why?
- Make sure to ask for specific references—previous pastor, ministry leader, employer etc. Why?
- Check references by phone or video if at all possible. Email should only be a last resort. Why?

OBJECTIVES FOR BACKGROUND SCREENING

- Due Diligence—to maintain ministry integrity
- To ensure the safety of the children, the volunteer and the Church
- To attempt to identify sexual or violent offenders



BACKGROUND CHECKS

- Background checks are absolutely necessary, yet they are not completely reliable.
- Everyone should have one if possible in your country, but having one doesn't mean a person is safe.
- Many bad people have simply not been caught yet.

WHAT DO WE DO NOW?

If you find something on a criminal background check, what do you do about it?

Here are 3 “Filters” to think about before saying “yes” and allowing them to volunteer.



3 FILTERS

Absolutley No Acceptance!

1. Violent or sexual crimes against a child.**
2. Sexual crimes against an adult.**

Limited Acceptance

3. Violent crimes against an adult.**

DISCOVERY OF CONVICTIONS

Filter I - The Conviction

- a. What was the conviction or offense?
- b. What was the duration?
- c. How long ago was it?
- d. What has happened since that time?

Has there been any repentance, turning from crime, a change of heart or are they just smarter and not getting caught now.

DISCOVERY OF CONVICTIONS

Filter 2 – Ministry

- a. Do you have direct history with them over time and in ministry?
- b. Have they been involved with a credible and verifiable ministry elsewhere?



DISCOVERY OF CONVICTIONS

Filter 3 – Position:

- a. Helper position with some indirect exposure to kids.
- b. Helper with significant exposure to kids

RECOMMENDED RULES TO KEEP CHILDREN SAFE

Safety rules are for the protection of the children, the adults and the Church.

When rules break down, children can get hurt and we compromise our goal for children to know and love Jesus.



TWO-DEEP

There should always be **TWO APPROVED, TRAINED ADULTS** providing direct supervision over all children from the time the parents check them in, to the time the parents check them out.

TWO-DEEP

Any child who goes behind closed doors, into toilets, behind buildings, or into secluded areas away from the mainstream of the groups should be accompanied by **TWO ADULTS**.

EVERYONE SHOULD PERIODICALLY ASK THEMSELVES THE 3 W'S

1. **Where** is the child?
2. **Who** are they with?
3. **What** are they doing?

PERSONAL TOUCH

Positive, healthy touch is vital for everyone! However, the following touching scenarios are often used by predators to groom children and gradually break down physical sensitivities. **Be aware.**

- Sitting on laps
- Piggyback rides
- Front hugs

ASK—Who invites it, how often, and how long does it linger?



HAVE A PLAN TO MANAGE DANGER AREAS—TWO DEEP

Here are a few areas often overlooked that need to be managed well:

- Toilet Trips
- Children of leaders, before and after service
- Potentially secluded areas of ministry space with less visibility
- Busy times when things might become chaotic
- Special Events, outreaches, programmes.

The importance of Two-Deep cannot be overstated!



CHILD EMPOWERMENT—THE 3 R'S

Teach these things clearly, often, and in different, creative ways.

RECOGNISE Help children to recognise unsafe situations and unsafe people.

RESIST Make sure children know how to resist unsafe situations and how to say NO!

REPORT Make sure children understand who to go to to share that they feel unsafe.



EVERY
CHILD
UP TO
ARTIST

THE
GIANT



MANDATED REPORTING OF ABUSE

IT IS EVERYONE'S RESPONSIBILITY REPORT ANY
ACCUSATIONS, DISCLOSURES OR CONCERNS OF ABUSE!

MANDATED REPORTING OF ABUSE

Responding well to concerns of abuse or disclosures includes five steps:

- **RECOGNISE** that a child may be at risk of harm or abuse.
- **RESPOND** by taking appropriate action in a sensitive and timely way.
- **RECORD** the concern or disclosure of abuse that has been made.
- **REPORT** any concerns to the right person so action can be taken.
- **REFLECT** on what happened and act on any learning.

RECOGNISE

The first step in responding well to a concern is to **recognise** that a person may be at risk of harm or abuse. A volunteer may recognise a concern in one of two ways:

- By **spotting the signs or indicators of abuse** — these are things that a person sees or hears.
- When a child makes a **disclosure of abuse** — this is when they tell someone about their experience of abuse or go to someone for help.



RESPOND

The second step in responding well to concerns is to **take action** in an appropriate, sensitive and timely way.

When a child tells someone directly about their experience of abuse, or comes to them for help, this is called making a **disclosure**. The initial response to a disclosure of abuse can have a lasting impact.

Usually, a child will seek support and disclose to someone they trust. It will save the child having to repeat a disclosure if they have support from the person they initially disclosed to.



RECORD

The third step in responding well to concerns is to **record** any concerns or disclosures of abuse that have been made.

The volunteer who receives the information should **NOT** try to decide if it is true or not, or try to investigate it.

They **SHOULD** accurately record what has been seen or heard so that this can be passed on to those involved in reporting and taking action.



REPORT

The fourth step in responding well is to report any concerns or disclosures to the right people so that the right action can be taken.

All concerns or suspicions, however small they seem, should be reported confidentially in line with the church's safeguarding policy.



REFLECT

The fifth and final step in responding well to concerns is to reflect on what has happened, to ensure that the safeguarding policies and procedures were followed, and to determine if any step of the process could have been improved upon.



GUESS THE AGE AND OCCUPATION?

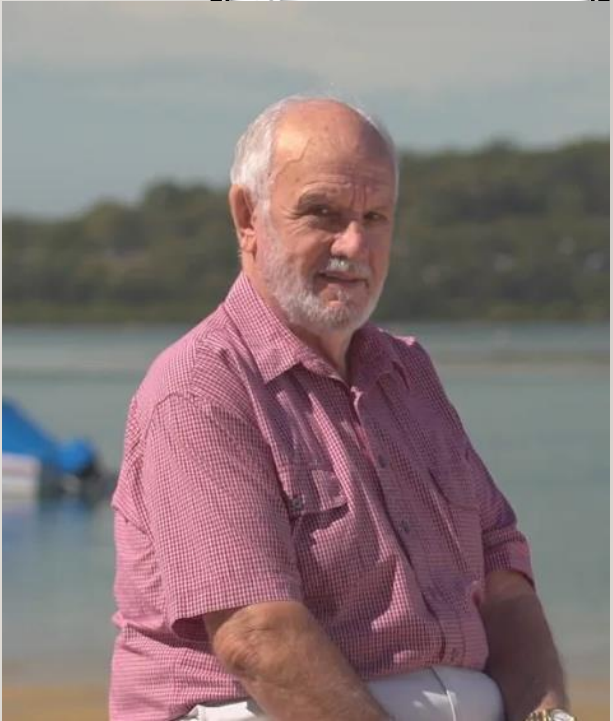
WHAT'S YOUR GUESS?
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FBI TEN MOST WANTED FUGITIVE

RUJA IGNATOVA

Conspiracy to Commit Wire Fraud; Wire Fraud; Conspiracy to Commit Money Laundering; Conspiracy to Commit Securities Fraud; Securities Fraud



DESCRIPTION

Aliases: Dr. Ruja Ignatova, Ruja Plamenova Ignatova, Ruja P. Ignatova, "CryptoQueen"

Date(s) of Birth Used: May 30, 1980

Place of Birth: Bulgaria

Hair: Dark Brown to Black

Eyes: Brown

Sex: Female

Race: White

Languages: English, German, Bulgarian

REWARD

The FBI is offering a reward of up to \$250,000 for information leading to the arrest of Ruja Ignatova.

Ruja Ignatova

- Bulgaria
- 43 years old



Alejandro Castillo

- CA USA
- 25 years old



FBI TEN MOST WANTED FUGITIVE

ALEJANDRO ROSALES CASTILLO

Unlawful Flight to Avoid Prosecution - Murder



Photograph taken in 2015



Photograph taken in 2016

DESCRIPTION

Aliases: Alexandro Castillo, Alex Castillo, Alejandro Rosales, Alejandro Castillo, Alejandro Rosales-Castillo, Alejandro Rosalescastillo

Date(s) of Birth Used: November 26, 1998

Place of Birth: Arizona

Hair: Black

Eyes: Brown

Height: 5'6"

Weight: Approximately 180 to 190 pounds

Sex: Male

Race: White (Hispanic)

Nationality: American

Languages: English, Spanish

REWARD

The FBI is offering a reward of up to \$250,000 for information leading directly to the arrest of Alejandro Rosales Castillo.



Kiara Fernandez
15 years old



Saved the life of her
sister, Jadah

WHAT'S YOUR GUESS?
Age & Occupation

#1 _____

#2 _____

#3 _____

#4 _____





James Harrison
- Australia
- 80 years old

He donated blood every week for 60 years and saved the lives of 2.4 million babies



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