

The Presbytery of San Diego Child/Youth/Vulnerable Adults Protection Policy

It is the policy of the Presbytery of San Diego to provide a safe environment for the spiritual, physical, and emotional, well-being of youths, children and vulnerable adults who attend, and/or participate in, Presbytery activities. The requirements and prohibitions set forth in this policy are specifically designed with that in mind. This policy applies to all Presbytery of San Diego sponsored activities that involve children, youth, and vulnerable adults.

Amendments to this policy must be in writing and may be made only by the Committee on Ministry and approved by Presbytery.

Policy Rationale

The implementation and documentation of a Child/Youth/Vulnerable Protection Policy strives to reduce the risk of abuse and neglect for the following reasons:

- Children, youth, and vulnerable adults are a gift from God and the Church has a divine mandate to provide for their safety and nurturing. The Church is called to be a place that reflects the open arms of Jesus. In Matthew 19:14, Jesus says, “Let the little children come to me.” The Church is to be, at all levels of council and in all entities, a place of safety and nurture reflective of the arms of Christ.
- Any type of abuse that involves children, youth, or vulnerable adults has lasting and devastating effects on the life of the victim/survivor. It is the call of the Church to be a life-giving entity of Christ’s healing and hope for community and individuals, not an entity that brings harm and hurt.
- The larger Church suffers with the victim/survivor and his or her family when abuse and neglect occur. The Church is crippled by the hurt, pain, and distrust that accompanies abuse. Not only does the Church lose its credibility at all levels, it also suffers considerable financial loss and loss of integrity. More importantly, in instances of child, youth, or vulnerable adult abuse within the Church, there is immeasurable spiritual, psychological, emotional, and physical harm perpetrated that woefully cripples God’s call on the Church.
- The Book of Order states,

All councils shall adopt and implement a sexual misconduct policy and a child and youth protection policy. (Book of Order G-3.0106)

- Children, youth and vulnerable adults are not only persons of care and service in the church, but they are also co-recipients of the graces and love of God. Jesus exemplified this in the Gospel of Mark 10:15–16 when he urged his followers to receive the kingdom of God as a little child. And he specifically takes up the children into his arms and blesses them. So also, the Church, as the body of Christ, is to be the presence of Christ’s love, in the same way taking up all children and youth into its arms and blessing them; providing for them a safe, thriving, and nurturing environment in which to grow in every way.

Scope

This specific policy applies only to those situations in which the persons involved are accountable to the Presbytery of San Diego. As such, the policy is limited to those persons who are either continuing members of the Presbytery, employees, elected officials, members of various committees, or volunteers of the Presbytery of San Diego, including:

- Ordained clergy persons on the Presbytery of San Diego rolls
- Inquirers and candidates under care of the Presbytery of San Diego
- Certified Christian Educators
- Leaders of Presbytery-sponsored events while they are at and are in transit to and from the events. Leaders are defined as Presbytery staff or volunteers who provide services for governing bodies and entities of the Presbytery. Volunteers include persons elected, appointed, or selected to serve on boards, committees, and other groups.
- Professional lay persons employed by the Presbytery of San Diego in both exempt and non-exempt positions.
- Commissioned Ruling Elders

Definitions

The following is a list of definitions of terms and their intended use in this particular policy. For the purpose of this policy:

Child: A child will be defined as a person between the ages of 0–11.

Youth: A youth will be defined as a person between the ages of 12–17.

Minor: A minor is any child or youth 0–17 years-old.

Child/Youth Worker: Any person, volunteer or paid staff or contractor, who participates at any level at Presbytery of San Diego sponsored events or activities that

involve children and/or youth. All child/youth workers must be at least eighteen-years old and four years older than the oldest youth whom they are serving.

Vulnerable Adult: Any person eighteen-years-old or older without the developmental or cognitive capacity to consent.

Vulnerable Adult Abuse: Any act or failure to act that results in the physical, sexual, psychological, or emotional mistreatment, neglect, or exploitation of a vulnerable adult.

Child/Youth/Vulnerable Adult Abuse: Any act or failure to act that results in the physical, sexual, psychological, or emotional mistreatment, neglect, or exploitation of a child, youth or vulnerable adult.

Sexual Abuse: In the Book of Order, sexual abuse is defined as, “Sexual abuse of another person is any offense involving sexual conduct in relation to (1) any person under the age of eighteen years or anyone over the age of eighteen years without the mental capacity to consent; or (2) any person when the conduct includes force, threat, coercion, intimidation, or misuse of ordered ministry or position” (Book of Order, D-10.0401c).

Misuse of technology: The use of technology that results in the harassing or abusing of a child/youth. This includes using technology to send suggestive message and images to a child or youth. Adults should not have any technological contact with a child or youth that is not either preapproved by the child/youth’s legal guardian with a signed waiver, or the contact is on an open public medium, such as a church website or other social media program.

Safe Child Response Team: The Safe Child Response Team is a team comprised of a minimum of three members of or appointed by the Presbytery of San Diego who are specifically trained to respond to allegations and reports of child, youth, or vulnerable adult abuse at Presbytery of San Diego sponsored activities. These teams must be readily available to be contacted and used at all Presbytery of San Diego sponsored events.

Sponsoring Group: Any council, committee, ministry or entity of the Presbytery of San Diego that is tasked with the responsibility of planning events and activities for children, youth, or vulnerable adults.

Staff member: Any person employed by the Presbytery of San Diego on a full-time or part-time basis.

Volunteer: A person, not paid or otherwise employed by the Presbytery of San Diego who, with the knowledge and consent of the Presbytery of San Diego is permitted to assist in the preparation and/or administration of the Presbytery of San Diego activities. There are two kinds of volunteers.

1. A “senior volunteer” is a volunteer, regarding whom a successful background check has been completed, who may interact with youths, children and those vulnerable under the indirect supervision of a Presbytery staff member; i.e., supervision that does not necessarily include contemporaneous visual observation or verbal direction. A list containing the names, addresses, and telephone numbers, of all current senior volunteers for the Presbytery of San Diego activities shall be maintained by the Executive Presbyter.
2. A “volunteer” is a volunteer regarding whom no background check has been completed, but who has been expressly approved of by the Presbytery. A volunteer may only interact with, or assist, youths, children or those vulnerable (a) in a non-public venue under the direct supervision of a staff member or senior volunteer (i.e., supervision that includes contemporaneous visual observation and verbal direction), and (b) in a public venue under the indirect supervision of a staff member or senior volunteer.

Physical Interactions with Children, Youths or Vulnerable Adults

Certain forms of physical contact with a child, youth or vulnerable adult are inappropriate and, therefore, prohibited and will not be tolerated. They include intentionally touching a child, youth or vulnerable adult in a personal/private area of the body, lying down with a child, youth or vulnerable adult, and intentionally hitting, slapping, or punching, a child, youth or vulnerable adult for punishment or correction.

Other forms of physical contact with a child, youth or vulnerable adult may be appropriate under some circumstances but inappropriate under other circumstances. For example, holding a child in your lap, or carrying a child, may be appropriate as a necessary means of calming, comforting, or reassuring the child, or rendering assistance when walking is difficult or impossible. However, holding a child in your lap, or carrying a child, solely based on your own desire to do so would be inappropriate. Similarly, any other form of physical contact with a child, youth or vulnerable adult that is based solely on your own desire to do so, rather than an applicable contemporaneous need, would be inappropriate.

Staff members, senior volunteers, and volunteers, must establish clear lines and boundaries with children, youth and vulnerable adults. Statements such as “that’s not appropriate”, “that’s not acceptable”, and “that’s not respectful”, are helpful.

Other Prohibited Behaviors

The following acts or omissions are violations of this Policy and will not be tolerated during any activity or program.

- Verbally abusive language such as belittling, derogatory name-calling, bullying or harassing remarks.
- Any display or demonstration of sexual activity, abuse, insinuation of abuse or abusive conduct.
- Sexual advances or sexual activity of any kind between Presbytery worker and a minor or a Presbytery representative and a vulnerable adult.
- Physically abusive behavior or infliction of bodily injury to a minor or vulnerable adult.
- Mental or emotional injury to a minor or vulnerable adult caused or exacerbated by a Presbytery representative.
- Physical neglect of a minor or vulnerable adult, including failure to provide adequate supervision in relation to the activities and programs of the Presbytery.
- The presence or possession of obscene or pornographic materials at any church-sponsored event.
- The presence, possession or being under the influence of any illegal or illicit drugs.
- Consumption of or being under the influence of alcohol while leading or participating in church activities while minors are present.
- Other acts of child/youth/vulnerable adults abuse, sexual abuse or the misuse of technology are strictly prohibited and must be reported immediately.

Travel

The driver of an automobile that is transporting children, youth or vulnerable adults for a Presbytery of San Diego activity must be a staff member, senior volunteer, or volunteer who is 21 years of age or older, who possesses a valid California driver's license and automobile insurance.

Minors should not ride in private vehicles or with other students without a written consent form signed by a parent or legal guardian prior to the Presbytery-sponsored event or activity. At no time shall an adult of the opposite sex be alone in a vehicle with a

student during a Presbytery sponsored event or any other activity where a “Presbytery representative-student” relationship exists. Exceptions may be made in the case of an emergency deemed necessary by the driver or Presbytery representative.

Events

1. There must be at least one (1) staff or volunteer, when working directly with children, youth or vulnerable adults at any Presbytery of San Diego event, certified in first aid and CPR.

2. Whenever a Presbytery of San Diego entity organizes an event that includes minors from other church councils, a church that has compliant processes in place for working with youth will lead the child/youth and vulnerable adult activities and apply the policies of their church for the event. Church councils participating in the activity shall abide by the policies of that leading church and shall:
 - a. Not send a person to act as a child/youth or vulnerable adult worker whom the council knows has violated the provisions of the Book of Order or policy of a local congregation or Presbytery pertaining to sexual misconduct or child/youth protection.
 - b. Not send a person to act as a child/youth or vulnerable adult worker for minors when that person is also scheduled to work at the event.
 - c. Require councils at all levels of church life who are assisting in organizing Presbytery of San Diego events for minors or sending child/youth or vulnerable adult workers to these events to abide by the same screening, training, and background check standards mandated in this policy for the Presbytery of San Diego.

3. The Presbytery of San Diego requires that any church leading the child/youth and vulnerable adult activities have, as a minimum, established best practices for securing child/youth or vulnerable adult workers and eligibility requirements for all participating churches. Minimum practices shall provide guidance to the councils that are sending child/youth or vulnerable adult workers concerning the requirement that the council perform and pay for background checks for potential child/youth or vulnerable adult workers and how to evaluate the background check for offenses that would disqualify a person from being a child/youth or vulnerable adult worker with minors.

Screening and Background Checking

A child/youth/vulnerable adult worker, whether staff, contractor, or volunteer basis, shall be subject to:

1. The Presbytery of San Diego's receipt of a completed, signed, and approved application to participate in the event.
2. Proof of the applicant's background check clearance; or
3. The applicant's consent to a criminal background check to be processed before participation in any child/youth/vulnerable adult activity.

No person may serve as a child/youth worker who has a conviction on his/her record of certain felonies or misdemeanors, including, but not limited to, any of the following:

- Criminal homicide;
- Aggravated assault;
- Crimes related to the possession, use, or sale of drugs or controlled substances;
- Sexual abuse;
- Sexual assault;
- Injury to a youth;
- Incest;
- Indecency with a youth;
- Inducing sexual conduct or sexual performance of a youth;
- Possession or promotion of child pornography;
- The sale, distribution, or display of harmful material to a minor;
- Employment harmful to youth;
- Abandonment or endangerment of a youth;
- Kidnapping or unlawful restraint;
- Public lewdness or indecent exposure; and enticement of a youth;
- Any crime that involves sexual misconduct or sexual abuse, particularly if it involves misconduct or abuse with a minor;
- Any crime that involves misuse of technology for sexual purposes, such as collecting or distributing photographs of minors who are naked or in sexual or inappropriate poses (child pornography);
- Any crime that involves the use of force, such as assault or endangerment;
- Any crime that involves abduction and kidnapping;

- Any crime that involves drinking and driving, such as driving while intoxicated.
- Any crime that involves drugs or theft

In addition, if the Presbytery of San Diego is aware that a child/youth or vulnerable adult worker has a prior conviction for one of the aforementioned crimes, or a related crime, the child/youth or vulnerable adult worker shall automatically be ineligible to attend a child/youth or vulnerable adult event in any capacity.

Safe Environment

It is the goal of the Presbytery of San Diego to make each environment in which a Presbytery of San Diego activity takes place a safe environment. In furtherance of this goal the Presbytery of San Diego will, among other things, (i) make reasonable efforts to exclude from any Presbytery of San Diego activity any person who has no legitimate reason or purpose for being there, and (ii) strictly control access to Presbytery of San Diego non-public activities by means that may include limiting entrance to the activity environment or in-person monitoring of access points.

Reporting Responsibility

In addition to any reporting obligations required by law, it is the responsibility of each staff member, senior volunteer, and volunteer, to IMMEDIATELY report to the Stated Clerk any suspected or known prohibited or inappropriate interaction between a staff member, senior volunteer, volunteer or event participant, and a child, youth or vulnerable adult.

Any person bringing a report of abuse or assisting in investigating will not be adversely affected in terms and conditions of employment, church membership or affiliation, or otherwise discriminated against or discharged.

The Safe Child Response Team shall have the following responsibilities in response to allegations of child/youth or vulnerable adult abuse or neglect incurred against any child/youth worker or event participant:

1. Immediately provide for the safety of the alleged victim(s) involved.
2. If the report alleges abuse or harassment of a minor, the response team will:
 - a. immediately ensure the allegation is reported to the civil authorities under state law;

- b. immediately notify the parents or guardian of the minor;
 - c. notify the insurance company of the allegation and that no investigation has yet occurred.
3. Make immediate decisions concerning the temporary removal of the individual accused from any contact with children, youth or vulnerable adult pending an investigation and/or removal of the accused from the event until a resolution of the allegations has occurred.
 4. Notify designated people at the Presbytery of San Diego immediately of the report of alleged abuse/neglect, including the Presbytery's Stated Clerk and attorney. Any possible media requests will be handled by the Executive Presbyter or his/her designee with advice from the attorney, taking care to safeguard the privacy and confidentiality of all involved.
 5. Provide resources for victims of the alleged abuse that may aid in the particular spiritual, psychological, or emotional needs and trauma that may arise from the alleged abuse.
 6. If the report is against a teaching elder, the response team shall send a written statement of allegation to the stated clerk of the presbytery that holds the teaching elder's membership. This written statement of allegation shall trigger the formation of an investigating committee under the Rules of Discipline of the Book of Order: The Constitution of the Presbyterian Church (U.S.A.) Part II.
 7. If the report is against a ruling elder, the response team will notify the session of membership that an allegation of offense has been received against an elder that triggers the formation of an investigating committee under the Rules of Discipline of the Book of Order: The Constitution of the Presbyterian Church (U.S.A.), Part II.
 8. If the report is against an employee of the Presbytery of San Diego the response team will notify the person(s) or committee responsible for supervision of the employee, the Executive Presbyter, the Stated Clerk, Human Resources, and the Presbytery's attorney.
 9. If the report is against an employee of an entity other than the Presbytery of San Diego, the response team will notify the person(s) or committee responsible for supervision of the employee. The response team will request a follow-up report from the supervisory body of the outcome of any subsequent investigation or discipline.

10. If the report is against a volunteer, or nonmember of the Presbytery of San Diego, the response team will request that the Presbytery of San Diego appoint an investigating committee of three persons to initiate an investigation of the allegations in order to:

- a. gather any statements of abuse from those making the report, including any information from the Safety Response Team, and any party to the abuse;
- b. gather any information from the person who was accused of abuse;
- c. make written determinations and take actions appropriate to resolve the matter including, but not limited to, making recommendations for prevention as well as response.

11. Provide pastoral counseling for the principal parties involved (accuser(s), possible victim(s), accused, family members).

12. A written summary of any proceedings in such cases will be maintained by the Presbytery of San Diego.

Training

Upon employment and every two years thereafter, the Stated Clerk will ensure that each ordained pastor will receive training regarding the responsibilities and requirements of this Child/Youth/Vulnerable Protection Policy and applicable law. This training is also mandatory for staff members and senior volunteers before they will be permitted to participate in child/youth/vulnerable adult activities. Persons who act as volunteers on a regular basis are encouraged, but not required, to receive the training.

The training shall cover:

- What constitutes child/youth/vulnerable adult abuse and neglect.
- How to recognize signs and symptoms of abuse and neglect.
- State laws concerning definitions of abuse and reporting.
- Mandatory criminal background checks and the security of those files.
- Explanation of the importance of the application and screening processes.
- Appropriate boundaries with children and youth, especially regarding adult/child/youth ratios, transportation, and use of technology.
- If an overnight event is planned, discussions of boundaries involving

- appropriate sleeping arrangements, and restroom/shower facilities use shall be discussed.
- The presence of a Safe Child Response Team at each event and how to contact them.

Receipt and Acknowledgment of Policy

At the time of training every staff member and senior volunteer will be given a copy of this policy and will confirm receipt of same in writing.

Confidentiality of Records

The sponsoring organization shall maintain all child/youth/vulnerable adult worker applications, results of background checks, and related information in confidential, secured files.

Civil Reporting Procedures For Non-Church Activities/Events

1. Who Reports

Abuse and neglect of children, youth and vulnerable adults is against the law in California. If abuse or neglect is suspected, a report to a protective services agency or the appropriate law enforcement agency is required.

Mandated reporters are clergy and staff who have direct responsibilities for children and youth, which includes but is not limited to: pastors, directors, coordinators, teachers, camp counselors, supervisors of child welfare and care, presenters of child abuse prevention programs and those aides or helpers trained in child abuse reporting. However, every person who has grounds to suspect abuse of our children, youth or vulnerable adults should consider it his/her duty to comply with reporting process in the State of California. Clergy are also mandated by California law to alert authorities of any suspicions of abuse of vulnerable adults. This is regardless of whether the suspected abuser is part of our community or if information comes from a third party.

Obligated reporters include, but are not limited to: Sunday School Teachers, program coordinators (e.g., Vacation Bible School), camp counselors, child care providers, assistants, and other aides or helpers in the contact of children and youth. Obligated reporters are encouraged to report known or suspected child abuse by following the

procedures below, as if they were a mandated reporter. However, it is reasonable to expect assistance from the church employee who supervises the program or activity in which the church volunteer is engaged.

The reporting mandates are individual and cannot be delegated to another individual except under circumstances explained later in this policy. The duty to report child abuse is an individual duty and no supervisor, director, or pastor may impede or inhibit such reporting duties. It is in the best interest of our children and youth that any and all known or suspected child abuse be reported immediately.

2. **When**

Reports to protective services are required if there is reasonable suspicion of past, current or future abuse. California Law describes *reasonable suspicion* as situations “when it is objectively reasonable for a person to entertain such suspicion based upon facts that could cause a reasonable person in a like position drawing, when appropriate, on his/her training and experience to suspect child abuse.” An anonymous call that alerts a church staff member to suspect a minor or vulnerable adult who might be at risk may constitute sufficient cause to report.

Once that level of suspicion is reached, no Presbytery representative should investigate. Determining whether or not the suspected abuse actually occurred is not the responsibility of the Presbytery representative. Such determination and follow-up investigation will be made by a child protective agency.

No Presbytery representative should confront a parent or suggest any suspicion of child abuse to the child or youth in question. Rather, any suspicion should be communicated confidentially to county protective services (as described below) and/or the Stated Clerk. No other third party will be told any details of any reported matter, unless that person has a legal, business, or ministerial reason to be informed of the results of any investigation, or any actions taken in response to such investigation.

3. **How**

As stated in the California Penal Code, Section 11164-11174.3, **mandated reporters** shall make an initial report to the agency immediately or as soon as is practicably possible by telephone within 24 hours after a person has reasonable suspicion of possible current or future abuse. The **mandated reporter** shall prepare and send, fax, or

electronically submit a written follow up report within **36 hours of receiving the information concerning the incident.**

Any person who intends to file a report with civil authorities may alert the Stated Clerk who will help in making the report. *Only* if civil authorities allow such communication can the pastor (or anyone else) speak with the principals in an alleged incident (including the parents) immediately after a report has been made. Often pastors are advised that any contact with principals may affect the investigation.

- a. **Call** the Child Abuse Hotline first (1-800-344-6000 or 858-560-2191) to make a **verbal report**. Before you call, make notes of any pertinent observations, child's comments, and other information that led to a reasonable suspicion of abuse. This written information about individuals involved and the description of the incident will be of value in making the oral report on the phone and can then be easily transferred to a reporting form and sent to CPS within 36 hours.

It is vital to get the name of the hotline worker.

- b. **Complete** form **DOJ SS8572**, available at:
http://ag.ca.gov/childabuse/pdf/ss_8572.pdf

- i. Type or print legibly in black ink.
- ii. Fill in every space on the form.

If you do not know certain requested information, write "unknown."

- iii. In the "Narrative" section, give detailed information. If you have additional information beyond what you have given by phone, please indicate this on the written report. If necessary, please continue your narrative on an additional sheet of paper, identifying the minor and indicating it is page 2 of the referral.

- c. **Submit** form DOJ SS8572 within 36 hours *after* providing the verbal report.
 - i. Send Original to SD County Health and Human Services Agency/CPS, 6950 Levant St. SD, CA 92111.
 - ii. Send a copy to SD Police Department, (MS) 719, Child Abuse Team, 1401 Broadway, SD, CA 92101
 - iii. Keep a copy in a confidential locked file in the Stated Clerk's office.

When two or more persons who are required to report have joint knowledge of a suspected instance of child abuse, and when they so agree, the telephone report may be made by either of them with the following written report made and signed by the same person. However, if any person knows or should know that the designated person failed to make the report, that person then has a duty to make the report.

4. **Immunity And Liability**

Presbytery employees required to report are not civilly or criminally liable for filing a required or authorized report of known or suspected child abuse. Mandated reporters are provided immunity from civil or criminal liability as a result of making a required or authorized report of known or suspected child abuse.

Other persons who report are not liable either civilly or criminally unless it can be proven that a false report was made and that the person knew that the report was false or the report was made with reckless disregard of the truth or falsity of the report. Any such person who makes a report of child abuse known to be false or with reckless disregard of the truth or falsity of the report is liable for any damages caused [Penal Code, 11172, subdivision (a)].

No person reporting legitimate abuse to protective service shall be subject to any sanction by the Presbytery or its leaders.

If a mandated reporter fails to report an instance of child abuse which he/she knew to exist or reasonably should know to exist, he/she is guilty of a misdemeanor punishable by confinement in jail for up to six months, a fine of up to \$1,000, or both. The mandated reporter may also be held civilly liable for damages resulting from any injury to the child after a failure to report.

5. **Confidentiality**

The identity of the mandated reporter shall be held confidential by all parties and may only be disclosed in very specific situations needed to investigate and resolve the complaint, or if the reporter waives confidentiality. (Penal Code 11167)

6. **Cooperation With Protective Services**

Presbytery representatives shall fully cooperate with the child protective agencies responsible for reporting, investigating, and prosecuting cases of child abuse. The Presbytery's objective will be to encourage candor, cooperation with civil authorities, and maintenance of Presbytery relationships through the ensuing process. For example,

Presbytery officials should not prohibit or restrict law enforcement or Child Protective Services (CPS) officials in their interrogation of children on church premises.

Upon request, a child protective agency representative may interview a suspected victim of child abuse during regular office hours, on Presbytery premises, concerning a report of suspected child abuse that occurred within the child's home. The child shall be given the choice of being interviewed in private or in the presence of any adult Presbytery representative selected by the child (Penal Code 11174-3).

A staff member or volunteer aide selected by a child may decline to be present at the interview. If the selected person accepts, the Presbytery shall inform him/her, before the interview takes place, of the following legal requirement:

- The purpose for the selected person's presence at the interview is to lend support to the child and enable him/her to be as comfortable as possible.
- The selected person shall not participate in the interview discussion.
- The selected person shall not discuss the facts or circumstances of the case with the child.
- The selected person is subject to the confidentiality requirements of the Child Abuse and Reporting Act, a violation of which is punishable as specified in Penal Code 11167.5.

The interview shall be held at a time during regular office hours when it does not involve an expense to the Presbytery. (Penal Code 11174.3) The name(s) of CPS and/or law enforcement person(s) interviewing the child shall be recorded for church records.

7. Release Of Child To Protective Services

When a child is released to a peace officer or child protective services agent and taken into custody as a victim of suspected child abuse at a non-church activity/event, the church shall **not** notify the parent/guardian as required in other instances of removal of a child from a church program but rather shall provide the peace officer or agent with the address and telephone number of the child's parent/guardian. It is the responsibility of the peace officer or agent to notify the parent/guardian of the situation.

Peace officers and child protective services agents will be asked to sign appropriate release or acceptance of responsibility form. Involve the Head of Staff, the Executive Pastor and/or the Director of Operations in any decision to release a child to CPS.

**STATEMENT OF ACKNOWLEDGEMENT OF THE SAN DIEGO PRESBYTERY
CHILD/YOUTH/VUNERABLE ADULT PROTECTION POLICY**

This document is to acknowledge that I have received a copy of the San Diego Presbytery Child/Youth/Vulnerable Adult Protection Policy. I understand and accept that it is my responsibility to read, understand, become familiar with, seek interpretation where necessary, and comply with the policies and procedures contained in this policy.

Signed _____ Date _____

Print name _____

Position _____