



CHILD SAFETY AND ABUSE PREVENTION POLICY

Originally Approved: 1997
Staff Revisions: December 2014, January 2024, August 2026

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WHAT TO DO WHEN YOU LEARN OF OR SUSPECT ABUSE OF A MINOR

A Quick Reference Guide for Calvary Staff & Volunteers

If you see, hear, learn of, or suspect possible abuse of a minor, take it seriously and act immediately.

1. LISTEN — DON'T INVESTIGATE

Your job is **not to determine whether abuse actually occurred**.

If a minor tells you something concerning:

- Listen calmly and take what they say seriously.
- Allow them to tell you what happened in their own words.
- Do not interrogate, investigate, or try to determine whether the allegation is true.
- Do not confront the person suspected of abuse.
- Do not promise that you will keep the information secret.

Your responsibility is to listen, protect, document, and report.

2. PROTECT — IS ANYONE IN DANGER?

Determine whether the child, student, or another minor is in **immediate or pending danger**.

If someone is in immediate danger:

- Contact Church Leadership immediately.
- Keep the child in a safe environment until Church Leadership arrives.
- **Call 911 when the situation warrants immediate intervention.**

The safety of the child comes first.

3. DOCUMENT — WRITE DOWN WHAT YOU KNOW

As soon as possible, document what you **saw, heard, learned, or were told** while the information is fresh.

Include:

- What the child or other person actually said
- What you personally observed
- When and where it occurred or was reported
- Who was involved
- The child's current location and any immediate safety concerns

Record facts. Do not add conclusions, assumptions, or conduct your own investigation.

4. REPORT — CONTACT CHURCH LEADERSHIP IMMEDIATELY

Immediately report what you know or suspect to Church Leadership. This step is recommended by church leadership, but not required legally.

Contact your Ministry Team Leader. Provide all the information you have learned or documented.

If the allegation involves the person you would normally report to, go directly to another senior church leader.

5. FOLLOW THROUGH — MAKE SURE REQUIRED REPORTING OCCURS

Some allegations must also be reported to the Department of Social Services (DSS), law enforcement, or both. (see below for contact information)

Church Leadership will help initiate the appropriate response and may consult legal counsel. **However, reporting the matter internally does not remove an individual's legal responsibility to ensure that a required report is made to the appropriate authorities.**

***As a reminder, all adults in the state of North Carolina are mandatory reporters.**

Follow through with Church Leadership to ensure any legally required report has been made.

WHO DO I CALL?

Depending on the circumstances, a report may need to be made to **Child Protective Services (DSS), law enforcement, or both.**

CALL CHILD PROTECTIVE SERVICES (DSS)

When there is cause to suspect that a minor has been **abused or neglected by a parent, guardian, custodian, or caretaker**, or is a victim of **human trafficking**.

- Forsyth County - 336-703-2287
- Davie County - 336-753-6250

CALL LOCAL LAW ENFORCEMENT (POLICE/SHERIFF)

When there is reason to believe a minor has been the victim of a **violent offense, sexual offense, or misdemeanor child abuse**. This may apply regardless of who committed the offense.

- Winston Salem Police Department - 336-773-7700
- Davie County Sheriff - 336-751-0896
- Forsyth County Sheriff - 336-727-2112

CALL 911

When a child or another person is in **immediate danger or needs immediate protection**.

SOME SITUATIONS REQUIRE BOTH DSS AND LAW ENFORCEMENT.

When in doubt, immediately involve Church Leadership and ensure all legally required reports are made.

What to include in a report:

- The report may be made orally in-person or via phone.
 - Name, address and age of the juvenile victim;
 - Name and address of the juvenile's parent, guardian, custodian or caretaker;
 - Name, address and age of the person who committed the offense against the juvenile;
 - Location where the offense was committed;
 - Names and ages of other juveniles present or in danger;
 - The present whereabouts of the juvenile;
 - The nature and extent of any injury or condition resulting from the offense or abuse;
 - Any other information which the person making the report believes might be helpful to the authorities; and
 - The name, address, and telephone number of the person making the report.
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Reminders:

- You do not need proof. You do not need to investigate. You do not need to determine whether the child is telling the truth.
- When you have a concern: LISTEN → PROTECT → DOCUMENT → REPORT → FOLLOW THROUGH
- When in doubt, report the concern to Church Leadership.

Statement of Purpose

This policy was first approved by the Church in 1997 with significant revisions in December 2014 and January 2024 and August 2026. We believe consistent adherence to and implementation of this policy will result in the following:

1. The Church will fulfill its proper role of leadership and moral authority to speak out against the evil of child abuse and to defend the dignity of children as highly valued by our Lord and in need of our protection.
2. The Church will maintain a safe environment for children and youth who come to learn and worship.
3. The Church will provide assurance to parents that a safe environment exists and will remain safeguarded through the diligence of the staff and leadership.
4. The staff and leadership will have a set of policies, procedures, and practices for the Church, Day School, and Trail Life by which to operate.
5. Increased expectation for compliance with both ethical and legal standards.
6. The Church, having acted responsibly to ensure the safety of children and youth, will be less vulnerable to liability for negligence or otherwise.
7. The Church can, through education, awareness, and prevention programs, prevent incidences of child abuse.
8. The Church can continue to earn the right to speak to our society from a biblical perspective on issues of relevance.
9. The Calvary Day School Child Safety Policy is written with the below philosophy in mind, but listed separately and not contained within this version of the policy. The CDS policy can be found in Exhibit 9 of this policy.

Revision Group (2026)

Steven Ackley, Meredith Clay, Jennifer Dahmer, Nokomis Gregory, David Langston, Crystal Spicer, Annie Stroud, Ellie Thomas, Joseph Thomasson.

Position Statement on Child Abuse Calvary Baptist Church

Children are a gift from God, created in the image of God, are of great value, and are to be protected, nurtured, and educated in a safe environment both at home and within the church. Because the Church ministers the gospel of Christ in a fallen world, it must recognize and deal with the tragedy of child abuse with biblical understanding, the highest moral and ethical responsibility, and informed awareness of policies and laws which are designed to protect children.

Although child abuse laws across the nation and world vary, generally speaking, child abuse is the affliction by other than accidental means, of physical harm upon the body of a child under the age of eighteen (18). Abuse can also be in the form of neglect or emotional harm, such as rejecting, degrading and threatening the child. Sexual abuse includes inappropriate touching by an adult or older child. It can go from touching the private or sensitive areas of a child over or under the clothes, to the most serious sexual assault possible, including rape. Grooming is often a precursor to sexual abuse. Grooming is a technique used by sexual predators to overcome a child's defenses by slowly desensitizing their natural reactions to abusive behaviors. Grooming works by mixing positive behaviors with elements of abuse. Abusive elements are added incrementally so as not to alarm the one targeted for abuse, and to normalize inappropriate behaviors. Grooming happens to both children and adults, and groomers typically groom everyone around their target—the institution, gatekeepers, community, and parents.

When dealing with the tragedy of child abuse, the church has several significant roles to play. First, the church is responsible for proclaiming the truth of the gospel: that through Jesus Christ we can be transformed into people who love and do not harm others. Practically, at Calvary Baptist Church, this is done by helping to strengthen people in dealing responsibly with their emotions and behavior, to strengthen marriages to demonstrate love and nurture, and to strengthen families to raise children responsibly and assertively, helping guard against various forms of abuse.

Second, approved church leaders must provide a safe environment for the minors who come to learn. The public has become increasingly aware of child abuse. Even more shocking than the prevalence of the problem is the fact that 80%-90% of the cases of child abuse are committed by a family member or other authority figure in the child's life.¹ As church leaders we will set high standards and implement reasonable procedures to protect the children and students in our care. We have drafted policies and recommendations for child safety and child abuse prevention that include education to raise the level of awareness, screening of both paid and volunteer staff, and supervision of children according to written guidelines. All paid staff and volunteers working with minors are informed of and required to follow written procedures for reporting suspected child abuse. We developed our child abuse awareness and prevention plan to ensure that it measures up not only to the law, but to the protection we want to give to families and individuals in the church.

¹ <http://www.childprotect.org/facts-about-child-abuse.html>

Third, pastors and Christian counselors in the church have a unique opportunity to help victims of childhood violence and sexual abuse in their process of healing. Abuse during childhood usually influences the victim even after he or she becomes an adult. It colors the way one relates to a spouse, friends, and even God. It often results in suppressed anger and low self-esteem.² Our intention is to provide careful listening, supportiveness, honesty, and a new way of relating to others that can aid the healing process. Our purpose is not only the current protection of individuals from the short-term dangers of child abuse, but prevention of the long term problems in personality and social development which are a direct result of the violation of trust and protection. Calvary Baptist Church supports awareness, prevention, and proper reporting of child abuse for the protection of children through the following policy components: education, screening, supervision, responding, and reporting. The leadership of Calvary is committed to child safety. Abuse of any form will not be tolerated.

² <https://ct.counseling.org/2023/03/child-abuse-in-disguise-the-impact-of-parental-alienation-on-families/>

Explanation of Terms

For the purpose of this Policy, the following definitions will be observed:

1. Child abuse is defined as, *"Any recent act or failure to act on the part of a parent or caretaker which results in death, serious physical or emotional harm, sexual abuse or exploitation; or an act or failure to act which presents an imminent risk of serious harm."*
The Federal Child Abuse Prevention and Treatment Act (CAPTA), (42 U.S.C.A. §5206g)
Amended and reauthorized by the CAPTA Reauthorization Act of 2010
2. Contract Labor: Individuals who are hired by Calvary or by a third party employer to provide services on our property or at a Calvary Baptist Church or Day School sponsored event.
3. Employees: Individuals who have been hired as Calvary Church or Day School employees.
4. Ministry Team Leader: A paid staff member or volunteer with stated responsibility and oversight for a specific area of ministry.
5. Office of the Pastor: The Senior Pastor, Executive Pastor and/or a senior staff member authorized to lead the staff on behalf of the Senior Pastor to include the CDS Head of School.
6. Support Services: The department managing the general physical safety and operation of Calvary's facilities.
7. HR: Human Resources department. This department oversees the review of criminal background checks completed on staff and volunteers.
8. Staff Manager: The Ministry Team Leader's supervisor.
9. Volunteers: Anyone who serves in a Calvary Baptist Church ministry but is not a paid employee of the Church.

Screening Procedures

Employees

1. Screening of prospective employees will be the responsibility of HR and the Ministry Team Leader.
2. The Calvary Baptist Church Application for Employment is to be completed by all prospective employees. Screening forms for prospective employees will be completed as part of the employment application process.
3. Required background checks include: National Criminal Database Search, Nationwide Sex Offender Search, SSN Trace, Alias Names, County and/or Statewide Criminal Court Search. Where necessary a Motor Vehicle Record check is done in the case of a staff who will be driving on behalf of Calvary.
4. All reference checks are to be reviewed by the Ministry Team Leader conducting the employment interview and followed up on as may be indicated. All reference check forms will be filed with HR. There should be at least three references for each candidate with the exception of previously known candidates, ex. church members, and other predetermined individuals or groups. References should not be direct relatives of the applicant.
5. HR will request the required background checks through the background check system.
6. Notation of background checks and final determination will be made in the church database according to current processes and protocols.
7. Child Safety training is required for all candidates who are employed.

Contract Labor / Vendors

Calvary may employ two different categories of independent contractors, referred to as Category A Contractors and Category B Contractors.

Category A Contractors and their workers work unsupervised inside* the Calvary facilities or at events. Examples of Category A Contractors include: workers that conduct housekeeping, facility set-up, food service, and any other contractors that perform their work while children may be present in the facilities or at events.

Category B Contractors and their workers do not work unsupervised inside Calvary's facilities, or work only when children are not in the facilities or at events. Examples of Category B Contractors include: workers that conduct landscaping, outdoor facility maintenance, and any other contractors that perform their work while children are not present in the facilities or at events.

1. Category A Contractors are subject to the requirements set forth in the Category A Independent Contractor Agreement, which include, among other things: (a) background checks and a check of the state and national registered sex offender registries prior to their work at Calvary; and (b) certification of compliance with these requirements as to each worker.

2. Category B Contractors are not required to conduct background checks and checks of the state and federal registered sex offender registries on their workers. However, pursuant to the Category B Independent Contractor Agreement pursuant to which these contractors and their workers perform services, such contractors (a) shall not utilize knowingly any personnel that have been convicted of any child abuse crime or other form of serious crime (as determined in the sole discretion of the Church), (b) will immediately remove from Church property any personnel that contractor discovers to have a child abuse crime or other serious crime in his or her background, or is currently engaged in any abuse, including grooming, of any children, whether on the Church's property or elsewhere, and (c) will report to the Church any past or current abuse discovered as set forth in Section 1(b) above.
3. In certain circumstances, contract workers may complete a background check through Calvary.
4. The Facilities Director will make the determination, based on the type of work performed, the location of that work, the time of day during which such work is performed, and on any other factors the Facilities Director may deem relevant, whether a particular contractor should be deemed a Category A or Category B Contractor.

*Inside the facility, with exposure to minors, unescorted - require vendor to provide record of completed and approved background check free of any child abuse crime or other form of serious crime (serious crime to include, but not limited to, murder, rape, armed robbery, kidnapping, drug trafficking)

Volunteers, Calvary Baptist Church

1. Screening of our Church volunteers working directly with minors will be the responsibility of the Ministry Team Leader.
2. Calvary's Volunteer Application, including Moral Integrity Statement and Leadership Covenant (Exhibit 3), background check, and ministry specific child safety training will be completed and signed by all prospective volunteers.
3. The Application will be reviewed by the Ministry Team Leader and the prospective volunteer. References, if needed, will be contacted by the Ministry Team Leader.
4. The completed and signed Volunteer Application packet will be noted in the church database for access by applicable staff.
5. As required by this Policy, the Ministry Team Leader will initiate a background check according to current processes and protocols.
6. Required background checks include: National Criminal Database Search, Nationwide Sex Offender Search, SSN Trace, Alias Names, County and/or Statewide Criminal Court Search. Where necessary a Motor Vehicle Record check is done in the case of a volunteer who will be driving a Calvary vehicle or driving regularly on behalf of Calvary.

7. Notation of completed background checks and final determination will be recorded in the individual's church database record according to current processes and protocols .

Approval for Ministry

1. Prospective employees and volunteers will be screened according to the guidelines stated above.
2. Required background checks will be completed in accordance with current processes and protocols .
3. When a background check comes back with nothing to report:
 - The ministry area that requested the background check will be notified through the church database that the individual's background check has cleared with no concerning results.
4. When a background check comes back with questionable or adverse information:
 - The HR Office will share this information with the Ministry Team Leader and their Staff Manager.
 - The Ministry Team Leader and Staff Manager will discuss the concerns and in some cases, the areas of concern will be discussed with the individual involved and then, in agreement with their Staff Manager and the HR Office, make a determination regarding whether to approve this individual for ministry. If the concerns are of significant concern (murder, rape, offenses against children, etc.), the volunteer request will be denied with discussion.
 - The Ministry Team Leader will then document the concerns, their conversations with the individual involved, and the reasons for the final decision in accordance with current processes and protocols. These notes are uploaded into their background check record in the church database.
5. This information will then be attached to the individual's church database record according to current processes and protocols.

Subsequent Background Checks

1. Once an employee or volunteer has been screened and approved, their background check remains valid for a duration of two years at Calvary Baptist Church.
2. A volunteer may serve in multiple areas of church ministry without completing subsequent background checks for up to two years.

Annual Training

1. All volunteers working directly with minors are required to complete an annual child safety training as well as annually signing the moral integrity statement and leadership covenant. That form can be found at <https://calvarynow.com/custom-forms/?id=afed3fd4-40ac-43be-99ae-90cb3c803b45>

Levels of Screening

Unscreened Volunteers

Volunteers who do not have direct contact with minors or their contact is only in public and staff supervised settings are not subject to the screening requirements of this Policy.

1. For example, volunteers serving by preparing materials for Preschool classrooms, but not serving in those classrooms.

Individuals who are asked to serve by a staff member on a situational basis are not subject to the screening requirements of this Policy so long as they do not have direct contact with minors, or their contact is only in public or staff supervised environments..

1. For example, asking a parent to help in a preschool classroom on a fill-in basis.
2. For example, an Adult Small Group Leader or Guest Services Volunteer
3. For example, someone on Calvary's Driver List who does not work with children.
(Drivers who typically drive for activities involving minors should be screened according to the policy.)

In these situations, the following guidelines will be observed:

1. These individuals must be personally known and approved by the Ministry Team Leader or a Church staff member.
2. These individuals may serve on a limited/short-term basis only.
3. These individuals are not permitted direct contact with minors without the supervision of an approved adult leader.

Screened Volunteers

CBC

These individuals must complete the Volunteer Application Form and Interview. (Exhibits 1&2).

1. The Volunteer Application will be reviewed in a personal interview between the Ministry Team Leader and the prospective volunteer.
2. Applicable References will be contacted by the Ministry Team Leader conducting the screening process and recorded on the Application.

These individuals will have a background check that includes the following:

1. All required background checks include: National Criminal Database Search, Nationwide Sex Offender Search, SSN Trace, Alias Names, County and/or Statewide Criminal Court Search. Where necessary a Motor Vehicle Record check is done in the case of a volunteer who will be driving on behalf of Calvary.

In certain instances there may be volunteers with potential for direct contact with minors but for whom a background check cannot be completed:

1. Minors 17 years old and under
2. Individuals without a Social Security number **

**These individuals for whom a background check cannot be completed are not permitted direct contact with minors without the supervision of a screened and approved adult leader.

Employees

All staff will will complete an Employment Application, Interview, and have a background check that includes the following:

1. Required background checks include: National Criminal Database Search, Nationwide Sex Offender Search, SSN Trace, Alias Names, County and/or Statewide Criminal Court Search. Where necessary a Motor Vehicle Record check is done in the case of a volunteer who will be driving on behalf of Calvary.

Additional Screenings

1. Individual's driving history will also be checked for those volunteers who will be driving Calvary vehicles or transporting minors on behalf of Calvary.

Education

An appropriate educational strategy provides the foundation for a prevention and awareness program. It informs the leadership and members of our congregation that the prevention of child abuse, the strengthening of a safe environment for learning, and the avoidance of unnecessary litigation are high priorities for the church.

The family remains the most important place for prevention education to occur. Calvary's educational strategy is directed at every level from leaders to parents so they understand the following:

- Potential danger of child abuse and why churches must take all appropriate steps to prevent it from occurring.
- Our commitment to this *Child Safety and Abuse Prevention Policy*.
- An understanding of the legal basis for this policy and its implementation.

In addition to maintaining this policy on Calvary's Intranet and at www.calvarynow.com/childsafety, the following educational strategies will be implemented:

For Employees and Volunteers

ALL Calvary Church employees are required to complete a certificate-based child abuse awareness and prevention training prior to their first day of work.

ALL employees are required to participate in an annual child abuse awareness and prevention training refresher.

1. This may take the form of written review of safety policies with a written acknowledgement of completion. (Exhibit 6)

ALL volunteers who have been approved to work with minors are required to participate in departmentally scheduled annual in-service training. This training may also take the form of written review of safety policies with a written acknowledgement of completion.

The training for employees and volunteers will address, at a minimum, the following topics:

1. The definition of child abuse
2. Signs of child abuse and grooming
3. What constitutes inappropriate conduct
4. Church policies governing working with children or youth
5. Reporting procedures for observed or suspected misconduct

For Our Congregation and Families

1. Calvary will make available to parents/church members the basic policies concerning volunteers and staff working with minors.
2. Calvary will make available information to inform families on how to teach their children to avoid physical and sexual abuse and the warning signs of child abuse so it can be recognized.
3. This information and resources are available at www.calvarynow.com/childsafety.

Guidelines Regarding the Proper Use of Social Media

Guidelines and expectations for the appropriate use of social media and other electronic communication will be included in the yearly training for child safety practices for volunteers that work with minors. There will be clear expectations for everyone who works with minors and chooses to use this form of communication. Proper uses of social media and electronic communication guidelines will aim to keep our students safe and protect the adults who serve in our ministry. These policies are written specific to the age of the minors involved and are outlined in area specific ministry policies.

Expectations & Supervision

As a church we understand that predators are deceptive and will seek to create opportunities to abuse children. Our commitment is to establish expectations and environments which minimize the possibility of that happening with those we are responsible for. Our desire is also to minimize the possibility of someone bringing a false accusation against one of the ministry leaders in our church.

In an effort to protect those in our care and our leaders:

1. Programs are designed with appropriate age groupings in mind.
2. Appropriate teacher/child ratios are maintained for each activity.
3. Adequate supervisory personnel will be present for all events, based on the ministry guidelines for each area.
4. All classrooms will provide clear view access to the classroom.
5. Name Tags are used to identify all workers (employees and volunteers).
6. A child identification system is used with children birth through 5th Grade for all church activities where parents are not present.
7. Calvary requires written parental consent for a minor's participation in overnight activities.
8. Employees and volunteers should obtain the consent of a minor's parent or guardian before being with the minor in an unsupervised situation. These adults should keep their Ministry Team Leader informed of such meetings and follow the guidelines outlined by their ministry specific safety policies.
9. Counseling minors should not take place in "closed door" settings. Always ensure that other staff or leaders are in proximity to the counseling session and the environment has a clear view to others. (For example, another staff member or lay leader is within sight, or the meeting is in a public place)
10. In addition to reporting laws, any question of inappropriate behavior between a minor and an adult worker is encouraged to be immediately reported to a Ministry Team Leader following the steps outlined in the section on Responding & Reporting.

Reporting and Follow-up:

Church Staff & Volunteers:

What to Do When You Learn of or Suspect Abuse

Calvary Baptist Church

Prepared by: Michael Best, Partner Keith Richardson

Current as of: March 2022

Overview

Learning that a child or student has been abused, whether at home, church, or elsewhere, can be traumatizing in and of itself, sometimes causing one to panic or freeze. Although each situation is unique, this document intends to provide clear direction and guidance for church staff and volunteers (collectively "Staff") when they've learned of or suspected abuse of a minor.

Abuse Recap

1. **Important:** Your job is not to determine if abuse actually occurred. Your job is to listen/pay attention to any reports of possible or suspected abuse, memorialize what you heard, and pass along the information to Church Leadership.
2. *Abuse can take many forms and degrees.*
 - a. Sexual abuse is the most prominent. But even sexual abuse has varying degrees and forms. Below are various forms of sexual misconduct:
 - i. Indecent exposure (flashing included);
 - ii. Touching private parts over or under clothing (breasts & buttocks);
 - iii. Oral sexual acts;
 - iv. An individual requesting or taking photographs or videos of minors nude or partially nude (this often occurs via text messages or Social Media direct/private messaging);
 - v. Possessing or distributing child pornography;
 - vi. Taking actions with a minor to sexually arouse or gratify oneself (e.g., masturbating in front of a minor, even though the person is not touching the minor); or
 - vii. A parent, guardian or caretaker allowing a minor to engage in a sexual act with another.
 - b. Emotional abuse is also prevalent. That typically consists of emotional and psychological manipulation to force a minor to do or not do something.
 - c. Physical abuse is also prevalent. This is typically any intentional, reckless, or unjustifiable act of physical force by one or more people against another person that causes bodily injury, trauma, pain, or impairment.
3. **Most Victims know their Abusers!** (Abusers are often church staff members, volunteers in the kids/student ministries, friends' parents, etc.).
 - a. **Grooming:** includes behaviors designed to overcome another person's defenses by slowly desensitizing their natural reactions to abusive behaviors. Grooming works by mixing positive behaviors with elements of abuse. Abusive elements are added

incrementally so as not to alarm the one targeted for abuse, and to normalize inappropriate behaviors. Grooming happens to both children and adults, and groomers typically groom everyone around their target—the institution, gatekeepers, community, and parents.

- b. The steps a person often takes to groom a child include the following: (1) identifying the potential target; (2) befriending the child; (3) gathering information about the child's interests and vulnerabilities; (4) filling a need and/or furthering an interest that the child has; (5) cultivating a "special friendship" with the target; (6) isolating the target; (7) beginning to sexualize the relationship (lowers the child's inhibitions, desensitizes the child to touch, engages in sex talk, may provide alcohol or drugs); (8) initiating increasingly intimate contact; (9) maintaining control; and (10) making the target feel responsible.

What to Do When Staff / Volunteers Learn of or Suspect Abuse

1. Ask Yourself the Question: Do I have any suspicion—even a scintilla of suspicion—that a minor may have been abused? If yes, go to the next step.
2. Write Down What You've Learned
 - a. Do so immediately or as soon as possible, so the facts are still fresh in your head.
 - b. Use your mobile phone to type out some notes to yourself, or record a voice memo to yourself.
3. Determine if the Child or Student is in Immediate or Pending Danger or Harm.
 - a. For instance, if you've learned that a child is currently with an adult or someone who has abused them, the child is in danger.
 - b. If the child informed you of this at church, and they will go back to the care of the adult or person who abused them, the child is also in pending danger.
 - c. If you cannot locate someone in Church Leadership asap and a child or student is in immediate or pending danger or harm, retain the child under your control until Church Leadership arrives and, if the situation warrants it, call 911 immediately. For instance, if one child tells you that their sister is at home with their abusive father who is beating the girl, call 911. Use your best judgment here.
4. Immediately Report the Abuse Allegations to Church Leadership.
 - a. Report what you've learned up the chain of command to Church Leadership, whether that be to a Children or Student Ministry Director, Pastor, or someone on the Executive Leadership Team. Provide the Church Leadership with all the information you've acquired so far.
5. Ensure Church Leadership Reports the Abuse to the Authorities.
 - a. Many circumstances will require reporting to the authorities. However, not all situations require reporting to the authorities.
 - b. Often Church Leadership will consult with legal counsel to determine whether reporting to the authorities is required. Calvary may advise you that they consulted with legal counsel and determined that no report to the authorities is required.