



CUSTOMARY

REGARDING PREVENTION OF SEXUAL MISCONDUCT AND CHILD
ABUSE AND REGARDING ALLEGATIONS OF SUCH ABUSE BY CLERGY,
EMPLOYEES, AND VOLUNTEERS IN THE ANGLICAN DIOCESE OF THE
SOUTH AND ITS CHURCHES AND MISSIONS

Approved by The Bishop and Standing Committee

May 2015

FROM THE BISHOP

In a time in which sexual exploitation is rampant in our culture and many churches and service organizations, this Customary is intended to be of help to the clergy and parishioners of this diocese address and be informed about this issue. Because of ignorance, intended abuse, or just plain old sin, our congregations need to be safe places for our children and people of all ages from sexual exploitation. It is not just the integrity of the Anglican Diocese of the South and our congregations which is at stake, it is for the honor of Jesus Christ and the dignity of the people he has created.

Please use this material to help your clergy and lay leaders know the laws, appropriate behaviors, and above all, create safe places for the ministry of the Church. Pray for the people under your charge leading and serving them in all godliness and holiness to the glory of our Lord and Savior, Jesus the Messiah.

The Most Reverend Doctor Foley Beach Bishop

Archbishop and Primate, Anglican Church in North America

Bishop, Anglican Diocese of the South

SEXUAL MISCONDUCT: A BIBLICAL PERSPECTIVE

It must be stated that the victims of sexual sins and abuse should become a priority for ministry, care, restoration and healing. It should be stated that the administration of punishment to the perpetrator should be administered by the church according to Biblical principles and when appropriate and necessary given over to civil authorities in an appropriate timeframe. It should be noted in the context of this written policy including both the church and worldly authorities that our Lord desires that all would come to repentance and be restored from brokenness in mind, body, and spirit. As faithful witnesses of God's mercy as modeled by Christ on the cross, our role in the church is not to condemn, but to restore.

Sexual sins are included in the "works of the flesh" as recorded in Galatians 5:19. The following are the words listed in the Greek text:

Adultery (GR: moicheia): unlawful sexual relations between men and women, single or married. Fornication (GR: porneia) The same as adultery besides all manner of other unlawful relation.

Uncleanness (GR: akatharsia) Whatever is opposite of purity; including sodomy, homosexuality, lesbianism, pederasty, bestiality, and all other forms of sexual perversion. Lasciviousness (GR: aselgeia) Licentiousness, lustfulness, un-chastity, and lewdness. The promoting and partaking of that which tends to produce lewd emotions, anything tending to foster sexual sin and lust.

Moral failure and disobedience in the area of sexual purity will wreck not only the life of the perpetrator, but the lives of many others. The spiritual scars from sexual sin are ugly, deep, and long-lasting. Almighty God cares too much for all His children to leave such tampering and spiritual abuse unpunished.

AN IMPORTANT LOOK AT SCRIPTURE

The abuse of children is a very serious matter in our Lord's eyes. He says in Matthew 18:6, "But whoever causes one of these little ones who believe in Me to stumble, it would be better for him to have a heavy millstone hung around his neck, and to be drowned in the depth of the sea." See Galatians 5:16-25; Romans 13:14.

Child abuse may be a result of demon activity, compulsive behavior, drugs and alcohol, or similar problems. Those who do such things have lost self-control (temperance) which is obtained through the Holy Spirit. Incest and molestation are crimes of perverse sexual behavior. It is sinful and God speaks strongly concerning such sexual sin. See Leviticus 20:11,12,14,17; 1 Corinthians 5:1,5.

When a born-again believer in Christ denies his sin or becomes stubborn in his heart and refuses to submit to the will of God in his life, he is a backslider. We are mindful that sin will find you out. See Galatians 6:7, 8

Those who work to gently restore the backslider, being mindful of his own heart, will cover a multitude of sin. God Does not condemn us, our own wickedness and backslidings do that (Jeremiah 2:19). Jesus did not come to condemn, but to give life abundantly (John 10:10).

Therefore if you confess your sin, God will forgive you (1John 1:9; Revelation 2:4, 5; Hebrews 7:25; Isaiah 55:7; Hosea 14:4; James 5:19, 20.

Prevention of Sexual Misconduct. Allegations of Sexual Misconduct. May 2015

INTRODUCTION: BACKGROUND CHECKS

The Anglican Diocese of the South requires complete background checks of all members of the clergy seeking canonical residence or license in the diocese prior to the acceptance of Letters Dimissory or issuance of a License to Officiate. The Bishop will not sign Letters of Agreement for parishes calling clergy without the complete results of the Background Check available. Therefore, it is the responsibility of the parish to notify the Canon to the Ordinary to begin a background check as soon as the vestry has made a decision on who they would like to call. A call to a new clergyman will not be issued until the results of that background check are complete. The parish is responsible for the cost of the Background Check. Some insurance carriers will also require the parish to conduct its own, independent background check.

In addition, each member of the clergy is required to complete a diocesan sponsored training program on the prevention of Adult Misconduct and Child Abuse (Keeping our Sacred Trust and MinistrySafe or equivalent. Please see Appendix C). If they have completed this training in another diocese, they may submit certification in lieu of attending a second class. The training must be completed within 6 months of their employment in the diocese.

This Customary describes these policies for your reference.

I. THEOLOGICAL STATEMENT

Christians believe that human beings were created in the image of God, that we are called to be stewards of creation and that God values sexuality as good, blessed and purposeful; sexuality is understood to be a gift to be celebrated, held within the bond of love and covenant of heterosexual marriage. Sexuality is central to our humanity; it carries our longing to reach out to others and to be in relationship. Our God-given nature invites us to the responsible fulfillment of our sexuality. This understanding of sexuality calls for equal respect for all men, women and children as persons made in God's image and for everyone's right to sexual and bodily integrity.

Have always therefore printed in your remembrance, how great a treasure is committed to your charge. For they are the sheep of Christ, which He bought with his death, and for whom he shed his blood. The Church and the congregation whom you must serve, is his Spouse and his Body. -- The 1549 Book of Common Prayer

Cranmer's words from the Ordinal are a forcible reminder of the serious responsibility laid upon those set apart for ordination. Ordained leaders are entrusted with power in the lives of the faithful and carry a deep trust relationship with them. Because bishops, priests and deacons are regarded by the faithful and the world as examples of what a Christian life should be, any moral offense is doubly hurtful. It betrays not only the trust committed to them by the Church to nurture and care for every member but also the trust placed in the ordained by those members. Any abuse of that power and violation of that trust in a sexual relationship destroys the spiritual integrity of the ordained and great harm is done to the community of faith.

Because we are also called into a baptismal covenant that commits us to "seek and serve Christ in all persons, loving your neighbor as yourself," and to "strive for justice and peace among all people and respect the dignity of every human being," it is imperative that we work to make the Church a safe place for all persons; where care givers, teachers, leaders, both paid and volunteer, ordained and lay, minister appropriately to the needs and concerns of the world. Those who work and minister in Christ's name must model God's trustworthiness. For any Christian, ordained or

Prevention of Sexual Misconduct. Allegations of Sexual Misconduct. May 2015

lay, to betray that trust by sexually abusing a child or harassing or exploiting an adult, is to deny Christian identity. Such a betrayal is a gross injury to the one abused and a violation of faithfulness to Christ.

Although infrequent it has become clear that some members of the clergy have engaged in inappropriate sexual behavior, hurting the persons and congregations committed to their care. Church authorities have often denied the behavior or dealt with it secretly in an effort to protect the church. Members of the clergy were sent on to another congregation or diocese, the victims neglected and blamed and congregations ignored. These responses fell far short of the standards of justice and love required by our Holy God.

This attitude has changed, partly because of the increased awareness in American society of the problems of sexual abuse and harassment. Several states have enacted legislation making sexual misconduct by certain professionals, including members of the clergy, grounds for criminal or civil action. The Church has begun to confront the reality of inappropriate sexual misconduct by members of the clergy, lay employees and volunteers; dioceses have developed policies for response.

II. POLICY STATEMENT

The Bishop's office in cooperation with the Standing Committee is responsible for setting clear diocesan policies and disciplines and diocesan leaders are responsible for knowing and abiding by them. **Any allegation of sexual exploitation or abuse must and will be taken seriously. If the allegation involves behavior directed toward a minor, it shall be reported to the relevant law enforcement authorities in conformity with applicable law.**

Sexual Misconduct Prohibited: The Bishop of the Anglican Diocese of the South and the Anglican Diocese of the South strictly prohibit sexual misconduct, as defined in this document, by any member of the clergy, aspirant, postulant, candidate or seminarian sponsored by or working in this diocese, and by any lay employee, staff person or volunteer working in any capacity for the Anglican Diocese of the South, any diocesan related institution or congregation in this diocese.

Protection of Children: The Anglican Diocese of the South strictly prohibits interaction with children and youth under the age of 18 at any church sponsored or church related activity or program on or off church property by anyone with a civil or criminal record of child sexual abuse or other sexual crimes or who has admitted prior sexual abuse or anyone known to have a paraphiliac diagnosis (e.g. pedophilia, hebephilia, ephebophilia, exhibitionism or voyeurism).

Child Abuse Reporting: All incidents of child sexual abuse shall be reported to the relevant law enforcement authorities in conformity with applicable law. See Appendix C for immediate contact information for child protective services for each state represented by the Anglican Diocese of the South. Local law enforcement should immediately be contacted when allegations of sexual misconduct are reported.

A. IMPLEMENTATION OF POLICY

1. Adult Misconduct Training: All members of the clergy canonically resident, licensed or serving in the diocese, and all employees of the diocese, are **required** to complete diocesan approved initial training on issues of sexual harassment, mentor and colleague relationships and sexual exploitation in pastoral relationship ("Keeping our Sacred Trust" or equivalent. Please see

Prevention of Sexual Misconduct. Allegations of Sexual Misconduct. May 2015

Appendix C) **It is also required that all employees of diocesan institutions and congregations complete either the diocesan sponsored training or equivalent training in compliance with their insurance carrier's requirements.** Although secretarial and maintenance workers are not required to complete this training, it is strongly recommended they do.

2. Child Abuse Training: All members of the clergy canonically resident, licensed or serving in the diocese and all employees of the diocese are required to complete training on issues of child sexual abuse in a church setting ("MinistrySafe" or equivalent. Please see Appendix C). This training shall include a review of all types of child abuse (verbal, physical, neglect, and sexual), youth protection safeguards and a review of the state child abuse statutes and reporting requirements. **It is also required that all employees of diocesan institutions and congregations and adult volunteers who regularly supervise youth activities in diocesan institutions and programs and congregations complete the diocesan training or equivalent training in compliance with their insurance carrier's requirements.** Volunteer Sunday School teachers who work with children during public church school hours in places where other adults are present are not required to have this training, but it is recommended that they be encouraged to attend.

3. Background Checks:

Clergy Prior to Employment or Reception and Ordinands: The diocese will conduct background checks as follows: of all individuals applying in the diocese as a Postulant for Holy Orders and may be conducted again prior to ordination to the Diaconate at the discretion of the bishop; of all members of the clergy seeking canonical residence or license in the diocese prior to the acceptance of Letters Dimissory or issuance of a License to Officiate; of all employees, lay or clergy, of the diocese prior to employment.

Clergy: Canon 5 also requires that the diocese run equivalent background checks on clergy every five years.

Congregational Volunteers: It is also required that congregations and diocesan institutions conduct equivalent background checks of all volunteers who regularly supervise youth activities (excluding unpaid Sunday School teachers) in diocesan institutions, programs and congregations; and of all lay employees prior to employment in compliance with their insurance carrier's requirements.

Background checks include the following:

A. Oxford Document Management Company (ODM) or Secure Search (SS) or another equivalent agency will conduct a background check that will include:

Inquiries of all bishops having past or present canonical authority over the individual, all schools attended by the individual during the past five years, and all employers of the individual during the past five years. If the individual has had one employer for over five years, then inquiries will be made of the two most recent employers. In the case of parish clergy, "employer" shall be the senior wardens of congregations served during the past five years. In the case of bi-vocational clergy or chaplain clergy, "employer" will include employers or supervisors of that work. As an alternative, this portion of the reference check may be conducted by the staff of the diocese for current clergy.

B. Credit Bureau Record Check

C. Motor Vehicle Record Check

D. Sexual Misconduct/Criminal Record Check

ODM or an equivalent agency will not divulge, furnish or make accessible to any person or use in any other way, any confidential information other than as specifically set forth by written instruction of the diocese. ODM retains and stores all records under lock and key for a minimum period of five years, unless instructed otherwise by the diocese. Congregations may use the services of ODM or other equivalent agency at congregational expense to conduct background checks.

B. PASTORAL COUNSELING AND SPIRITUAL DIRECTION:

The Anglican Diocese of the South requires that members of the clergy and other pastoral care givers have ongoing professional supervision or refer an individual to professional counseling after meeting for six sessions. **Fees or donations for pastoral care are prohibited.** Any person charging fees for counseling outside the scope of church employment must possess appropriate professional credentials and **proof of separate professional liability insurance**, including coverage for sexual misconduct, in force at all times. Persons practicing formal spiritual direction shall submit that ministry to peer or supervisory review with a spiritual advisor approved by the bishop.

For purposes of this policy, unless the context requires a different interpretation, a reference to “the bishop” shall be deemed to include the ecclesiastical entity authorized to act in the absence of the bishop, and a reference to “the rector” shall be deemed to include the person in charge of a parish where such person has a title other than “rector” (such as vicar, deacon, or lay pastor). Throughout this manual, the phrase “the complainant” shall be interpreted to include the words “the alleged victim, if not the complainant.”

III. GUIDING PRINCIPLES

THESE POLICIES ACKNOWLEDGE THE FOLLOWING CONCERNS:

- That a person can be wrongly accused of sexual misconduct.
- That the protection of children and persons legally incapable of consent shall be of utmost concern; allegations of sexual misconduct and/or child abuse within the church will be taken seriously. Allegations of sexual misconduct and/or child abuse within the church deserve a response from the diocese and will be acted upon in a timely manner.
- That the bishop cannot be the only one who actually assesses or evaluates the substance of allegations. An approach which involves legal, mental health and pastoral components is desirable; a uniform procedure ensures that all cases will be treated with compassion and justice. The protection of the complainant and the complainant's family will be of paramount concern.
- That the bishop holds both pastoral and disciplinary responsibilities; the bishop's pastoral concern is directed to alleged offenders as well as the alleged victims and the congregations involved.

- That the bishop should refrain from placing conversations regarding allegations within a sacramental framework (confession) but is well-advised to show concern for privacy of all individuals concerned.
- That the bishop may refer cases for further investigation under relevant canonical procedures when deemed appropriate.
- That, with limited exceptions occurring in a Privileged Relationship (as defined below), anyone subject to this Policy who learns of sexual misconduct (i) by anyone subject to this Policy or (ii) against anyone intended to be protected by this Policy has a responsibility to report the information to appropriate ecclesiastical authorities promptly. Such reporting is required by law in certain cases described below.
- That leaders who learn of sexual misconduct of colleagues, even if the information is gained in a counseling setting, have an ethical responsibility to follow up on this information by reporting the information to appropriate ecclesiastical authorities. Such reporting is required by law in cases of child sexual abuse.

IV. DEFINITIONS OF SEXUAL MISCONDUCT

For the purposes of and as used in these policies and procedures.

ADVOCATES are persons appointed by the bishop to assist the complainants and alleged victims in understanding and participating in the disciplinary processes of the Church, to obtain assistance to formulate and submit an appropriate charge and in obtaining assistance in spiritual matters. **Advocates** are not to serve as legal advisors or pastors.

CHILD ABUSE means non-accidental serious physical or mental injury, sexual abuse or exploitation or serious physical neglect caused by the acts or omissions of the parent or caretaker.

CONSULTANTS are person(s) appointed by the bishop to consult with and advise the member of the clergy accused of sexual misconduct and his or her legal advisors at reasonable times prior to the issuance of a Presentment. The consultant shall explain the rights of the member of the clergy and the alternatives.

“DATING” RELATIONSHIPS are relationships excluded from the definition of Sexual Exploitation. These would include relationships in which two parties, one or both of whom is a clergy person, employee, or lay leader, are publicly engaged, intending a Christian marriage or when two such persons are exploring a relationship which may lead to a Christian marriage. In such situations, the relationship is to be conducted with the knowledge of the rector and the bishop and with the spiritual guidance of at least two pastoral care givers within the diocese.

PARAPHILIC BEHAVIOR includes:

- **Pedophilia:** a sexual disorder which includes recurrent intense sexual urges and/or sexual fantasies involving sexual activity with a prepubescent child or children (generally age 13 or younger), the person has acted on these urges, or is markedly distressed by them, and the person is at least 16 years old and at least five years older than the child who is the subject of the urges and/or fantasies.
- **Hebephilia:** a sexual disorder in which a male offender prefers adolescent females and has acted on these urges, or is markedly distressed by them.
- **Ephophilia:** a sexual disorder in which a male offender prefers young males and has acted on these urges or is markedly distressed by them.

Prevention of Sexual Misconduct. Allegations of Sexual Misconduct. May 2015

- **Exhibitionism:** a sexual disorder which includes recurrent intense sexual urges and/or sexually arousing fantasies involving the exposure of one's genitals to an unsuspecting stranger, and the person has acted on these urges, or is markedly distressed by them.
- **Voyeurism:** a sexual disorder which includes recurrent, intense sexual urges and/or sexually arousing fantasies involving the act of observing unsuspecting people, usually strangers, who are either naked, or in the process of disrobing, or engaged in sexual activity, and the person has acted on these urges, or is markedly distressed by them.

PASTORAL RELATIONSHIP means a relationship between a member of the clergy, employee or volunteer and any person to whom such member of the clergy, employee or volunteer provides formal counseling, pastoral care, spiritual direction or spiritual guidance or from whom such member of the clergy, employee or volunteer has received a confession or confidential or privileged information.

PRIVILEGED RELATIONSHIP means a relationship between a member of the clergy and a person in which communications regarding past actions are made by the person to the member of the clergy with the expectation that such communications are secret and confidential (as in confession).

RESPONSE TEAM is drawn from psychologists, counselors, attorneys, and members of the clergy or other persons appointed by the Bishop of the Anglican Diocese of the South to provide pastoral, emotional and spiritual support to congregations in crisis.

SEXUAL ABUSE refers to sexual involvement or contact by one person with another who does not, is unable to, consent. **Sexual abuse of a minor or of a person who is deemed legally incapable of consent is a criminal offense and must be reported to law enforcement or child protective services, with the very limited exception of information received in a Privileged Relationship.**

SEXUAL ABUSE of CHILDREN includes the obscene or pornographic photographing, filming or depiction of children for commercial purposes or exploitation, the employment, use, persuasion, inducement, enticement or coercion of any child to engage in or assist any other person to engage in any sexually explicit conduct, or any simulation of any sexually explicit conduct for the purpose of producing any visual depiction of any sexually explicit conduct, or the rape, molestation, incest, prostitution or other form of sexual exploitation of children.

SEXUAL MISCONDUCT refers to:

- Sexual abuse or sexual molestation of any person, including but not limited to, any sexual involvement or sexual contact with a person who is a minor or who is legally incompetent.
- Sexual harassment (unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact or other unwelcome verbal or physical conduct or communication of a sexual nature) in a situation where there is an employment, mentor or colleague relationship between the persons involved, including but not limited to, sexually oriented humor or language, questions or comments about sexual behavior or preference unrelated to employment qualifications, undesired physical contact, inappropriate comments about clothing or physical appearance, or repeated requests for social engagements.

- Sexual coercion, including the use of physical or emotional power to gain sexual gratification.
- Sexual exploitation, including but not limited to, the development of or the attempt to develop a sexual relationship between a member of the clergy, employee or volunteer affiliated with the Anglican Diocese of the South and a person with whom he/she has a pastoral relationship, whether or not there is apparent consent from the individual. Sexual exploitation includes activity during the course of a pastoral relationship such as sexual involvement, or sexually demeaning comments. **The apparent consent of a possible victim to the sexual or romantic relationship seldom determines whether there has been sexual exploitation. The imbalance of power between the church worker and the person in a pastoral relationship may undermine the validity of such consent. The fact that sexual activity is initiated by someone other than the church worker does not relieve that worker of responsibility, nor does it make sexual activity under those circumstances acceptable.**

V. RESPONDING TO COMPLAINTS OF SEXUAL MISCONDUCT A. NOTIFICATION

A. REPORTING

All complaints of sexual misconduct by any member of the clergy, lay employee or volunteer of a member church or mission of the Anglican Diocese of the South or any clergy, lay employee or volunteer of the diocese itself, will be reported immediately to the Bishop of the Anglican Diocese of the South or the rector (See V. A. 2 below).

The head of any diocesan agency or institution or the rector of a parish or clergy in charge of a congregation who receives a complaint about a lay employee or volunteer will notify the Bishop of the Anglican Diocese of the South.

If required by law, a complaint alleging abuse of a minor or incapacitated adult will be referred to the appropriate law enforcement officials by the bishop by contacting local authorities immediately. The bishop will comply with the reporting and notification requirements as contained in the diocesan, parish or other liability policies for insurance claims.

B. RESPONSE

Upon receiving a complaint of sexual misconduct, the bishop or rector or clergy in charge will personally assure the complainant that the church is concerned and that the complaint will be investigated promptly and thoroughly.

Any member of the clergy who believes himself or herself to be under imputation of sexual misconduct may request the bishop to begin an investigation. The bishop is required to see that the requested investigation is done.

If the alleged offender is a lay employee or volunteer of the diocese, employment or volunteer activities may be suspended by the bishop, the rector of the parish, clergy in charge, or other person in charge of a congregation until such time as the allegations of sexual misconduct or child abuse are resolved. This leave is without prejudice, i.e. does not imply guilt or innocence of the

Prevention of Sexual Misconduct. Allegations of Sexual Misconduct. May 2015

person under investigation and payment of benefits to the employee may continue at the discretion of the bishop.

If the alleged offender is a lay employee or volunteer of an agency related to the diocese or congregation, employment or volunteer activities may be suspended by the employer or person responsible until such time as the allegations of sexual misconduct or child abuse are resolved. This leave is without prejudice and does not imply guilt or innocence of the person under investigation and payment of benefits to the employee may continue at the discretion of the employer or person responsible. The employer or person responsible will notify the bishop of the suspension.

The bishop or anyone who may subsequently be involved in the process **will not at any time** following the first receipt of the complaint hear the sacramental confession of **any** of the persons involved.

VI. APPLICABILITY

The policies contained in this manual are applicable to all members of the clergy canonically resident, licensed or serving in the Anglican Diocese of the South, to all lay employees and church volunteers affiliated with any activities and programs of the Anglican Diocese of the South, including any committee, commission or similar body of the Anglican Diocese of the South.

This manual is provided as a resource to the congregations in the Anglican Diocese of the South. Insurance companies report a disturbing increase in claims alleging sexual misconduct against members of the clergy and secular mental health practitioners. A congregation's adoption of written standards of conduct may be required by insurers as a condition of coverage. Strong warranty language in some policies requires careful compliance on the part of insured entities. Failure to comply with policy standards could result in denial of insurance coverage in the event of a claim.

We believe that the policies set forth in this manual represent an appropriate standard of care, and we urge each congregation to adopt them as their own (Appendix A). However, this manual is not intended as a substitute for understanding the conditions of your particular congregation's insurance coverage. You have an obligation to yourself, your staff, your congregation and the diocese to assure that the conditions to your insurance coverage are met. Read your policy and call the Canon to the Ordinary if you have any questions. **The diocese assumes no responsibility for a congregation's non-compliance with their insurance carrier's policy.**

DOCUMENTING COMPLIANCE

The bishop will be required to notify all members of the clergy canonically resident, licensed and serving in the diocese, employees of the diocese, Postulants for Holy Orders, volunteers for the diocese who regularly supervise youth activities and lay members of Diocesan Council, and other diocesan leadership groups, including boards of any diocesan agency or institution of the contents of this manual. The manual will be reviewed as required by the Standing Committee and, if changes are made, a revised copy will be provided to each of the listed parties with a signed receipt required (Appendix B).

It will be the responsibility of the rector of each parish or clergy in charge of a congregation to ensure that all clergy, volunteers who regularly supervise youth activities, vestry members and
Prevention of Sexual Misconduct. Allegations of Sexual Misconduct. May 2015

employees (full or part-time) affiliated with any activities and programs of the parish are made aware of the parish or congregation's policies and that those who are required to complete approved training do so. Appendix B may be used as an example of acknowledgment of receipt of parish policies and procedures. **The diocese assumes no responsibility for a parish or congregation's non-compliance with their insurance carrier's policy on acknowledgment of receipt of parish or congregation's policies and procedures or insurance carrier training requirements.**

As used herein, "congregation" includes all parishes, aided parishes and any other entity affiliated or in association with the diocese.

APPENDIX A

CERTIFICATE OF COMPLIANCE

I hereby certify that the congregation of _____ Church has obtained and will maintain sexual misconduct insurance coverage.

I hereby certify that, in connection with such insurance coverage, the Congregation:

_____ has adopted the Anglican Diocese of the South Policies concerning Prevention of and Allegations and Incidents of Sexual Misconduct, or

_____ has adopted equivalent policies and procedures that comply with the conditions of the Congregation's sexual misconduct insurance coverage (said policies are attached).

I hereby certify that all clergy, volunteers who regularly supervise youth activities, vestry members and employees (full or part-time) affiliated with any activities and programs of the Congregation who are required to complete diocesan approved training and undergo background checks have done so.

Priest-in-Charge *Date* *Senior Warden* *Date*

Return this form to:

Anglican Diocese of the South ATTN:

Canon to the Ordinary

P.O. Box 776

Loganville, GA 30052

or sign, scan and email to:

greg@adots.org

APPENDIX B

ACKNOWLEDGMENT OF RECEIPT OF POLICIES

Clergy, Lay Employees, Volunteers and Aspirants *

I hereby acknowledge that I have received a copy of the **Anglican Diocese of the South's Customary Regarding Prevention of Sexual Misconduct and Regarding Allegations of Sexual Misconduct** adopted by the Bishop and Standing Committee, May 2015, and that I understand its content.

I certify that I have completed the required diocesan approved training required in this manual.

I haven't completed the required diocesan approved training but will complete the training within six months of my employment or volunteering, and proof of completion will be submitted to my church or to the diocese as required.

Please check **one** of the following:

Clergy Laity

Signature

Print Name

Congregation

Date

Position

* This receipt must be signed by all clergy canonically resident, licensed or serving in this diocese, by all employees of the diocese, by Postulants for Holy Orders, volunteers for the diocese who regularly supervise youth activities, and lay members of diocesan leadership groups.

Return this form to:

**Anglican Diocese of the South ATTN: Canon to the Ordinary P.O. Box
776 Loganville, GA 30052**

STATE AGENCIES

STATE STATUTES FOR MANDATORY REPORTERS

We recommend the resource at ChildWelfare.gov to search for state laws, with updated laws. The website can be found at

<https://www.childwelfare.gov/topics/systemwide/laws-policies/state/>

CONTACT INFORMATION FOR STATE CHILD PROTECTIVE SERVICES

To download a national list of State Child Protective Services, visit <https://www.childhelp.org/hotline/>

APPENDIX D

CURRENT PROVIDERS

MINISTRY SAFE

www.ministrysafe.com

KEEPING OUR SACRED TRUST

www.keepingoursacredtrust.org

SECURE SEARCH

www.securesearchpro.com