



Millville Church of the Nazarene

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Child Abuse Policy

All employees and/or volunteers who work for the Millville Church of the Nazarene must consent to a background check to determine whether an incident of child abuse and /or neglect has been substantiated against any such person. Identifying information necessary to conduct a Protect My Ministries background check includes the person's name, address, date of birth, sex, race, and Social Security number.

Any employee or volunteer who refuses to consent to a background check shall be terminated immediately. If Division of Youth and Family Services informs the church of a substantiated incident of child abuse and/or neglect that employee or volunteer will be terminated immediately. In keeping with the confidentiality provisions of the State Child Abuse and Neglect Law, the identity of the perpetrator or any other information concerning the incident shall not be disclosed to any other person.

Millville Church of the Nazarene shall verbally notify the Division's Office of Child Abuse Control immediately whenever there is reasonable cause to believe that a child has been subjected to abuse and/or neglect by a staff member(s) or any other adult. Such incidents may include, but not limited to, unusual sexual activity, violent or destructive behavior, withdrawal or passivity, or significant change(s) in the child's personality, behavior or habits. The Church must inform the parents or guardians of such incidents, and document that parents or guardians have been informed of them. If an allegation of child abuse and/or neglect is substantiated against a staff member, that person shall be terminated immediately.

Reporting Procedures

State law governs all aspects of sexual misconduct involving minors, including reporting requirements and penalties for failure to report. Church leaders should publish and distribute to all staff members and volunteers these policies procedures.

Incidents reported to local and/or state agencies or law enforcement should also be immediately reported in writing to:

Senior Pastor and Church Board

District Superintendent

The General Secretary of the Church of the Nazarene

The Board of General Superintendents

All church leaders, staff members, and volunteers are charged with the diligent enforcement of church policies regarding sexual misconduct. Violations of these policies or failure to enforce them diligently shall be grounds for immediate removal, dismissal, or other disciplinary action.

Investigating Procedures

For everyone's protection, once an allegation of sexual misconduct has been made, the alleged abuser should be immediately relieved of all duties involving minors and insulated from further contact with the alleged victim or the alleged victim's family pending the outcome of a thorough investigation. Conversations and contacts with witnesses as well as the alleged victim and alleged abuser should be documented and preferably recorded on video/audio.

How the church responds to an incident is crucial. The response can initiate healing or cause further damage. Care and protection of the alleged victim and prayer and accountability for the alleged abuser are important components to a healthy Christian response.

Take allegations seriously. The care and safety of the alleged victim is top priority. Protect confidentiality to the highest degree possible.

The accused should be relieved of all responsibilities involving minors promptly and respectfully, protecting confidentiality as much as possible.

Respond to the congregation in dealing with the crisis through support groups, individual counseling, and/or parent meetings.

Gently affirm and rebuild trust by responding to minors' questions while maintaining confidences and addressing the need for counseling.

Reverend Jonathan Merki will speak, on behalf of the church to the media.