

Unitarian Universalist Congregation
Board Meeting Notes
May 15, 2018

Present: Tim Pickering, Bill Baker, Susan Wamsley, Ellen Plummer, Amy Pruden-Bachi, Irene Peterson. Jennifer Mercier was absent.

Chalice Lighting and Reading – The chalice was lit, Ellen did the reading. Check in was completed.

1. **Review and Accept Revised Agenda**

Revisions were made to the current agenda. Agenda items were unanimously approved.

2. **Member Forum**

No members were present

3. **Consent Agenda:**

Minister and Staff Report

Administrator's Report

DLFD's Report

Previous meeting minutes

Consent agenda was unanimously approved. A motion to amend the minutes from last month was approved. Tim amended the minutes to reflect the changes.

4. **Treasurer's Report**

Bill presented the Treasurer Report via Powerpoint

5. **Old Business**

Update on building inventory (Summer project).

A task force will be formed this summer, June or July, to take a building inventory. An inventory survey is available from Church Mutual to assist in this process.

Update on Treasures Inventory (Spreadsheet completed). The board secretary will continue to update the Treasures spreadsheet as the board is notified of changes. (Spreadsheet is on OneDrive.)

Volunteers to count offering on Sunday.

Several members have volunteered to help with this task. Tim will talk with Chris Eagen (Finance Chair) to better understand how the volunteers will be

scheduled to insure there is coverage every Sunday.

Update on the ante-room makeover.

Pam met with the building committee and asked them to come up with a plan for the ante-room renovations. As a first step a task force will get together to clean out the closets. Once the closets are cleaned we will ask the Administrator (Lisa) and the LFD Director (Karen) to assess their storage needs. The building committee will then develop a plan to acquire and install appropriate storage. The intention is to have the project completed by August.

6. **New Business**

Appoint sub-committee to negotiate with Pam re changes to health insurance coverage. After a discussion, it was determined that a sub-committee was not necessary. It was determined that funds not being used for the minister's health insurance coverage will be placed in a reserve fund. In the future, Pam requested that the board refine its process for such negotiations to include her participation prior to board decisions.

Updates to the LFD Policy Manual – Vote needed

Karen's recommended updates to the LFD policy manual were unanimously approved. The updated policy will be posted on the website.

Approve members of the Finance committee: (Vote needed)

Chris Eagan (Chair), Meredith Hunley, Joe Powers, (Sandy Powers will be an *ex officio* member). All members were approved unanimously.

Budget Discussion –

The budget will be presented as is (deficit) at the information meeting and the congregation will be asked to increase their pledge amounts by 3%.

The Environment/Climate Change task force will be asked to give an oral report of their work over the past year.

Tim will ask Frank DuPont to be the parliamentarian at the annual meeting.

Items for congregational vote at annual meeting.

Candidates for elected offices-

Treasurer – Sandy Powers

President-elect – Steve Keighton

Susan Piercy – at-large board member

Dan Kominsky – at-large board member

This will be the slate that is presented to the congregation.

Annual Budget

Will be presented to the congregation and discussed at our informational meeting May 20, 2018.

Financial Support for the UUA BLUU effort. -

Ellen will make a proposal at the annual meeting to support this effort by the national UUA.

Next Meeting – June 14, 2018. Board supper to include new board members. Supper between 5 PM – 7 PM. Meeting to follow. Opening words - Irene

Reminders of upcoming events-

Informational meeting after service – May 20

Annual meeting after service – June 3

UUC BOARD AGENDA
May 15, 2018

7:00 – 7:15

Chalice Lighting & Reading - Ellen
Check-in

7:15 – 7:20

Review and Accept Revised Agenda
Proposed motion: Approve agenda

7:20 – 7:25

Member Forum

7:25-7:30

Consent Agenda: Approve
Minister and Staff Report
Administrator's Reports
DLFD's Reports
Previous meeting minutes

7:30 – 7:40

Treasurer's Report

7:40 – 8:10

Old Business

Update on building inventory (Summer project)

Update on Treasures inventory (Spreadsheet completed)

Volunteers to count offering on Sunday

Chris Eagan
Nancy Norton
Carol Kern
Bill Baker
Mary Ratliff

Update on ante-room makeover (Will ask building committee for a plan)

8:00 – 8:10

Break and Refreshments - Irene

8:10 – 9:00

New Business

Appoint sub-committee to negotiate with Pam re changes to health insurance coverage

Updates to the LFD Policy Manual – Vote needed

Approve members of the Finance committee: (Vote needed)

Chris Eagan (Chair),

Meredith Hundley,

Joe Powers

(Sandy Powers will be an *ex officio* member)

Budget discussion – Vote needed on what to present to the congregation

Items for congregational vote at annual meeting

Candidates for elected offices –

Treasurer – Sandy Powers,

President-elect – Steve Keighton

Susan Piercy – at-large board member

Dan Kominsky – at-large board member

Annual Budget

Financial support for BLUU - \$2,000

Select opening words for volunteers for next meeting

Refreshment volunteer

Reminders of upcoming events

Board supper and welcome for new members – June 14

Information meeting – May 20

Annual meeting – June 3

Extinguish Chalice and Adjourn Meeting

May 2018 Minister's Report to the Board
Submitted by Rev. Pam Philips

Leads Worship

The worship theme for April was “Emergence,” but we didn’t explore it very much in Sunday services because we had services focusing on Earth Day and Lay Pastoral Care Ministry, as well as a guest preacher who discussed spiritual development. Worship associate Earle Irwin’s poetry about the pipeline was integral to our message on Earth Day, as was a beautiful song written by Linda Pfeiffer and sung by the choir. The LPCM service featured reflections by Dick Baughman (read by Barbara Taylor), Frank DuPont, and Rachel Craine and readings done by Chris Walter and Dave Lievsay. The response was quite positive, with four people expressing interest in joining LPCM.

The May worship theme is Creativity, and Ella Kromin and Jared Gibbs collaborated to offer an wonderful Music Sunday service, featuring the UUC choir, a Barbershop QUUartet, and the Chalice Choir. We are blessed with excellent and enthusiastic musicians.

Officiates Rites of Passage

I was honored to help celebrate the life of Alice LoMascolo in a memorial service in April. This past Sunday we held the child dedication service that had to be cancelled due to snow. I was grateful to my colleagues in Charlottesville for sharing the words they use for child dedications, to Karen Hager for participating in the ceremony, and the families who brought their children to be dedicated.

We will be holding a bridging ceremony for the graduating seniors on May 20th and then a New Member Recognition ceremony on May 27th. It is a time of transitions and rituals.

Provides Pastoral Care and Presence

I continue to visit with congregants in my office, at the hospital, and in their homes. Congregants have been good about alerting me when members and friends have been taken to the hospital. Frank DuPont and Jane Mahone helped plan and deliver a training for our new LPCM members—Marilyn DuPont, Carmen Papenfuss, Dan Kominsky, and Helen Renqvist. We are hoping to make more matches with people who may not be experiencing crisis situations but could benefit from friendly visits—particularly those who are unable to participate in regular congregational activities.

Encourages Spiritual Development

The *House For Hope* adult faith development class went very well. Ten people signed up and most came every time to the seven-session course, with a couple who attended when they could. Participation in class discussion was lively and I was impressed by the personal reflections shared in our last session. I look forward to collaborating with Karen to offer more classes next year. I’m also planning to set up covenant groups in the fall, using material from the Soul Matters themes that we use for worship.

Witnesses to Social Justice in the Public Square

I participated in the *One Voice Blacksburg* event on April 20th, giving a benediction. This anti-gun violence event included a student walk-out from Blacksburg High School (including several members of YRUU) and several speakers, including member Mayor Leslie Hager-Smith and youth Mia and Ava Lazar. Many members of UUC were in attendance.

I was pleased to see several members of our anti-racism group at a power analysis held by Virginia Organizing. I've started attending the Jim Crow/White Privilege discussion group sponsored by the Dialogue on Race.

I was asked to sign on to a [guest editorial](#) in the *Roanoke Times* with other faith leaders against the pipeline, which was published on April 13th.

UUC hosted the Virginia Interfaith Center for Public Policy (VICPP) service--Just Wages: Honoring the Worker on April 29th. Stephanie Gilmore was one of the planners of the event, which included a report from Kim Bobo VICPP Executive Director on what VICPP has accomplished and is working on. The reception was lovely, but the attendance was very disappointing (perhaps because it was such a beautiful day).

Finally, I was proud of the Mental Health Justice Ministry team's hosting of another film and panel discussion at the Lyric Theater to provide information and decrease stigma about mental illness. The panel was outstanding, and Margo Walter did an excellent job moderating.

Leads Administration

The stewardship committee and all the volunteer stewards did an excellent job running the campaign this year.

I met with the Safety team to begin making plans for a more comprehensive emergency plan and the Building Committee to see about getting a new chairperson now that Dave Lievsay is stepping down. Dick Luke has agreed to take on this roll. We also discussed the closet clean out task force and the need to make plans for upgrading the anteroom. We decided to wait until the closets have been cleaned out to decide exactly how many new storage cabinets will be required.

Pursues Personal Renewal and Professional Development

I attended the First Year Ministers Seminar in Boston the first week in May. It was an excellent opportunity to see old friends and meet new colleagues. I met with UUA staff to discuss youth and young adult ministry and media in ministry (digital and traditional) – both sessions were very informative.

Serves the Larger Unitarian Universalist Faith

I feel like the larger UU Faith served us this past month, with UU ministers from as far away as Texas and Tennessee, in addition to so many colleagues from Virginia, coming to help us celebrate my installation. Everyone who attended made the day special, but I especially want to thank members of the Committee on Ministries (Isabel Berney, Dick Luke, Ann Norris, Bob Stimson, Barbara Taylor, and Margo Walter) who organized the event, Polly Stimson for arranging for all the food, Tim Pickering for leading the ceremony, and Ellen Plummer for acting as Marshall (herding UU ministers). Thanks to Gene Gardner, the installation was listed in the *Roanoke Times*.

Administrator's Report to the Board

May 15, 2018

Committee Meetings: Attended Stewardship Committee meeting last month and an Auction Meeting this past Sunday. There are 3 possible dates based on VT's football schedule, and the selected date will be determined once the Moss Center schedule is out. Trying to optimize attendance.

Stewardship Pledge Drive Update: As I write this, we have received 153 pledges (a record!) for a total of \$295,972. This is \$24,202 short of our basic budget. In looking at those who haven't pledged yet, but I assume will do so, and if their pledges stay the same, we should have close to \$12,000 more. There are also others that have pledged in the past but not sure of their intentions for this year – these pledges, if they come in, would total about \$10,000. There are about 11 first-time pledging units.

Attendance at the group stewardship meetings was very light. I don't know the details on one-on-one meetings. Most, if not all, active members and friends were contacted by phone and/or email.

The Celebration Ice Cream Social went well with a large crowd staying after the service and enjoying a sundae. (Many had no idea why we were doing this, and others thought it was the RE ice cream social – people not reading the announcements or newsletter.) We went through 5 gallons of ice cream plus a quart of soymilk frozen dessert and many toppings.

Annual Meeting: The packets for members with info about the annual meeting on June 3 will be mailed on Monday, May 21. It will also include a copy of the proposed budget that the Board finalizes at this Board meeting.

Pledge Reminders: The final email with pledge updates for this fiscal year will go out in very early June. The message includes that we are getting very near the end of the fiscal year and hopefully reminds people to get their pledges paid up by the end of the month.

Committee Reports: Pam had a great suggestion that rather than my printing off 50 copies of the compiled committee reports for the annual meeting, that we just have 1 page with a square for each committee/task that submits a report with 2-3 bulleted accomplishments for each. Pam provided me a sample of this, and I will prepare a similar page for us. The full reports will be available for those interested in the member area of our website under "annual meeting".

Attendance/Members: See online Google Doc. We will hold a new member ceremony at a service in the near future.

DLFD Report to the Board – May 2018

Submitted by Karen Hager, Director of Lifespan Faith Development

Registration

- CYRE: 122 (unique children and youth)
- LFD Activity slots: 155
- UUC Activity slots: 167

This month:

Children's RE:

- Spring RE ends May 20. There is no RE on May 27, due to the Memorial Day weekend, or on June 3, the multi-generational Flower Service.
- Summer RE begins June 10 and will run for 11 weeks. The K-5 theme is Jedi Academy and PreK will repeat Sunday Funday. Summer recruitment continues.
- Fall recruitment has officially begun and we are off to a great start. 14 out of 20 teaching positions have already been filled, as have youth group advisor positions and OWL teachers. Our target is to finish all fall recruitment by the end of May.

OWL:

- 8-9 OWL teachers met to debrief from this year's class. Based on feedback, we are planning to revamp how this program is administered next time, eliminating lock-ins and planning more classes of less time.

YRUU:

- Suicide Prevention training will be held on May 6, facilitated by Margo Walter (MHJM), with assistance from Mark Benson, Jane Keppel-Benson and Stephen Henninger. Training will be open to all UUC high school students and UUC adults. The Board is invited to attend, if they are interested in learning more about preventing suicides.
- The YRUU Bridging Service is May 20. Please attend to support our youth! Coming of Age 8th graders will also be acknowledged at this service and will bridge into YRUU.

Adult Faith Development:

- A last-minute addition was made to The Environmental Justice Film Series, co-sponsored with the Social Justice Team, with the showing of *Pipeline Fighters* on May 4. *Chasing Coral* will be shown on June 1. There is widespread interest in continuing this series beyond the original planned end date of June 1.

Professional Development

I attended the Multicultural RE Renaissance Module in Spartanburg in April. It was a very long, intense and worthwhile training workshop, encompassing 27-28 hours of actual training over the weekend. While much of the focus was on anti-racism work, the workshop also included discussion of cultural appropriation and of accessibility issues.

As the RE Credentialing program requires me to view multiple competencies through an ARAOMC lens, it was wonderful to take this training at the start of credentialing. I can already see how I will use this workshop in the coming year.

Board Action Needed

Approval of changes to LFD Policies, previously submitted as separate document.

Unitarian Universalist Congregation

Lifespan Faith Development

Policies & Procedures

May 2018

This document supersedes all previous policy documents and applies to all Lifespan Faith Development programs, and to all activities at UUC that include minors. All policies are reviewed periodically by the Lifespan Faith Development Committee. The Lifespan Faith Development Committee and Board reserve the right to amend this document as deemed necessary.

Contents

- A. Governing Principles 5**
 - 1. Special Needs 5
- B. Lifespan Faith Development Structure 6**
- C. UUC Child Abuse Prevention Policy 7**
 - 1. Purpose 7
 - 2. Definition of Child Abuse 7
 - 3. Selection and Screening of Volunteers 8
 - 4. Training and Supervision of Volunteers 10
 - 5. The Two-Adult Standard 10
 - 6. Open Classrooms 11
 - 7. Parents and Guardians 11
 - 8. Parental Involvement in the Classroom 11
 - 9. Reporting Suspected Abuse 12
 - 10. Managing Convicted Sex Offenders 13
 - 11. Managing the Media 14
 - 12. Policy Review 14
- D. Multi-Age Childcare Policies for Events at UUC 15**
 - 1. Child Caretakers 15
 - 2. Sign In 15
 - 3. Outdoor Playground 15
 - 4. Nursery 15
 - 5. Pick up 15
 - 6. Alcohol Policy 16
- E. Safety Rules for Parents 16**
- F. Behavioral Policies 16**
 - 1. Guidelines for Children and Youth 17
 - 2. Guidelines for Adult LFD Students 17
 - 3. Guidelines for Teachers, Advisors, and Other LFD Volunteers 17
 - 4. Guidelines for Parents 18
 - 5. Emergency Suspension 18
 - 6. Consequences 18

G. Classroom / Youth Group Policies	19
1. Registration.....	19
2. Curriculum.....	19
3. Confidential Information	20
4. Recruitment.....	20
5. Youth Group Advisor Guidelines	21
6. Substitute Teachers.....	21
7. Medical Policies	21
8. Flame Policies	22
9. Release Policy.....	22
10. Classroom Supplies	22
11. Door and Key Policy.....	23
12. Movie, Electronic Media, & Games Policy	23
13. Approved Driver Policy.....	24
14. Lock-ins and Cons Policy	25
15. Attendance by Minors at Adult RE Classes	25
16. Parent Communication for Youth Groups.....	25
H. LFD Visitor Guidelines to Committee Meetings	26
1. Meeting Observation:	26
2. Addressing the Committee:.....	26
3. Executive Session:.....	27
4. Committee Response:.....	27
5. Recourse:	28
I. LFD Visitor Guidelines for Meetings and Classes of Minors	28
1. YRUU Visitation	28
J. Policies Regarding Use of RE Facilities.....	29
1. Nursery-Use Guidelines.....	29
2. Outdoor Playground	29
3. Downstairs Classroom Use	29
K. UUC Library Materials Selection and Collection Development Policy	30
1. Objectives.....	30
2. Responsibility for Selection	30

3. Criteria for Selection	30
4. Gifts and Donations	31
5. Weeding	31
6. Potential Problems or Challenges	31
7. Challenged Materials	32
L. Evacuation Plan	32
1. Evacuation Areas	32
2. Portable Emergency Kit	33
3. Sheltering / Sheltering-In-Place	33
4. Evacuation of Building	33
5. Evacuation of UUC Grounds	34
6. Contact Persons during an Emergency:	35
7. Reunion between Children and Parents/Guardians:	35

A. Governing Principles

UUC Mission:

Inspire. Create. Transform.

Inspire spiritual and ethical growth.

Create compassionate community.

Transform our community and the world through courageous love.

The Lifespan Faith Development (LFD) program of the Unitarian Universalist Congregation of the New River Valley (UUC) is committed to creating an environment for volunteers, students, and their families that reflects our mission, Guidelines for Right Relations, our seven UU principles, and UUC covenants.

Ours is an inclusive program: We celebrate and respect similarities and differences among individuals and families.

LFD programs do not discriminate against anyone on the basis of race, ethnicity, gender or gender identity, sexual orientation, physical disability, age, national origin, religion, physical appearance, or political affiliation.

Everyone is responsible for honoring, to the best of their abilities, our shared UUC covenants, seven UU principles, and LFD-program-specific agreements.

Our goal is to support the development of each student to her or his fullest potential.

All processes are developed by the DLFD, with oversight by the LFD Committee. The LFD Committee is responsible for reviewing and amending the LFD Program Covenant (located at uucnrvalley.org/LFD-Covenant.pdf) annually.

1. Special Needs

LFD welcomes children, youth and adults with special needs, but recognizes that our program may have limits to the level of assistance that we are able to provide. While UUC provides a nurturing learning environment, it is also a very small organization in terms of staffing and depends on extensive volunteer involvement to accomplish its goals.

The LFD program is limited in capacity to address special needs, and can only address a narrow range of learning and behavioral challenges. The LFD program collaborates with families to find mutually-agreeable strategies, if possible, for special-needs students.

If a child has a unique medical condition that may require intervention on a timely basis, the UUC strongly encourages parents/guardians to inform the DLFD and teachers/advisors and provide any needed training.

B. Lifespan Faith Development Structure

LFD programs are administered by the Director of Lifespan Faith Development (DLFD), who reports to the Minister and the Board, and is overseen by the Lifespan Faith Development Committee (LFDC). Further staff support is provided by the LFD Assistant, who reports to the DLFD. Full job descriptions for staff may be found in the UUC Policies & Procedures Manual Part III, located at https://uucnriv.org/uucwp/wp-content/uploads/PandP-III_March_2017.pdf.

The Lifespan Faith Development Committee (LFDC) oversees all LFD programs and policy creation. Membership is comprised of the DLFD and of 2-4 individuals chosen by the DLFD to encompass experience with all age ranges in the LFD program, including: Children's RE; Adult RE; middle school and high school youth programs; and the Our Whole Lives program.

LFDC members have voting rights, at one vote per member. The Minister is an ex officio member of LFDC and does not have voting rights.

LFDC serves mainly to oversee all LFD policies, and to provide oversight for the overall LFD program. The DLFD is empowered to interpret policy and to develop appropriate processes to enact policies. The DLFD is also free to form short-term Task Teams to accomplish the goals of the LFD program, with the composition of Task Teams determinant on the program needs and available resources. The DLFD may make decisions regarding volunteers and other matters without consulting the LFDC.

Although decisions reside with the DLFD, the LFDC has oversight and may, with a majority vote, override any decision made by the DLFD. Disputes are referred to the Minister, with further oversight provided by the Board.

Curriculum for classes is chosen in accord with the themes designated by the DLFD and LFDC. The DLFD, in consultation with LFDC, chooses all curricula.

In addition to the standard components of the LFD program, the LFDC assumes content responsibility for the physical surroundings of the downstairs RE space, the Nursery, and any other space within the church that has been assigned for RE classroom use. The committee must ensure that all physical components are acceptable, safe, and age-appropriate for the children occupying these spaces.

a) Youth Adult Committee (YAC)

YAC is an intergenerational committee within the UUC, responsible for LFD programming for youth in grades 9-12. Membership is comprised of 6-10 members, and the DLFD. YAC will strive to always have a youth majority membership. Youth are encouraged to serve a term of 1-2 years. Adults are encouraged to serve a term of 3 years. One adult and one or two youth serve as co-chairs of YAC. The Minister is considered an ex officio member. Voting power rests equally in all YAC members,

excluding ex-officiis. YAC will meet monthly during the programming year, with meeting times and locations posted on the church calendar. YAC supports Young Religious Unitarian Universalists (YRUU), our high school youth group, which meets weekly, with exceptions approved by YAC.

C. UUC Child Abuse Prevention Policy

1. Purpose

This policy has been written with the following objectives:

- To provide guidelines and procedures that will promote a safe and caring environment for children and youth who participate in programs offered by the UUC.
- To provide guidelines to decrease the risk of physical, sexual and emotional abuse while an infant, child or youth is in the care of a UUC staff person or volunteer. (See below for definition of these forms of abuse.)
- To provide guidelines and procedures regarding the selection, training, and supervision of adult staff and volunteers.
- To provide a caring and appropriate response to victims of abuse.
- To provide guidelines for dealing with a report of abuse and for communicating with authorities and with the press in such an event.
- To help reduce the UUC's exposure to risk and liability in our programs for children and youth.

2. Definition of Child Abuse

The Commonwealth of Virginia defines child abuse in these terms:

Under section 63.1-248.2 of the Code of Virginia (1950), as amended, an abused child is defined as one who is less than eighteen years of age, whose parents or other persons responsible for his/her care create or inflict, or threaten to create or inflict, or allow to be created or inflicted upon such a child a physical or mental injury by other than accidental means, or create a substantial risk of death or disfigurement, or impairment of bodily or mental functions. This includes the following: failure to provide care necessary for health; abandonment; committing or allowing sexual exploitation; endangerment or neglect. Child abuse may be physical, sexual, emotional, or mental, and may be the result of action or the failure to act (e.g., lack of care for a child).

a) Physical Abuse

A physical injury, threat of injury, or creation of a real and significant danger of substantial risk of death, disfigurement, or impairment of bodily functions. Such injury or threat of injury, regardless of intent, is inflicted or allowed to be inflicted by non-accidental means. Example: asphyxiation; bone fracture; brain damage, skull fracture, subdural hematoma; burns, scalding; cuts, bruises, welts, abrasions; internal injuries, poisoning; sprains, dislocations; gunshot, stabbing wounds.

b) Sexual Abuse

Sexual abuse includes any act defined in the Code of Virginia that is committed, or allowed to be committed, upon a child by his/her parent or other person responsible for the child's care. Examples of such abuse are: sexual exploitation, sexual molestation, intercourse, oral or anal penetration, exposing a child to sexual activity or pornography, verbal comments of a sexual nature, obscene phone calls, exhibitionism.

c) Emotional Abuse

Emotional abuse includes actions or verbal statements that are intended to intimidate, shame, harass, or diminish a person's sense of self-worth. Examples are name-calling, teasing that creates fear or emotional distress, threats of physical or other punishments that are outside of the accepted discipline procedure outlined below.

3. Selection and Screening of Volunteers

It is the policy of the UUC that no one who has been convicted of any crime involving an infant, child or youth, or who has had such a conviction expunged, will be permitted to work with children and youth. This would include crimes such as contributing to the delinquency of a minor, or other non-sexual crimes.

In order to meet the variety of needs and positions required to provide education and supervision for infants, children and youth while they are in the care of the UUC, two different levels of volunteers will be selected and screened. These levels are described below.

- **Primary Volunteer:** A primary volunteer is an adult who is at least 18 years of age and works with infants, children, or youth on a regular basis within UUC's approved and on-going programs. Specific programs may set a higher age limit as meets the needs of the children and youth who participate. Examples of primary volunteers would be RE teachers who are assigned to a class or YRUU advisors.
- **On-Call Volunteers:** An on-call volunteer is an adult who is at least 18 years old and works with infants, children, or youth on an occasional basis within UUC's approved and on-going programs. Examples would be sitters for UUC events, chaperones for lock-ins, one day summer RE teachers, or substitute teachers.

a) All primary volunteers must be active participants in the life of the congregation for at least six months before being considered for any positions involving children or youth. This requirement may be waived if a potential volunteer has been active in another congregation and is given a favorable reference by the minister and/or religious education director of that congregation.

b) With the exception of parents assisting in their child's program as required or as requested, all staff and all volunteers assigned to work with infants, children and youth on an on-going basis must agree to a criminal background check by an agency approved by the UUC Board. The purpose of this check is to ascertain if a potential volunteer has ever been convicted of a crime with a child. These checks will be repeated every fourth year of a volunteer's service. The congregation will bear the cost of this check.

c) Background checks will not be required for one-time volunteers, as long as a background-checked person will also be in attendance when contact with a child or children occurs.

d) Background checks will be performed by an entity approved by our insurance carrier. Volunteers may also submit a letter from a current employer verifying successful completion of a background check within the past four years in lieu of the UUC initiating the background check.

e) The background check reports will go directly to the Minister and/or DLFD and the individual being checked. The specific information from the report will not be shared with any other volunteers. The Minister has the authority to veto a volunteer on the basis of the information received from the background check or other confidential information regarding the volunteer. Volunteers have the right to discuss a veto with the Minister and to take action on their own behalf, which may include an appeal to the Board.

f) The Administrator has authority to conduct and review background checks (in addition to the Minister and DLFD).

g) All volunteers in the LFD program that work with minors will submit a formal application including two references and will have an interview with the DLFD. The DLFD or LFD Assistant may conduct reference checks and keep a written record of references.

h) Screened on-call volunteers will be utilized whenever possible to fill unexpected, one-time needs in our programs for children and youth. In the event that a screened on-call adult volunteer is not available to fill an unexpected, one-time need, a parent may be utilized to fill the vacancy, as long as the second adult present is a screened volunteer, and the DLFD or another screened staff member or adult is in the vicinity. The DLFD also has the discretion of using a screened Teen Assistant as the second volunteer, if there are no more than two children present.

If a second volunteer is not available, the children or youth will be returned to their parents or guardians or placed in another classroom.

4. Training and Supervision of Volunteers

All primary volunteers will be required to complete online policy training prior to volunteering with minors. Volunteers who have completed training within the last four years will not be required to complete training for subsequent volunteer years unless there has been a relevant change in the legal statutes regarding child abuse.

a) This online training will cover the congregation's policies regarding relationships between adult volunteers and children or youth, information on child abuse and how to recognize child abuse, and how to handle an incidence of child abuse or the report of child abuse.

b) All primary and on-call volunteers will receive a copy of the UUC policy on child abuse prevention.

5. The Two-Adult Standard

It is the policy of UUC that on-going activities and classes for infants, children and youth shall be supervised by two screened and approved volunteers.

a) In the event that an adult volunteer becomes incapacitated and unable to carry out assigned responsibilities, the DLF/D or the person in charge of the program or activity shall be notified and appropriate arrangements shall be made for the care of the infants, children or youth in attendance.

b) The UUC may choose to provide childcare for meetings, programs, classes and other events that are a part of congregational activities, at the discretion of the Administrator. If childcare is not arranged by the UUC, parents or guardians may arrange with the Administrator to use the facilities of UUC for childcare. The parents or guardians of these children are responsible for hiring and supervising the sitter(s) for their children. The Administrator will provide a list of screened sitters as a courtesy, but UUC accepts no responsibility for sitters hired by the parents or guardians.

c) If a staff person or primary volunteer wishes to meet with a child or youth one-on-one outside of normal classroom or program activities, the parent or guardian of that child or youth must give explicit permission for the meeting to occur. If the child or youth does not want the parent to be notified of the meeting, then a second staff person must be present for the meeting. In the case of high school youth, a second young person of the same gender as the youth requesting the meeting may sit in.

6. Open Classrooms

- a) Classrooms will be arranged so that windows are not totally obstructed, and dividers or curtains are partially open.
- b) The DLFD or someone appointed by the DLFD to act in her/his place will observe classrooms without prior notification to the teachers each Sunday.
- c) Parents and guardians are welcome to observe RE classrooms at any time. However, whenever possible, we strongly encourage parents to inform the teacher and/or DLFD in advance, as unannounced visits can be disruptive.

7. Parents and Guardians

Parents and guardians have an important role to play in the prevention of sexual and physical abuse. To support parents and guardians as they educate and instruct their children about this issue, the UUC will offer a workshop on the topic of sexual and physical abuse of children, upon demand.

8. Parental Involvement in the Classroom

While parents are welcome to visit a classroom without notice, a parent's ongoing presence in the classroom is still subject to the Child Abuse Prevention Policy. The policy states that all adults involved in ongoing contact with minors in classrooms are required to have background and reference checks.

There is an expectation that a child will be able to be separate from his/her parents for a one-hour class, in order for a child to be enrolled. However, LFD recognizes that children may experience separation anxiety in new classrooms, particularly in settings with younger children, and is committed to helping children and parents through this transition, within the boundaries of the Child Abuse Prevention Policy.

Parents may attend a class, or a portion of a class, for three visits, to help the child transition. If further parental involvement is still required after three visits, the parent will meet with the DLFD to jointly develop a transitional plan. In this plan, the parent will leave the classroom for longer periods each week until the child is fully independent.

Should a child require parental involvement to ease separation anxiety at some future date after the initial transition has occurred, a new period of transition will begin, with the parent again able to attend classes for three visits, before a transition plan must be developed.

Parents of children with special needs may be requested or required to attend classes with their child(ren) by a teacher or the DLFD. This attendance is allowed

within the confines of the Child Abuse Prevention Policy, without the requirement of a background and reference check, and with no expectation of separation, or transition plan, required.

9. Reporting Suspected Abuse

Both the Minister and Director of Lifespan Faith Development are regarded as mandated reporters if they suspect that abuse or neglect of a child has occurred. As advocates for the welfare of all children, the UUC strongly encourages all adults who suspect the abuse or neglect of a child make a report to either the Department of Social Services or the local police.

We recognize that the issue of potential abuse must be handled with the appropriate respect and privacy for the individuals/families involved. The alleged victim, their family members, and the person accused of the abuse shall be treated with respect and dignity.

a) In order to facilitate the appropriate management of a report of suspected child abuse, the UUC Board, in consultation with the Minister, will appoint a Task Force. The members of this Task Force should have some professional knowledge about the topic of child abuse and family issues.

b) The purpose of the Task Force is to be available to give counsel to the Minister, DLFD and President of the Board, to meet with the alleged victim and their family and also with the person accused of the abuse. The work of this Task Force is to be held in strict confidence. The names of the members of the Task Force will be posted online.

c) All volunteers and the non-mandated staff of the UUC are strongly encouraged to report suspected child abuse, endangerment, or neglect to the appropriate authorities within 72 hours of determining that abuse or neglect may have occurred. Anyone making a report of child abuse as per above should also report his or her suspicions to the Minister, the DLFD or the President of the Executive Board. The person who receives the report will then notify the other staff person and the President.

d) When a report of suspected child abuse is made, the President will notify the District Executive of the Southeast District and the agent representing the congregation's insurance company. These contacts should be made within 24 hours of the initial report. If the President is not available, the President-Elect or a member of the Task Force should make these reports.

e) If the person who first suspects the abuse declines to make the report, the Minister or DLFD will make a report to the appropriate agency. If the Minister or DLFD are unavailable, the President or a member of the Task Force will contact the appropriate agency.

f) All reports of suspected child abuse will be documented using the appropriate

forms at the time that the report is made. The person writing the report will sign it and the staff person who first received the report of the incident shall keep a copy.

g) Anyone suspected of child abuse will not be permitted to have contact with children or youth of this congregation while on UUC property pending resolution of the allegation. Staff accused of abuse shall be immediately relieved of any responsibilities involving children or youth and are forbidden to have any contact with UUC children or youth on or off UUC property with the exception of their own family members, pending resolution of the allegation.

h) In the event that an accusation of abuse is made against the Minister, the President will notify the Task Force, the UUA Department of Ministry and the District Executive. If the President is not available, the President-Elect will make the contacts. The President or President-Elect will convene an emergency meeting of the board to inform the board of the allegations.

i) The President of the Board, in consultation with the board, the Minister, the DLFD, and the Task Force will determine how information about the allegation of child abuse will be communicated to the congregation. If the allegation is against the Minister, DLFD, Board member or Task Force, the Board will consult with the alleged party regarding timeline and the communication plan. The Board may also meet in session closed to the alleged party. The Board will make final determination regarding course of communication.

10. Managing Convicted Sex Offenders

Adults, youth and children who are known to have criminal charge pending or pled guilty to or have been convicted of either child sexual or physical abuse, or as a sex offender, will not be allowed to work with children or youth.

If it becomes known that a convicted sex offender is attending the church or any church activities, the following steps shall be taken.

a) The Minister will check the local sex offender registry and meet with the individual to discuss the concerns that have been raised.

b) The person will then be asked to meet with the Task Force.

c) The individual will be asked to sign a release form so that the Minister can contact his/her sex offender treatment provider and/or current therapist, as well as the person's parole officer. The therapist and the parole officer will be asked for their professional assessment of the likelihood that the sex offender will re-offend and whether additional restrictions beyond the standard Limited Access Agreement ought to be placed on the person's participation. The individual may also be asked to go for a professional assessment with a therapist who specializes in working with sex offenders. If the offender refuses permission to contact the therapist or refuses to go for an assessment,

the congregation may refuse participation in any congregation activity.

d) If the assessment indicates that the person has completed or is participating successfully in treatment and is not at high risk for recidivism, the Task Force will develop a Limited Access Agreement. If the professional assessment indicates that the person is at high risk for re-offending, the person will be denied involvement in the faith community until treatment is successful at reducing the risk.

e) All persons with past histories of sexual offenses will be asked to sign a Limited Access Agreement. Upon entry into the congregation and depending on the circumstances, the person may be asked to sign one annually. If the offender refuses to do so, he/she may then be denied access to congregation functions and church property.

f) The Task Force will meet at least quarterly with any individual with whom it has a Limited Access Agreement to review the arrangement and address any concerns.

g) The President of the Board, in consultation with the board, the Minister, the DLFD and the Task Force will determine how information about the presence of a convicted sex offender will be communicated to the congregation.

11. Managing the Media

a) In the event that a report of suspected child abuse becomes public, the Minister and the President of the Congregation will be the contacts for the media. The Minister and the President should be in frequent contact with each other to maintain consistency in the information that is released to the media.

b) In the event that either the Minister or the President is accused of child abuse, the President-Elect shall be the second contact person for the press and the congregation.

c) The advice of the District, the UUA and an attorney should be sought before a public statement is released. Statements should be factual and should avoid blaming or speculation of the outcome of any investigation or prosecution.

12. Policy Review

The Child Abuse Prevention Policy of the UUC shall be reviewed annually by the Lifespan Faith Development Council which may make suggestions for changes to the Board.

D. Multi-Age Childcare Policies for Events at UUC

1. Child Caretakers

In accordance with the State of Virginia's guidelines for adult to child ratios for center-based care, adult caretakers 18 years or older will be assigned using these guidelines:

- Infants (1:4)
- Young toddlers (1:5)
- 2 and 3 years (1:10)
- 4 years (1:12)
- School age (1:20)
- Multi-age should use an appropriate ratio based on the age of the children attending, or, if unknown, default to the ratio for lowest age child expected to attend.

In addition to adults, there may be youth volunteers assisting with childcare.

2. Sign In

Parents will sign-in on a list requesting parent's names and children's names and ages in case staff needs to locate them during the event.

3. Outdoor Playground

An adult must be present on the playground at all times when children are playing there. Adults must read and enforce playground rules. ([See Use of RE Facilities, Playground Use.](#))

4. Nursery

Multi-Age childcare events follow standard practices for Nursery use at UUC. See [Use of RE Facilities, Nursery-Use Guidelines.](#)

5. Pick up

At the end of the event, children will not be released from the childcare area until they are picked up by the parents.

6. Alcohol Policy

Alcohol may not be consumed by caregivers in areas where UUC is providing childcare.

E. Safety Rules for Parents

1. Parents are responsible for the supervision of their children before and after RE classes, inside and outside the UUC building, or anywhere on our grounds.
2. Parents are asked to greet their children as soon as RE classes end each Sunday, in accordance with the release policy (page 24 of this document).
3. Outside boundaries that are acceptable play areas for children include any of the grassy areas. The wooded areas on the UUC property are off-limits to children, as they are out of sight of the UUC building and lawn, and are often littered with potentially dangerous materials. The drainage ditch adjacent to the playground may be approached by children only under adult supervision.
4. Children are asked to follow the same behavioral expectations at church as they do at their school or educational gathering. For the safety of our very young and very old attendees, no running is allowed indoors.
5. Parents are asked to discuss the expectations and rules for safety with their children.

F. Behavioral Policies

In all policies, the goal of UUC is to affirm our seven UU principles. Because children, youth and adults are at different stages of development, we recognize that reasonable expectations of their accountability and responsibility are also different. The LFD program expects all participants, at all ages and stages, and in all roles, to covenant with each other and to model our UU principles, consistent with their developmental stage.

The following are prohibited during all UUC-sanctioned LFD activities:

- No exclusive relationships or activities including sexual or non-sexual behavior
- Possession and/or use of drugs and alcohol.
- All forms of violence (physical, verbal, sexual, and otherwise).
- Weapons.

Additional behavioral guidelines specific to LFD roles are below.

1. Guidelines for Children and Youth

Our goal is to aid in the development of each student to the student's fullest potential. The following policies are specific to LFD children and youth:

- Children and youth must ask, and be granted permission by an adult LFD volunteer or the DLFD, before leaving the classroom or meeting space during LFD program time.
- Supplies and property must be respected and not wasted or destroyed.
- Everyone waits their turn to speak.
- Everyone cleans up their own messes.
- Disparaging comments and put-downs will not be tolerated.
- Students are encouraged to recognize and resist stereotypes and biases and to challenge prejudice.

2. Guidelines for Adult LFD Students

Adult students and adult RE teachers will abide by the Guidelines for Right Relations and all other UUC behavioral covenants for adults. In addition to the LFD policies noted above, classroom teachers and attendees may also form classroom covenants as a guideline for behavior.

3. Guidelines for Teachers, Advisors, and Other LFD Volunteers

UUC aspires to support its teachers, advisors and volunteers in creating and sustaining safe, inclusive classroom and group experiences. We view the LFD program as a partnership with parents. Consistent communication between volunteers and parents is essential.

In classroom situations, teachers will guide students to create age- appropriate rules and consequences. With older children, a covenanting process may be used. Covenants or rules that are created for classrooms will be posted in class and reviewed periodically.

In addition to the overall behavioral guidelines noted above, teachers, advisors and other LFD volunteers are expected to follow the policies below:

- No corporal punishment or verbal abuse (ridicule) will be used.
- Teachers, Advisors and other LFD volunteers will develop and enforce classroom/group covenants and rules with their students.
- Repeated, or serious, violation of classroom/group covenants or rules will be brought to parent/guardians' attention through written and/or verbal

communication, at the teacher or DLFD's discretion.

- If significant, intentional damage to property or physical injury occurs, there will be an Accident/Incident report written and given to the parent, and held in a confidential file in the DLFD's office.
- Because a single child will not be permitted to compromise the experience for the entire class, it may be necessary in some cases for the child to be placed under the supervision of the parent or guardian during RE class time.

Teachers, advisors and other volunteers will consult the DLFD about specific or ongoing behavior problems.

4. Guidelines for Parents

When at UUC, parents/guardians are responsible for their children's behavior and well-being at all times other than classes or official youth group meetings.

Acceptance and adherence to the LFD Program Covenant is required for registration of children into the LFD program. Violation of UUC/LFD rules and/or policies may result in removal from, or denial of registration for, LFD programming.

5. Emergency Suspension

Any child, youth or adult, whose presence poses an immediate danger to persons and/or property, and/or an ongoing threat of disruption, may be removed from the UUC property immediately. Processes regarding suspension will occur as soon as practicable thereafter.

6. Consequences

The DLFD, in consultation with the Minister, will determine the appropriate consequences for policy violations and/or a substantive breaking of covenant. The DLFD and Minister may consult with any LFD volunteer deemed necessary for best discernment.

Should the DLFD's child be involved in such an incident, the Minister will assume the role normally held by the DLFD to determine consequences. Should the Minister's child be involved in an incident, the Board Liaison for LFD will assume the Minister's role of consultant to the DLFD. In both cases, the DLFD or Minister is free to participate in the role of parent.

The DLFD and Minister may choose to inform any and all volunteers engaged in supervisory roles in LFD programs, if their leadership in programs will be best supported by knowledge of policy violations, broken covenants, and/or subsequent consequences.

The DLFD will maintain a record of such incidents in a confidential file, located in the DLFD's office.

G. Classroom / Youth Group Policies

The following policies apply to all UUC classes and youth group meetings that are attended by minors, including minors in the Nursery. All activities and meetings will be held in accordance with the requirements of the UUC Child Abuse Protection Policy. All volunteers will be supervised in their role with the youth. The DLFD or Minister may attend or be present at all classes and meetings.

1. Registration

Children and youth should be registered annually each fall in the appropriate programs. Registration information will be sent to returning families in late summer for fall registration. New families may register at any time during the year. Special programs, such as OWL and Coming for Age, may hold separate registration drives at a time appropriate for the program.

Registration per group:

- Nursery: open to children age 0-3 years old
- RE classes: open to children age 3 through 8th grade
- MSYG: open to youth in grades 6-8
- YRUU: open to youth in grades 9-12
- OWL: open to children and youth in appropriate age designation for class (grades K-1; 4-6; 8-9)
- Coming of Age: open to youth in grade 8, or as determined by the DLFD

2. Curriculum

Curriculum for all classes is chosen by the DLFD, in consultation with the LFDC. Classes or events chosen for inclusion on the LFD calendar will be promoted in UUC advertising venues. Choice of venue and timing is at the discretion of the DLFD, in consultation with the Administrator.

Individuals or groups who would like LFD to sponsor a class or event should submit a prospectus to the DLFD and the appropriate committee, which will review class suggestions at their monthly meetings. LFD retains the right to choose the timing and teachers/facilitators for all offerings. (See Process for Becoming a LFD Sponsored Class or Activity, located at www.uucnrv.org/scp.pdf.)

LFD sponsored activities are bound by the UUC Communications Policy, and are to be

advertised as UUC events. All advertising must be approved by the DLFD and/or Communications Committee.

Individuals who book space independently to hold a class or discussion group for adults are not considered as part of the LFD program. These classes are not advertised at UUC. Rental space is booked through the Administrator.

LFD retains the right to change its class or event offerings at any time with no notice.

3. Confidential Information

Teachers and advisors may come in contact with information of a confidential nature during check-ins or classes/meetings. A child/youth's confidentiality should be respected, except under the following circumstances:

- If a child is doing harm to themselves
- If a child is doing harm to another
- If someone else is doing harm to a child

Under these circumstances, the parent/guardian of the child/youth, or the DLFD or Minister, should be informed. The safety of the child/youth must be the primary driver.

If a volunteer is uncertain as to whether or not information should be shared, s/he can speak to the DLFD or Minister, who will maintain confidentiality if it is determined that confidentiality should not be breached. When in doubt, the Minister will make the final decision on whether or not information should remain confidential.

Additionally, in keeping with UUA best practices, LFD teachers and advisors who are married or involved in a romantic partnership may not serve as the sole two adult primary volunteers in a classroom or other program. Although they may both volunteer for the same activity, attendance at the activity must be on different dates, or in the presence of a third adult volunteer, approved by the DLFD. Married/romantically involved adults may volunteer together in on-call volunteer positions.

4. Recruitment

With the exception of the circumstances outlined in section 3. *Confidential Information*, LFDC believes that it is important to respect the privacy of youth at older ages.

To that end, parents/guardians of children registered in YRUU will not be recruited or approved as YRUU advisors.

We will also not recruit or approve parents/guardians as OWL teachers at grades 8-9 or above for classes in which the parent's child is registered.

Except for these circumstances, parents are free to volunteer in other activities in which their own child(ren) are registered.

5. Youth Group Advisor Guidelines

Youth groups should strive to have at least one adult of each gender on an advisor team. 4-6 advisors will be recruited annually for each youth group.

Two adult advisors are required to be present with youth at all times. If needed, permissible additional adult advisors may be other team members, committee liaisons, and/or parents approved by advisors and/or DLFD. The adult-to-youth ratio will be no less than 1:7.

Any offsite meetings must be approved in advance by the DLFD and/or the governing committee.

At the end of all meetings, advisors will ensure that all youth are picked up by parents, or have a designated ride, before leaving UUC or the offsite meeting location.

6. Substitute Teachers

If a substitute is required for a class or meeting, teachers and advisors should attempt to arrange for a substitute in this order:

- a) Other team members
- b) Substitute from approved list (DLFD will provide a substitute list)
- c) Parents of child in the classroom or group

For Sunday morning classrooms with no more than 2 children present, a Teen Assistant may be used as an assisting teacher.

7. Medical Policies

a) Food Allergies

- Parents are encouraged to inform the DLFD of food or other allergies that a child may be in contact with during their time at UUC. The DLFD will notify teachers accordingly.
- No outside food may be brought into classrooms or the Nursery. If needed, snacks will be provided by the CREC, DLFD or teachers.
- If a teacher is providing a snack, the teacher will ensure that no ingredient listed on a child's registration as an allergen is used.
- If outside volunteers are asked to provide food for a children's party, volunteers may be asked to provide an ingredient list for prepared food.
- If there are a high incidence of children registered who are allergic to nuts,

the DLFD may declare the entire downstairs to be a "nut free" zone. In that event, teachers will ensure that no snacks provided contain nuts or have ingredients processed in a facility that also processes nuts, and volunteers will be asked to provide food that is nut-free.

b) Confidentiality

- All information concerning a child, including, but not limited to, medical conditions, learning or developmental disabilities, or discipline issues is considered confidential and will not be shared beyond the DLFD, teaching team and/or governing committee.

8. Flame Policies

No open flames are allowed in any classroom of children in grade 5 or below. Please use a LED candle or chalice alternative. Use of flame for classes/activities of those older than grade 5 is at the discretion of the activity leader or DLFD. No smoking is allowed of any kind on either floor, including sage and other incense.

9. Release Policy

Children registered in RE in preschool through Grade 3 may not leave the RE classrooms until picked up by their parents or a designated guardian after the service. Children grade 4 and up may wait for their parents in the RE lobby if their classroom is downstairs, or in Elarth Hall if their classroom is upstairs. No child may exit the building without permission of a parent or guardian.

Class time ends at approximately 11:15. If the service ends before 11:15, parents may wait in the RE lobby and hallways until class is over, or may be invited into the classroom at the discretion of the teacher. When the service runs past 11:15, children must remain in their classrooms.

10. Classroom Supplies

Each classroom will have its own RE supply cabinet to store curriculum materials and supplies that are used regularly. There is also a main supply closet downstairs for all teachers to use, that will contain classroom materials used less frequently. All cabinets in all classrooms will be organized in the same way for consistency. Teachers should assist by putting supplies back in the proper place. Teachers should check with the DLFD before purchasing any additional items.

11. Door and Key Policy

For the safety of our students, the downstairs outside doors will remain locked during classroom time, or during planned activities in which a large group of children are present downstairs. Outside of classroom time, the outside doors may be unlocked at the discretion of the DLFD. Locking the doors will occur without notice to parents and children.

Teachers and Assistants wishing to use the outdoors for classes may sign out a key in the RE Office. Keys must be returned to the RE Office immediately following the class or activity and may not be loaned to others.

12. Movie, Electronic Media, & Games Policy

When using movies, electronic media, and games for classrooms and youth groups, the selection of an appropriate medium should be made that is mindful of the age and experience diversity within the classroom/group, and is respectful and inclusive to all.

Movies, media, and games are chosen by the group viewing the medium:

- YRUU members chose items for YRUU, with approval by YAC.
- MSYG advisors chose items for MSYG, with approval by the DLFD.
- OWL teachers chose items for OWL, with approval by the DLFD.

The DLFD and parents will be informed of any movies that will be shown in advance of the showing and provided a link for a movie review from the Parents Guide at www.imdb.com.

No R-rated movies will be shown to MSYG. MSYG advisors should choose a movie with unrestricted access, such as G, PG, and PG-13. For all groups, efforts should be taken to choose movies that do not promote or glamorize disrespectful relationships or behavior; unsafe sex, or casual sex without commitment; senseless, disturbing and/or glamorized violence; or the use of illegal substances or unhealthy lifestyles.

YRUU and OWL will be required to seek permission from their overseeing committee and the DLFD before showing an R-rated movie, or using any media or game intended for an audience over the age of 14. Efforts should first be made to acquire a suitable medium with a lower rating to ensure inclusion of all youth. Before approving an R-rated movie, committee members and the DLFD will view the movie to determine appropriateness of youth viewing. Before approving a game or electronic media intended for an older audience, committee members and the DLFD will view the item to determine appropriateness of youth use.

No youth will be required to view a chosen film or media, or to play a game. Parents will be required to sign a permission form for R-rated movies.

13. Approved Driver Policy

A minimum of two LFD approved adult volunteers (age 21 or older) must chaperone all offsite officially scheduled events. At least one volunteer must be a primary volunteer with the group traveling offsite (i.e. YRUU advisor for YRUU events; MSYG advisor for MSYG events; RE Teacher for RE events).

Any person planning to drive youth to an offsite event must be an Approved Driver.

Approved Drivers are required to:

- Complete a Volunteer Application
- Submit to a background check
- Submit to a reference check
- Complete a Driver Information form
- Show proof of a valid driver's license, and proof of current insurance covering injury and loss of life in their vehicle and other involved vehicles should there be an accident
- Have a good driving record

The minimum adult-to-youth ratio will be no less than 1:7.

Before embarking on any trip outside the New River Valley, the LFD group will develop a travel plan that will include route, waypoints, and a plan for staying in touch.

If the group size requires only one vehicle, two approved adults must travel in that vehicle. If the trip requires two or more vehicles, only one Approved Driver (serving as the driver) is required in the vehicle, up to a maximum of 7 youth per one adult driver, as long as vehicles have come to agreement about how to stay in touch. If two or more vehicles are not traveling together in communication, but are instead traveling essentially on their own, two approved adults must travel in each vehicle.

Ten or fifteen passenger vehicles require two approved adults to travel in the vehicle, one of which must be an Approved Driver (serving as the driver). For trips longer than 5 hours or 350 miles away, both adults must be Approved Drivers, so that no single driver will have to drive for too many hours before getting a break.

When two drivers are required per car and an approved adult volunteer who is not an Approved Driver is used as the second adult, the second adult in a car may be the parent of another child in the car, but may not be the other parent of the driver's child. The second adult may also be an LFD volunteer who has a current background check on file.

When youth are carpooling to the event location, transportation will be a personal decision between parents and not subject to LFD Policies.

14. Lock-ins and Cons Policy

When scheduled, lock-ins will be considered a part of the program and will be planned to promote the mission of the LFD group. The primary goal of conducting the lock-in must be the emotional safety and well-being of our youth. During a lock-in, all LFD policies remain in effect.

Lock-ins may only be held on the premises of the UUC and will be held no more than twice per year. Each participant will need a signed permission form from his/her parent/guardian.

Lock-ins will occur on evenings that provide sufficient time the next morning for clean-up and wrap-up of activities. Despite the high-energy potential of lock-ins, it is recommended that lock-ins have lights-out by midnight, to ensure adequate sleep.

The following rules are publicized and followed:

- Exclusive or sexualized behavior of any kind is not permitted at a UUC sanctioned event.
- Possession or Use of Drugs and Alcohol are prohibited.
- All forms of violence, physical, verbal, sexual, or otherwise will not be tolerated during any UUC sanctioned event. Weapons are not permitted.
- Separate housing arrangements shall be provided for males and females under the age of eighteen or for others upon request, at all UUA sponsored or financed youth events. Adequate adult supervision shall be provided when this is not feasible.

Under no circumstances should a planned lock-in be announced on the UUC website or advertised to the general public.

15. Attendance by Minors at Adult RE Classes

AREC classes, events and activities are intended for those ages 18 and older. Youth participants require advance permission from the teacher/ facilitator or the DLFD, and must be accompanied by a parent or guardian. Youth participants are expected to participate fully in the class or activity as adults.

A permission form signed by a parent/guardian will be required for any minor attending the viewing of an R-rated movie at UUC.

16. Parent Communication for Youth Groups

a) Parents will be invited to a kickoff at the beginning of the year, hosted by the advisors, with the assistance and support of the governing committee, in which plans for the year will be presented and questions and/or issues may be addressed.

b) Parents will receive contact information regarding advisors, parents, and participating youth.

c) Advisors will provide parents with information about upcoming activity plans during the year on a regular basis either through mail, e-mail, or the UUC newsletter. Parent feedback will be invited and shared among the advisors, committee, and DLFD.

H. LFD Visitor Guidelines to Committee Meetings

The LFD program welcomes open communication between the committees and our congregants. If a congregant has feedback or issues that s/he would like to discuss, we recommend that the first avenue of communication be with the DLFD, the appropriate committee chair, and/or the Minister. An initial conversation can help determine the best course of action for official communications that need to move forward to the committee level. Congregants wishing to address the committee as a whole may request time on a meeting agenda or avail themselves of the brief time allowed at the beginning of all LFD meetings for congregant input.

Because each LFD committee undertakes a large workload, productive meetings are essential. To ensure that the committee has enough time during the planned meeting to accomplish the needed work while also ensuring that the committee is accessible to UUC congregants, LFD has created these guidelines.

1. Meeting Observation:

a) Any member/friend of the congregation may observe any LFD meeting, with the exception of conversations about minors, families and volunteers that are considered confidential or private, pursuant to UUC policy and legal requirements (See Executive Session).

b) LFD Committees request that those desiring to observe a LFD meeting make their intentions known in advance of the meeting date so that the agenda can be arranged, as much as possible, to accommodate their presence. Meeting dates may be found online at www.uucnr.org in the Calendar. Participation of those observing in the meeting itself is limited to the constraints placed by the committee.

2. Addressing the Committee:

a) Any congregant may request to be added to any LFD committee meeting agenda. LFD asks for requests to be made one week or more in advance of the posted meeting date (see Calendar at www.uucnr.org).

b) Requests made with less than one-week notice will be added to the agenda, only if

the agenda is light enough to allow the item's inclusion. If declined, the item will be added to the agenda for the next scheduled meeting.

c) LFD reserves the right to limit the time allowed for congregants to address the committee. Items will be added to the agenda on a "first come, first served" basis, with consideration for urgency.

d) If a congregant attends a meeting and requests to address the committee with no prior notice, each congregant will have three minutes to identify his/her issue.

e) LFD reserves the right to limit the number of congregants addressing a committee at any one meeting to three. A special meeting may be called at the discretion of the committee.

f) Should a congregant have an issue which s/he feels cannot wait until the next planned meeting, the congregant may contact the DLFD, the committee Chair, and/or the Minister.

3. Executive Session:

a) Confidential or private information will be discussed only in Executive Session, open only to committee members, the Minister, and the Board President. During Executive Session discussions that involve a minor, the parent(s)/guardian(s) of the child may also attend and participate.

b) By process, a committee will announce their intention to move into Executive Session citing the need for confidentiality. No names or other details will be given. Decisions made in Executive Session will be reflected in the minutes only if they do not violate confidentiality.

4. Committee Response:

a) For all issues brought to the committee by congregants, the committee will decide if the issue will be addressed at that meeting or if a later response is appropriate. For issues that are not addressed at that meeting, the congregant will receive a written response within three days. Responses may include:

- i) A request that the congregant attend another meeting for more in- depth discussion, and placement of the item on the agenda for the following month.
- ii) Designation of a committee member to speak with the congregant within one week.
- iii) A determination that the issue is not appropriate for the LFD committee, with a suggestion of the appropriate committee for bringing forth the issue.
- iv) An approximate timeline for review, if the Committee's "response" will take more than 72 hours.

5. Recourse:

- a) Disputes with the decisions of the LFD Committee may be taken to the Minister, and subsequently to the Board, as needed. The decisions of the Board are considered final.
- b) Once a Board decision is rendered, the issue is considered closed by the committee and the committee will no longer accept discussion of this issue during meeting time.

I. LFD Visitor Guidelines for Meetings and Classes of Minors

The following guidelines apply to RE classes, OWL classes, Middle School Youth Group meetings, YRUU meetings, Coming of Age meetings, and any other meeting that is predominately attended by minors.

In classroom and youth group settings, safety is the predominant concern of the Lifespan Faith Development program. UUC and LFD use Safe Congregation recommendations in creating policy governing adult interactions with minors.

At the heart of all policy is the Child Abuse Prevention Policy, located earlier in this document. This policy mandates background and reference checks for adult volunteers in ongoing relationships with minors, as well as the presence of two adults in all classroom and youth group settings.

LFD has additional long-standing policies around adult attendance in rooms with minors:

- With the exception of a parent with a child in the class/meeting, no adult may attend a RE or OWL class or youth group meeting, or other meeting predominantly attended by minors, without prior approval of the DLFD, Minister, or lead teacher/advisor.
- Other than the DLFD, the Minister, or youth group advisors, adult attendance at YRUU meetings and OWL meetings of grade 4 and above may also be subject to approval by the youth in YRUU/OWL. Parents who wish to attend a YRUU meeting or OWL class may be requested to wait to join the meeting/class until after check-in is complete and are requested to contact an advisor or teacher prior to attending.

1. YRUU Visitation

Former members of YRUU may return to visit YRUU meetings once bridged, but may not regularly attend meetings.

Adults, youth, or friends of members can visit YRUU meetings with advanced notice to the advisors; visiting adults are **not** encouraged to be present for YRUU check-in due to confidentiality. YRUU members may request that the visitor sit out of check-in.

J. Policies Regarding Use of RE Facilities

1. Nursery-Use Guidelines

- All organic trash such as diapers, food waste, tissues, etc., shall be carried out to the outside trash cans when a group leaves the nursery.
- The changing table shall be washed after each use.
- The main room of the Nursery is intended for use by children age 3 and under. In order to provide a safe and enjoyable environment, toys for older children shall not be brought into the main nursery room. Nursery toys for children ages 0-3 shall remain in the nursery.
- At no time are children of any age to be left unsupervised in the nursery.
- All toys shall be returned to their appropriate bins or shelves before leaving the nursery.
- Items for donation to the nursery shall be given to the Administrator or Director of Lifespan Faith Development

2. Outdoor Playground

An adult must be present on the playground at all times when children are playing there. Adults must read and enforce playground rules:

- Two adults, or the parent or legal guardian of the playing child, must be present at all times when children are in the playground area.
- Children should go down the slide one at a time and sit on their bottoms.
- The sand should stay in the sand box, and mulch should stay in mulched areas.
- Children are expected to respect the rights of each other, harm no one physically or verbally and follow instructions from supervising adults.
- Children are expected to treat the playground equipment with respect.
- Balls are to be thrown only in open spaces and not within the fenced area.

3. Downstairs Classroom Use

Tables and chairs may be rearranged in classrooms as needed, but must be returned to their original setup, after use. Adult-sized chairs are stored downstairs and may be used without permission.

Supplies, including those located in classroom cabinets, the supply closet and work

rooms, may not be used without prior staff permission.

All classroom property and supplies must be returned to their original location.

K. UUC Library Materials Selection and Collection Development Policy

1. Objectives

The purpose of the Unitarian Universalist Congregation (UUC) Library is to provide all individuals in the congregation with carefully selected books and other materials to aid the individual in the pursuit of faith development as a Unitarian Universalist. The Library is considered part of the LFD program.

Because of the volume of publishing, as well as the limitations of space and budget, the library must have a selection policy with which to meet congregational interests and needs. The materials selection / collection development policy is used by staff in the selection of materials, and also serves to acquaint the congregation with the principles of selection. This policy has been endorsed by the UUC Executive Board.

The materials selection / collection development policy will be reviewed and/or revised annually, or as the need arises.

2. Responsibility for Selection

The responsibility for selection of library materials rests with staff. This responsibility may be shared with congregational members; however, staff answers to the Executive Board and the congregation for actual selections made. The Executive Board has the authority to reject or select any item contrary to the recommendations of staff.

3. Criteria for Selection

The categories of materials collected for the UUC Library are published at www.uucnr.org. This list of categories will be reviewed and/or revised annually, or as the need arises.

The main points considered in the selection of materials are:

1. Individual merit of each item
2. Popular appeal / demand
3. Suitability of material for the congregation
4. Existing library holdings and collection balance
5. Budget / availability

Reviews may be consulted when approving new items for inclusion in the library, including reviews from Booklist, School Library Media Journal, The New York Times Book Review and LibraryThing.

The lack of a review or an unfavorable review shall not be the sole reason for rejecting a title which is in demand. Materials are judged on the basis of the work as a whole, not on a portion taken out of context.

4. Gifts and Donations

The UUC library accepts gifts and donations of books and other materials with the understanding that they will be added to the collection only if appropriate and needed. Once accepted, if they are not needed because of duplication, condition, dated information, or subject matter, staff can dispose of them as they see fit. It is desirable for gifts of specific titles to be offered after consultation with staff. Book selection will be made by staff if a monetary gift is offered and no specific book is requested.

It is not within the Library's domain to assess the financial value of donated materials. However, a receipt with list of gift materials will be given to the donor if it is requested before the materials have been processed.

5. Weeding

An up-to-date, attractive and useful collection is maintained through a continual withdrawal and replacement process. Replacement of worn volumes is dependent upon current demand, usefulness, more recent acquisitions, and availability of newer editions. This ongoing process of weeding is the responsibility of staff and is authorized by the Executive Board. Withdrawn materials will be handled in a similar manner and under the same authority as donated materials.

6. Potential Problems or Challenges

The UUC Library and LFD staff recognize that some materials are controversial and that any given item may offend some congregants. Selection of materials will not be made on the basis of anticipated approval or disapproval, but solely on the basis of the principles stated in this policy.

Responsibility for the reading of children rests with their parents or legal guardians. Selection of library materials will not be inhibited by the possibility that materials may come into the possession of children.

Library materials in the adult library will not be marked or identified to show approval or disapproval of their contents, and no library material will be sequestered except to protect it from damage or theft.

Material contained with the children's library may be sequestered at the discretion of the Director of Lifespan Faith Development.

7. Challenged Materials

Although materials are carefully selected, there can arise differences of opinion regarding suitable materials. Congregants requesting that material be withdrawn from, or restricted within, the collection may appeal to the DLFD or the Minister. Appeals to the decisions of the DLFD or Minister may be taken to the Lifespan Faith Development Committee. Appeals to the decisions of the Lifespan Faith Development Committee may be taken to the UUC Executive Board. Decisions made by the Executive Board are final.

L. Evacuation Plan

In the event that evacuation is necessary, parents should not attempt to go downstairs and retrieve their children. Parents should follow their own evacuation plan while the RE staff and teachers will evacuate the children. We will ensure that reunion occurs once danger has passed. Below follows the evacuation plan for children.

1. Evacuation Areas

a) The designated evacuation areas for UUC are the farthest points from the building in the meadow behind the church; an alternate evacuation point is the center parking area. If the DLFD determines that the designated evacuation areas do not provide adequate protection for the children, a previously determined alternate evacuation assembly area will be utilized.

- i) Outdoor Assembly Point: Meadow, with access through hedge to street behind UUC
- ii) Site Evacuation Point: The Second Tier Parking Area
- iii) Off-Site Evacuation Point: The Blacksburg Community Center
- iv) Transportation arrangements: Blacksburg Transit

b) In the event of an evacuation the designated transportation (Blacksburg Transit) will be sent to the church for assisting in the transportation of the children.

c) The emergency response team will assist in the orderly evacuation of the children.

d) If an evacuation is ordered by the town emergency response organization, the Incident Commander for the Town will identify the route and location of the nearest evacuation shelter.

2. Portable Emergency Kit

The Portable Emergency Kit shall be located in the DLFD's downstairs office. This kit shall contain: Essential documents (sign-in record and child emergency information), the first aid kit, and a battery-operated flashlight. The Portable Emergency Kit shall be carried by a caregiver at all times during any evacuation.

3. Sheltering / Sheltering-In-Place

In the event of a natural emergency (e.g. tornado, severe storms, or hazardous airborne chemicals incident outside the church's facility) the children and other occupants of the building will shelter in place in the prearranged designated areas as necessary. Sheltering **in place** is defined as moving people into the building and isolating the building environment from the outside.

During a Shelter-in-Place evacuation:

- Staff and students shall remain calm and assemble in either the hall bathrooms or in classroom 2.
- Staff shall ensure all students are accounted for.
- Any items that may fall on sheltered people will be removed to a safe place.
- Windows and doors will remain closed and, in the event of a hazardous airborne materials emergency, all air intake vents will be covered to provide protection.
- If necessary, emergency response personnel will shut off all HVAC systems to isolate the outside air from the building if the system has not already shut down.
- Staff and students shall remain in the building until notified by the emergency response authorities that the situation has been resolved or that an evacuation has been ordered.

4. Evacuation of Building

The decision to evacuate the church building will be made by the DLFD. When the decision is made to evacuate the building, the DLFD will make the announcement in the most expeditious way possible that all persons are to evacuate to their assigned assembly area and await further instructions and/or activate the building fire alarm. The DLFD will notify appropriate personnel.

Teachers will evacuate their children as follows:

- Collect clipboards with attendance sheets and portable Emergency Preparedness Kit.
- Gather children in a group and supervise an orderly evacuation to the designated assembly area (Meadow).
- Middle school class should evacuate through the Nursery and assist Nursery

- personnel with small children.
- Account for all children, staff, and visitors during the evacuation process. Attach and display green sign to front of clipboard if all children are accounted for and no help is needed; attach and display red sign to front of clipboard if all children are not accounted for, or if immediate help is needed.
 - Remain in assembly area until either:
 - 1) the DLFD determines the need for an alternative on-site evacuation point;
 - 2) the DLFD determines the need for an evacuation off church grounds; or
 - 3) the DLFD clears the return to the evacuated facility.

5. Evacuation of UUC Grounds

In the event of an emergency requiring an evacuation away from UUC premises, UUC shall coordinate necessary provisions for Blacksburg Transit to transport the staff and children to The Blacksburg Community Center. Teachers shall remain with the students until all children are able to evacuate to their homes with a parent/guardian or emergency contact person.

Evacuation Procedures

The following measures should be taken during an evacuation of church grounds:

- Collect the clipboard with Attendance Record to use during the evacuation and take it along during transport to host facility.
- Leave the building in a safe and orderly manner as quickly as possible.
- Upon arrival at the Assembly Site, account for all children, staff, and visitors during the evacuation process. Hold up a green or red sign in accordance with procedure above.
- Transport all necessary supplies, records, emergency numbers, and cell phone in Portable Emergency Kit.
- Determine host facility based on situation. (Primary location: Blacksburg Community Center)
- Confirm transportation and arrival time with Blacksburg Transit.
- Contact host facility with estimated time for arrival of children and staff.
- Notify families of evacuation and host facility information
- Make arrangements for support of children at host facility until reunited with families or returned to evacuated facility.

Initiating an Evacuation from Church Grounds:

The DLFD is responsible for notifying building occupants to initiate evacuation of the building, ensuring that the building has been safely evacuated, and for ensuring accountability for all occupants.

Evacuation duties:

- Initiate evacuation procedure by either pulling the fire alarm box and/or

- verbally notifying building occupants.
- Report to the designated assembly area.
- Account for all students and staff.
- Determine if evacuation area provides adequate safety of children. Initiate further evacuation to other facility if necessary.
- Coordinate with the town emergency response personnel as needed.
- Notify UUC of evacuation initiation.

The Teachers are responsible for ensuring that all occupants in their assigned areas safely and properly evacuate to their designated assembly areas.

6. Contact Persons during an Emergency:

- Liaison between church and emergency services: Chair of Safety Committee. This person will be responsible for greeting fire/rescue/police personnel, and for reporting all known details of the situation. In absence of the Safety Committee Chair, another committee member will serve as alternate.
- Media contact: the Minister and the President of the Congregation will be the contacts for the media. The Minister and the President should be in frequent contact with each other to maintain consistency in the information that is released to the media. If either is unavailable, the media contact will be the Past President or President-Elect, in that order.

7. Reunion between Children and Parents/Guardians:

- Parents will follow their own evacuation plans and should not attempt a reunion with their child(ren) until it has been determined that all danger is past.
- The DLFD and Safety Committee Chair will determine when reunion may occur and will make an announcement to parents.
- Teachers will remain with children until all children have been reunited with parents.