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SAFE CHURCH POLICY
St. John – Hill UCC, Boyertown, PA

Policy Prohibiting Abuse, Exploitation and Harassment

As a community of Christian faith, St. John Hill Church is committed to creating and maintaining programs, facilities and a community in which members, friends, staff and volunteers can worship, learn and work together in an atmosphere free from all forms of discrimination, harassment, exploitation or intimidation. All persons associated with this congregation should be aware that the church is strongly opposed to Sexual Exploitation and Sexual Harassment and that such behavior is prohibited by church policy. It is the intention and responsibility of the church to take whatever action may be needed to prevent and correct such behavior.

Ministerial Conduct

The pastor, every employee, elected and appointed lay leaders, and every volunteer are all Ministers of the congregation. As such, each is responsible for understanding the ways in which their words or actions may affect others.

Sexual Exploitation or Sexual Harassment, of parishioners or others, by anyone engaged in the ministry of St. John Hill Church is unethical and unprofessional behavior and will not be tolerated within this congregation.

All Ministers of the church (as defined below) may sometimes deal with individuals who are emotionally or personally vulnerable in some way. It is also important that every Minister of the church be adequately prepared and educated for the ministry in which they serve others, and to understand the ways in which their

It is the policy of St. John-Hill Church to encourage its Ministers and Authorized Ministers, to nurture safety within Ministerial Relationships by being attentive to self-care, education, and the importance of seeking those in need to supportive and helpful resources. It is also expected that those engaged in providing ministry will complete and submit an application and disclosure document.

Child and Youth Protection Police

St. John-Hill Church is committed to providing a safe and healthy environment in which young people can learn about and experience God's love.

In order to ensure this, we have established the following guidelines:

- ✘ We expect that those who volunteer to work with minors will have been members of St. John's Church for at least six months, or if not members, regularly and frequently associated with St. John's RC Church for at least a year.
- ✘ If St. John's RC Church is to provide adequate supervision and safeguards for all children, in any situations where participants are not readily verifiable to other church members, there will not be fewer than two adults present with children. Youth over the age of 12 may assist an adult.
- ✘ For youth activities, there will be no fewer than two adults present with children. For this purpose, adults may be defined as someone 18 years of age or older.
- ✘ All volunteers who work with children and youth will complete and submit a disclosure document to the parish.
- ✘ All volunteers and employees who work with children and youth will receive orientation to the overall policy.
- ✘ Written consent of one parent or guardian will be required for all activities off the church property, and any overnight activities.

Requirements: Not ordinary

Before an offer of employment is made to any individual (whether obtained, commissioned, licensed or other lay person), a comprehensive background check, including a criminal records check, will be completed. Successful candidates will be required to provide the counties of residence and counties of work over the past seven years.

- All Ministers of the church will complete an application/disclosure form before beginning their duties
- The Consistory will conduct a review of the registered sex offender registry for each new Minister and Authorized Minister, employee, or volunteer, by searching their name on the Department of Justice website at www.ncsnp.gov. The registered sex offender registry will be reviewed on a quarterly basis for all Ministers and Authorized Ministers.

Service Standards Checklist (page 1/3)[illegible]

Farmer's Name : Code No :

Total Land Area (ha) : Area under organic management:

Village/Locality..... District.....

XXX is a producer cooperative established for the benefit of small farmers producing organic coffee. XXX provides its member farmers with the following services:

1. Coordination of the organic coffee production and quality management program.
2. Coordination of the supply of suitable planting material and equipment.
3. Training and technical advice on organic production practices and quality management.
4. Organisational support to the organic coffee producer groups.
5. Arranging for organic certification based on an internal control system.
6. Purchase of coffee cherries from certified organic production through authorised pulping centres.
7. Payment of a guaranteed minimum price and organic premium at time of delivery. Prices and premiums will be announced at the beginning of each season.
8. Processing and marketing of the coffee in local and international markets.

The farmer declares:

1. I, the undersigned, accept to become/am a member of XXX and to participate in its organic coffee production and quality management program.
2. I agree to follow the internal organic regulation (attached) as well as the quality management guidelines specified by XXX.
3. I will not use synthetic pesticides, herbicides, fertilizers on any crop within my farm.
4. I will only use seeds and plant material that are approved by XXX and that are not treated with synthetic pesticides.
5. I commit to supply only ripe and undamaged coffee cherries produced on my certified organic fields. I will supply the fresh cherries to the pulper operator assigned by XXX.
6. I agree to follow the organic management training programme as organised by XXX.
7. In case I observe any violation of the organic regulation, I will report this to the internal Inspector or a responsible person of XXX.
8. I understand that any violation of the organic regulation will lead to the exclusion from the programme and refusal of the produce.
9. I will allow inspections by persons authorised by XXX and give access to all fields, farm buildings and documents.

Date: _____ Date: _____

Signature: _____ Signature: _____

Farmer's Name: _____ Representative of XXX: _____

Well I am a person who can work with all kinds of people. However I feel bit uncomfortable to work with persons of selfish and ingratitude in nature.

[illegible]

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