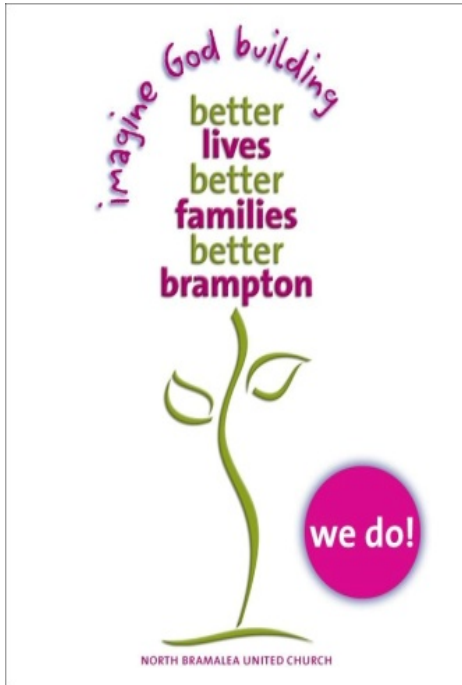


# Duty of Care

At

## NORTH BRAMALEA UNITED CHURCH



...WHAT YOU NEED TO KNOW

"COMMITTED TO PROVIDING A  
SAFE & NURTURING ENVIRONMENT  
FOR EVERYONE"

## WHAT IS THE DUTY OF CARE PROGRAM?

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- The Church has a legal, moral and spiritual obligation to care for and protect all individuals who receive services or participate in programs at or through North Bramalea United Church.
- A Duty of Care is a duty to take reasonable care of a person or group of persons we come into contact with in the various ministries of our Church
- God intends that all people enjoy a life free from exploitation and abuse. Created in the image of God, everyone has a right to be treated with respect and protected from harm.

## THE VULNERABLE GROUPS

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A vulnerable person is defined as one who has difficulty protecting him/herself from harm and is at risk because of age, disability, handicap or situation.

1. Children/Youth – participating in: “Faith Factory” (Sunday School Youth programs, on- or off-site camps, and/or counseling and other programs.
2. Seniors - at the Church, in a public location or in a private location (e.g. a home or vehicle).
3. Persons with Disabilities – as above.

## THE ROLE OF NORTH BRAMALEA UNITED CHURCH

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The Duty of Care program was developed to demonstrate that we take seriously our obligation to provide a safe and nurturing environment to the vulnerable members of our congregation. The United Church of Canada’s Duty of Care Guidelines called “Faithful Footsteps” <http://www.united-church.ca/files/handbooks/faithfulfootsteps.pdf>.

Our aim is to maintain an environment where children and youth and other vulnerable members of our congregations are well treated, well cared for, properly supervised and safe. Adopting consistent screening measures in our Church is an important way to communicate some key values of our faith: protection of all in our care, honouring the image of God in each person and being a trustworthy community.

## YOUR ROLE AS A VOLUNTEER

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Our Church is blessed with the gifts of many people who offer their leadership, time and talents as volunteers.

If you are a volunteer who works routinely and regularly with nursery, child or youth groups, seniors or other vulnerable persons, we ask that you complete a criminal background check and submit it to the Minister or Group Leader responsible for your area of ministry.

*It is important to remember that:*

- You must submit a Background check release form provided to you by North Bramalea United Church. There is then no cost to you.
- The background check is completely confidential, is used only for due diligence purposes by the Church, and will be securely retained.
- If you have a criminal record for something that has no impact on the vulnerable sector, you may still be able to volunteer for the Church.

Church communities need to be places where there is welcome and safety for people of all walks of life. In applying screening measures to selection processes for work in churches we are not intending to “bar the doors” against certain types of people. We need to recognize that God works changes in the lives of individuals, and that the Church celebrates personal growth and transformation. At the same time, it is essential that the Church be vigilant in its efforts to create and maintain safe environments and safe services for all participants. This will mean that some types of high-risk positions will not be open to all applicants.

Ministry and religious leadership is by nature a position of sacred trust. Volunteer services offered in the name of North Bramalea United Church need to be held to high ethical standards.

To be acting in the name of God among vulnerable people demands great integrity and trustworthiness.

## QUESTIONS?

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If you have further questions, please speak directly with the Minister or Group Leader responsible for your area of ministry.