

Staff Packet – WBA Youth Camp 2019

Thank you for your interest in the Washington Baptist Youth Camp. In your hand you have a packet of information that is necessary for you to complete. It is critical that you have (1) a background check (2) a completed application form (3) photocopy of your driver's license (4) and answer basic questions in a phone interview. Once we receive your application, someone will contact you to ask you a list of questions about your interest in working with our children and youth. These probing questions are a part of our child protection policy. We will keep them to prove that we screen our workers.

All of this information must be received and processed prior to camp. We cannot "backfill" incomplete information. Insufficient information prior to camp means that your application **will be denied**.

Part 1

Please read and answer the following questions to test your knowledge of child sexual abuse. You will be asked to initial a fact sheet that gives the correct answers (top of page 4).

Pre-Test: What do you know about child abuse?

1. It is estimated that 1:4 boys and 1:6 girls have experienced some form of sexual abuse.
True False
2. The number of registered sex offenders in the U.S. are as many as:
A. 20,000 B. 140,000 C. 740,000
3. The percentage of sex offenders who victimize children before the perpetrator reaches the age of 18 is near:
A. 15% B. 65% C. 80%
4. 90% of victims were victimized by:
A. someone they trusted B. a next door neighbor C. a stranger
5. 73% of sexual offenders are:
A. Married B. Married and Religious C. Married, Religious, and Employed
6. The triad for sexual exploiters includes the following issues working together: Deviant Desire, Faulty Thinking, and Access. Of these three, which are we most likely to control?
A. Deviant Desire B. Faulty Thinking C. Access
7. Which children are at highest risk?
A. Children who are socially on the fringe
B. Children from broken homes
C. Children into alcohol/drugs
D. All the above.

8. The typical male offender may display some of these signs. Mark the ones that are common to the abuser.

- They love to photograph or video children.
- They often are a child-like acting adult.
- They are a kid magnet.
- They allow for special privileges of gifts to campers.
- They look for trusted time alone with children/youth.
- They enjoy time alone with children.
- They have unreasonable beliefs about children (pure or innocent).
- They side with children/youth in play - often against other adults.
- They have limited interaction with their own age group
- They gain the trust of caregivers.
- They fail to observe appropriate boundaries.
- They are offended when questioned about allegations.

9. Women account for what percentage of offences?

- A. 3% B. 10% C. 25%

Check Out Your Knowledge

Read the following and initial at the bottom of the article.

It is estimated that one out of four boys have been abused and one out of six girls have been abused. The higher number in male abuse is likely due to the technique of the abuser shaming his victims into silence. Although women only account for 10% of the cases, it is still possible.

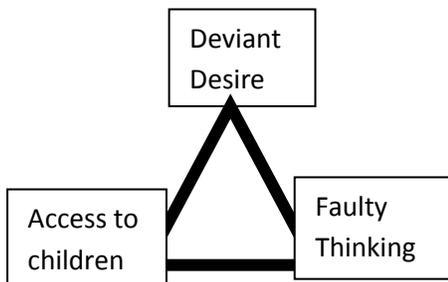
The registered offenders in the U.S are as high as 740,000. To be registered, a perpetrator must be caught and convicted without pleading his or her case down to a lesser crime. The number one plea-down is assault. If in doubt about a finding, we will ask to see the police report.

Most perpetrators begin abusing children before the age of 18 (80%). It is believed that 1/3 of all child abuse is peer to peer. Many abusers begin their exploits as early as twelve years of age. Ninety percent of victims were victimized by someone they trust. Most sexual abusers are married, religious, and employed. There is no easy way to notice that a person is the abusive type. Most perpetrators look like us.

The triad of abuse looks like this:

We cannot control what people think or feel.

However, we can limit access to children/youth.



The Children at the highest risk are those who are socially on the fringe, come from broken homes, or have alcohol or drug issues. These are the children/youth who are starved for attention.

Abusers often use grooming techniques. They will first gain access and manipulate the adults in charge. They may do this by volunteering and/or seeking career opportunities that put them with children. The molester will create the appearance of being kind, helpful, and trustworthy. They are skilled at meeting needs. Because other leaders and volunteers are so eager to have help, they often drop their guard.

The molester will often select a child who is on the fringe, often a child that needs special attention. Then they will seek repeated time alone with the child. They will often bend or break rules. They will justify playful but inappropriate touching

Next, the molester will use nudity, accidental nudity, pornography or sexual touch. They will test barriers and erode them. There will be sexual discussions or sexual joking. They will gradually establish a culture of sexuality. The child who accepts a limited measure of sexual activity will often feel guilt and keep the activity secret.

The molester will then work to keep the victim silent. They will have special secrets. They will often use shame or embarrassment. They may also use threats (direct or subtle). They will remind the child that no one will believe their story.

According to ministrysafe.com, the typical male offender may display some of these signs. They may love to photograph or video children. They often are a child-like acting adult. They are typically a child magnet. They allow special privileges/gifts to campers. They look for trusted time alone with campers. They often have unreasonable beliefs about children (they are pure or innocent). They express peer-like play with children often against other adults. They may limit time with other adults. They will go the extra mile to gain the trust of other counselors. They fail to observe appropriate boundaries. They get easily offended if others make any allegation. They may change residences often.

Female Offender Type 1: They may experience poor thinking patterns, poor school performance, unemployment or underemployment. They may be raised in a strict or abusive home. They may be socially isolated. Female Offender Type 2: They are well educated usually in a position of trust; well liked. Prefers either sex and much older than the child.

I have read the fact sheet on child sexual abuse. Initial here _____



Part 2: Child Protection Policy

Employees and volunteers are required to use caution at all times.

The term “counselor” refers to all adult leaders of camp, retreat, or other associational events who have the responsibility of children and youth.

The term “child” “youth” or “camper” refers to any person entrusted to the care of the Washington Baptist Association.

All counselors must be screened and submit an application that includes a permission for a criminal background check. Such applicants must have a background clear of anything believed to be a danger to a child or camper.

No one under the age of 18 years of age will be able to serve as a camp counselor.

All counselors must initial this document indicating that they have read, understand, and agree to abide by the counselor code of ethics. This document also defines the terms like abuse, neglect, mandatory reporting. It further describes the role and general expectations of camp leaders.

COUNSELOR CODE OF ETHICS AND RULES

While acting in the capacity of a volunteer/youth counselor for the Washington Baptist Association, the following rules will be enforced:

1. Smoking or use of tobacco, including vaping, shall not be used in the presence of a minor.
2. Using, possessing, or being under the influence of alcohol, marijuana, or any illicit drug will not be tolerated.
3. Counselors shall not abuse minors. This would include sexual, emotional, physical, or neglect as defined in the section below.
4. Counselors will not use or tolerate the use profanity.
5. Counselors will do their best not to show partiality with regard to race or culture.
6. Counselors must be free of physical, mental, or contagious disease that might have an adverse effect the well-being of the camper.
7. Counselor will portray a positive role model for the camper, maintaining an attitude respect, loyalty, patience, courtesy, and maturity.
8. Counselors must act and react with Christian love and understanding in all circumstances.
9. Counselors will do everything reasonable not to place themselves in circumstances that might appear unbecoming of a Christian leader. This includes the use of the two-adult-rule.
10. Counselors understand that they are subject to a background check, a ten-question interview, and a signature indicating their agreement to follow this ethical code.
11. Counselors understand that they are mandatory reporters. If they believe that abuse has occurred or is occurring, either at a camper's home or at an associational event, they must report it to authorities immediately.
12. Counselors understand that a violation of this code may be an immediate removal as a counselor.

Reporting Requirements

When any individual identified above has "reasonable cause" to suspect that a child has been or may be subject to abuse or neglect, or observes a child subjected to conditions or circumstances in which they would reasonably suspect the presence of abuse or neglect, that person shall immediately report.

"Reasonable cause" to suspect means a standard of reasonable suspicion, rather than conclusive proof.

For the purpose of the Washington Baptist Association sponsored camps and retreats, all volunteers/counselors are mandated reporters. To report child abuse: If you have an immediate emergency, call 911 or your local police department; otherwise, call DFCS Child Protective Services at 1-855-GACHILD (422.4453) to report child abuse and/or neglect. According to <https://dfcs.georgia.gov/child-abuse-neglect>, child abuse and/or neglect reports are taken 24 hours a day, seven days a week.

Definitions of Abuse

According to the Faith Trust Institute there are four types of abuse: Physical, Emotional, Neglect, and Sexual Abuse.

Physical Abuse: Physical abuse occurs when an adult injures a child and it is not an accident. It may include but not limited to things like:

- **Assault**
- **Strangling**
- **Slapping**
- **Kicking**
- **Burning or scalding**
- **Cutting**

Emotional Abuse: Emotional child abuse is defined as the **constant** attack of a child or youth by an adult that negatively affects the child or youth's self-worth. It is important to note here the word "constant." With emotional abuse, the child/youth receives only negative messages, nothing positive. A single misspoken word cannot be construed as Emotional Abuse.

Neglect: Neglect is any maltreatment or negligence that harms a child's health, welfare, or safety. It can include physical or educational neglect through such actions as:

- **Abandonment**
- **Refusal to seek treatment for illness**
- **Inadequate supervision**
- **Exposing children to health hazards**
- **Ignoring a child's need for contact, affirmation and stimulation**
- **Lack of emotional nurturing**
- **Submitting him/her to verbal assault or emotional cruelty**
- **Closed confinement**
- **Extreme discipline**
- **Knowingly permitting drug and alcohol abuse**

Sexual Abuse: Sexual Abuse involves sexual contact between a child or teenager and an adult or significantly older, more powerful person. Children are not developmentally capable of understanding or resisting sexual contact and may be psychologically and socially dependent upon the offender. In addition to sexual contact, abuse can include other exploitive behaviors such as:

- Inappropriate verbal stimulation of a child or teenager
- Taking or showing sexually explicit photographs of or to a child or teenager
- Exposing a child or teenager to pornography or adult sexual activity.
- The use of force or coercion is not a necessary element for a finding of sexual abuse.
- Sexual abuse may occur over or under the child's clothes.
- A child cannot consent to a sexual or sexualized act or interaction with a person responsible for that child's care, custody, and control.

- The awareness of the sexual abuse or the threat of sexual abuse should be extended to other children. Most predators begin their sexual exploits at the age of twelve. All behavior has some type of meaning, whether it is for good or evil. Do your best to understand human behavior.
- **Sexual abuse** shall include, but is not limited to:
 - **A.** Any touching of the genitals, anus or buttocks of a child, or the breast of a female child, or any such touching through the clothing; any act involving the genitals of a child with the hand, mouth, tongue, or anus of another person; or any sexual act involving the penetration, however slight, of a child's mouth, penis, female genitalia, or anus by any body part of another person, or by any instrument or object;
 - **B.** Sexual exploitation of the child. This includes:
 - (I) Allowing, permitting, or encouraging a child to engage in prostitution, as defined by state law; or
 - (II) Allowing, permitting, encouraging, or engaging in the obscene or pornographic photographing, filming, or depiction of a child (those acts are clearly defined by state law). This includes the storage or transmission of any data depicting said obscene or pornographic acts, images, or recordings. Cell phones are a huge danger here.

Note: Any reasonable interaction with a child, including touching a child's body for the purpose of providing the **proper or necessary care** or support of the child, shall not be considered sexual abuse. The touching of a child's body, including a child's genitals, buttocks, anus, or breasts for reasonable, medical, child rearing, or child-care purposes **shall not be considered sexual abuse.**

Reporting

If someone makes a report of abuse, the following information, if available, should be provided when making a report:

- The name, address, present whereabouts, sex, race, and birth date or estimated age of the reported child or children and of any other children in the household;
- The name(s), address(es), and telephone number(s) of the child's parent(s), or other person(s) responsible for the child's care;
- The name(s), address(es), and telephone number(s) of the person(s) alleged to be responsible for the abuse or neglect, if different from the parent(s);
- Directions to the home, if available, when the child's address is general delivery, rural route, or only a town; Other means of locating the family;
- Parents'/alleged perpetrators' place of employment and work hours, if known;
- The full nature and extent of the child's injuries, abuse, or neglect, and any indication of prior injuries, including the reason for suspecting the child may be subjected to conditions resulting in abuse or neglect;
- An assessment of the risk of further harm to the child and, if a risk exists, whether it is imminent;
- Any event that precipitated the report;
- If the information was provided by a third party, or if there were witnesses, the identity of that person(s);
- The circumstances under which the reporter first became aware of the child's alleged injuries, abuse, or neglect;
- The action taken, if any, to treat, shelter, or assist the child;
- Present location of the child;
- Whether the subjects (accused) of the report are aware a report is being made;

- The name, address, work, and home telephone numbers, profession, and relationship to the child of the reporter;
- When was the child last seen by the reporter;

Anyone may report suspected child abuse and will not be liable for an unfounded report if such a report is made in good faith.

Possible indicators of abuse are listed below, but they do not necessarily constitute proof that a child is being abused. They should serve as warning signs to look further, ask questions, or seek assistance in determining if a child may or may not need help. Trust your instincts. If you think a family or individual is in trouble, your help may be needed. Clergy and other ministers are in a key position with families to sense when something is wrong and to speak honestly.

Possible indicators:

- Failure to thrive
- Depression, passivity
- Hyperactive/disruptive behavior
- Sexualized behavior, precocious knowledge of explicit sexual behavior, pseudo-maturity
- Running away, promiscuous behavior
- Alcohol or drug abuse, other self-destructive behavior, e.g., eating disorders
- Fractures, lacerations, bruises that cannot be explained or explanations which are improbable given a child's developmental stage
- Self-destructive and destructive behavior

Counselor roles at camp

- Watch out for fellow counselors to remind them to refrain from any appearance of questionable behavior.
- Always use your best judgment. Remember you are the adult in the room.
- Refrain from giving children special favors or sharing secrets. This breeds misbehavior later in the week.
- Follow the schedule. If you have misplaced it, ask the Camp counselor for another or look for one that is posted.
- Bathhouses must be cleaned daily. Assignments made by Unit Directors.
- Each unit will have a first aid kit, toilet tissue, bucket, water hose, and cleaning supplies issued by the Camp Coordinator. Extra tissue and cleaning supplies will be in the kitchen.
- Lifeguards have absolute authority at the lake.
- The use of boating equipment will fall under the authority of the rules of the state park.
- A camp store will be open at posted times. Money will be the responsibility of the appointed store manager and camp business manager.
- Listen for the bell. It will signal you to move to the next event on the agenda.
- Adults and youth are expected to follow the printed agenda. If someone is out of place, gently remind them of where to be.
- Observe the "two adult rule." Other than your own child(ren), do everything possible not to be alone with a child. This is true even if someone wishes to return to their unit to retrieve a Bible or to change clothes. If an adult follows them, they will be alone with a child in the unit. If it is necessary to return, ask another adult to walk with you or simply ask the child to wait until later.
[exception made for security who may sleep during the day]
- Thursday evening is parent or guardians visitation night. Often former campers will visit.

- Make sure visiting parents or guardians do not go into the units on Thursdays. Other children may be changing and may cause embarrassing or legal issues. Also, parents have not been screened. If it is necessary, a counselor will escort the parent or guardian .
- If a camper of the opposite sex wants to share some sordid details of his/her life, introduce them to a counselor of the same sex.
- If you need to leave the campground for any reason, let two people know where you are going and why. Make sure one of them is the Camp Director or Camp Security. Often someone else needs something and one trip will be enough. Counselor eyes and ears are needed at camp.
- The Camp Nurse will have authority over meds. Do not distribute any over the counter medications unless the nurse gives you permission. If you have anything in your possession that campers could use to harm themselves (i.e. adult meds, rope, pocketknife etc.) use great caution. Secure them in an auto or put them in a place that is not easily accessed.
- Be observant. Watch for any signs of bullying behavior, isolation, depression, anger issues, injury, and illness. Remember the greatest threat of child abuse will come from other campers.
- In as much as possible, counselors should encourage campers to stay in the open and in lighted areas.
- Unless there is a security issue or a medical need everyone will remain in their unit at night. Youth or Adults leaving their units without proper cause create a significant security risk and will be sent home.
- Young people will need to stay as cool as possible, hydrate, and eat well in order to beat the heat.
- Each year we will have camp security. Let security know of any potential threat, real or perceived. If security determines a camper or a counselor needs to go home, the decision is final.
- Encourage everyone to pick up daily trash and sweep cabins. The amount of trash and dirt will add up over time.
- Food in the cabins is to be discouraged as it usually results in ant bites.
- Everyone must remain in the cabin that is assigned to them.
- All parked cars will need a park pass and parked so that the front of the vehicle faces the street.
- If a child needs to go home or a parent/guardian asks for their child, a list of applications will be available. The parent or guardian will need to sign the child out of our care. Double check to make sure children can go home with the parent in question. Some forms will say, “**** cannot take them.” In no case can a teenager take a sibling unless they are 18 yrs old.
- Camp is about the camper and his or her needs, not about the needs of counselors. Remember we are in the business of developing young believers and pointing them to mature in Christ.
- Campers will only behave half as good as the Counselors. They will also misbehave twice as badly as the Counselors. Leaders set the tone for the camp.
- Never speak negatively to Campers about other Camp Counselors.
- Bath everything in prayer. This is the only opportunity many will have to meet Christ.

By signing below, I agree that I have read and will abide by the Counselor Code of Ethics listed in this document. I further affirm that I am aware of the definitions of abuse and neglect. I am willing to function within the roles set forth by the leadership of the Washington Baptist Association. A copy of the child protection policy will be on www.washingtonbaptistassociation.org or at your request for continued viewing.

Name _____ Date _____ Signature_X _____



Part 3: Your Application, Criminal Background Form, and copy of your driver’s license.
