

## Notes on Implementation of the New GLG CPP

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- The Covfamikoi leadership team sought to implement the new CPP to the extent that circumstances allowed. In part because of the timing of the CPP's adoption relative to planning for the camp and in part because of the substance of the CPP itself, we were unable to implement the CPP in all respects. And, indeed, as we look to the future, it is difficult for us to see how we could run Covfamikoi in the current model and comply fully with every requirement in the policy. What follows is a brief account of our experience with the CPP.
- We were able to have each staff member complete the new "Children & Youth Ministry Worker Application" form. We were also able to run a background check on everyone who served in a staff position, including classroom teachers. In the supervision of children and youth, we were able to achieve the minimum of two youth workers per group, as well as the minimum worker to youth ratio of 1:10.
- However, we should note several points where the requirements of the CPP did not mesh well with the realities of running the conference:
  - We were recruiting conference staff right up to the start of the conference. As a result, it proved unrealistic to obtain a reference letter from a member of each staff member's session. Our approach was to email a member of each session and ask whether that person was aware of any reason that a person should not serve.
  - Besides staff, we depended on additional volunteers solicited during the conference itself to satisfy the required adult-to-child ratio. These volunteers often served for a limited amount of time (e.g., a single morning in the nursery or assisting with youth games). We judged that hitting the adult/child ratio was more important than obtaining background checks and a letter of reference, so long as at least one staff worker was present at all times with each group of children.
  - No provision has been made for implementation of the Presbytery's new background check requirement. So far as we know, there is no presbytery account with MinistrySafe, and no one designated to run background checks and manage permissions. Steve Rhoda had created a MinistrySafe account for CYPUs out of CYPUs funds. He offered to run the background checks through that account, which we did. However, we are uncomfortable with this arrangement as a long-term solution absent the endorsement of Presbytery because of the questions it raises about the appropriate maintenance of privacy.
- Thankfully, no concerns about abuse arose from this year's conference. However, we would note the concerns of our Youth Director about the CPP's reporting requirements. As the CPP reads presently, if rumors of abuse should arise, leadership of a presbytery youth event would be required to contact the local authorities, parents of anyone named in the allegations, and the moderators of those families' sessions. Only then is event leadership to "attempt to ascertain basic facts and take reasonable steps to safeguard potential victims." As we consider what on-the-ground leadership looks like in actual practice, we would prefer a policy that allows for event leadership to focus first on a basic attempt to understand an allegation and to implement basic prudential safeguards (e.g., separating all parties named). Delaying these steps to communicate to a variety of parties puts undue pressure on leadership, risks delays that might endanger victims,

and increases the likelihood of unnecessary reputational harm for a rumor that immediately proves, when traced to its source, to have arisen from something misheard or misinterpreted.

- In light of our experience running the conference this year, we would recommend that Presbytery consider revising the CPP to accomplish the following:
  - Clearly distinguish between staff and volunteers, allow volunteers to count toward the required worker/child ratio, but require that a minimum of 1 staff member be present with a group of children at all times.
  - Create a Presbytery MinistrySafe account and designate who will be responsible for account management, or else require each presbytery ministry to create an account for that ministry (much as CYPU has done).
  - Revise the steps for responding to allegations of abuse to allow event leadership to take immediate steps to safeguard potential victims and conduct a basic finding of fact before expanding the circle of communications.

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