

CARE Training

Children and Adults in a Responsible Environment

Church of the Good Shepherd
Durham, NC

WHAT is CARE Training?

CARE is an acronym for Children and Adults in a Responsible Environment. It is the name we have chosen for the child protection and abuse-prevention training that has been developed at Church of the Good Shepherd (CGS) and will be required for ALL adult CGS volunteers who serve minors.

WHY do we require CARE Training?

CGS is committed to protecting the vulnerable, caring for survivors of abuse, and holding those who abuse power accountable for sexual, physical or spiritual misconduct; to educating our leadership, staff and members relating to such matters; and to establishing reporting and response procedures relating to these issues for minors (and to the extent applicable, also for vulnerable adults). Our CARE Training and our [Child Safeguarding Policy and Procedures](#) have been adopted to implement those purposes.

WHO is required to complete CARE Training?

All adult CGS members and regular attenders who volunteer, or are employed, to serve in any area ministering to minors (children ages birth through 18 years) at CGS are required to complete CGS CARE Training.

An *adult* volunteer is defined as anyone who will be 18 years of age on or before August 31 of the current academic calendar year in which service will be rendered.

Likewise, ALL elders (both teaching and ruling), deacons, and paid staff are required to complete CGS CARE Training.

HOW OFTEN must one complete the CARE Training?

CARE training is required only once. A record of participation and completion will be kept on file, as well as an individual signed acknowledgement form of *CGS Code of Conduct*.

WHEN are CARE Training events offered?

CARE Training is offered in the late summer of each calendar year, in preparation for the upcoming school year. Make-up sessions may also be made available for those who are unable to attend. Likewise, CARE training may be offered in January of each calendar year for new volunteers.

Does CARE Training replace the “Background Check” system we have been using at CGS?

No. We will continue to require background checks of all adult volunteers. Completion of CARE Training is required in addition to background checks.

WHAT can I expect to learn at CGS CARE Training?

CGS has partnered with *MinistrySafe*, a Christian organization dedicated to protecting children and those who serve them in the body of Christ. (More information about *MinistrySafe* can be found below.)

CARE Training at CGS has three primary components:

1. Abuse Prevention Training (offered by *MinistrySafe*)
2. Discussion and small group conversations intended to promote awareness among us
3. Instruction and explanation of our *CGS Child Protection and Abuse Prevention Policy and Procedures*

WHO is MinistrySafe?

“MinistrySafe was created by legal professionals who are sexual abuse experts. After decades of litigating sexual abuse cases, Gregory Love and Kimberlee Norris founded MinistrySafe to help ministries meet legal standards of care and reduce the risk of sexual abuse by creating preventative measures tailored to fit the needs of churches and ministry programs. With over 65 years combined experience in sexual abuse litigation, consultation, and crisis management, Love and Norris understand the risk of sexual abuse and how it unfolds in children’s programming.

Since MinistrySafe’s inception, more than 20,000 organizations have trained over 3 million staff members and volunteers, on six continents in various languages. On average, MinistrySafe trains 80,000 people each month—live and online.

At MinistrySafe, our mission is to protect children and those who serve them.”

(Copied from MinistrySafe website)

For more information about MinistrySafe, go to <https://ministrysafe.com>

HOW LONG does CARE Training take?

The entire training (MinistrySafe training videos, discussion and CGS Policy instruction) will take approximately two hours.

May I participate in CARE Training if I am a CGS member or regular attender, but I am NOT a volunteer?

Absolutely! We are happy to provide this training for any interested CGS members. The information provided will be useful for any persons desiring to know how to love and care for the vulnerable among us.

I have personal reasons to fear training of this kind in a group setting. Is there an alternative method of receiving CARE Training?

We are aware that confronting hard issues such as abuse can be particularly difficult for some. If you believe that you are unable to participate in CARE Training in a group setting, CGS will make online training available to you. Please contact the Director of Children’s Ministry for more information.