



October 27, 2021

Greetings Mount Olivet Friends,

As announced at our October 3, 2021 service, Mount Olivet Lutheran Church (MOLC) Council has formally passed the Policy on the Protection of Children, Youth, and Other Vulnerable Persons (PPCYOVP), as well as the Policy for the Protection of ALL Members effective March 21, 2021. These policies were originally implemented by the ELCIC approximately 15 years ago, and so our MOLC has updated and adopted them for our church, as many if not most, organizations today have some form of these policies in place. The intention of these policies is to educate and protect every person associated with our church, especially youth, children, and other vulnerable people.

You can find a hardcopy of these Policies in the narthex of the church, and electronically on the MOLC church website under:

mountolivet.ca/policies

The policies cover all employees, including the pastor, volunteers, congregation members, vendors, suppliers, facility users, and anyone else connected with MOLC. They extend to situations of harassment and abuse that occur at the church or away from the premises at a church sanctioned event/activity. They include social media and other virtual environments that are in any way affiliated with MOLC.

We take these policies very seriously and feel it is important for all members of MOLC to understand the impact of harassment and abuse and our procedure. Therefore, MOLC will be periodically offering policy training at no charge and encourage anyone who is a volunteer in any capacity to attend.

How we recruit certain volunteers is also impacted by these policies. For instance, all members who work with children and youth are required to complete a simple Volunteer Application form along with obtaining a criminal record/vulnerable sector check. The office is happy to provide you with the application form and prepare a letter of request for the security check. There is no charge to the volunteer for this check.

Policy training is mandatory for volunteers in our Youth and Children's Ministry, as currently we are not able to run these programs without a sufficient number of trained volunteers. Our next policy training is scheduled for November 2, 2021 at 7pm by Zoom.

If you have a complaint, if you witness an incident, or even if someone comes to you with a complaint of a sensitive nature, you need to know what to do. Under the policies, MOLC has assigned Harassment and Abuse Advisors who are experienced and trained in this area. They are Maureen Douglas, Roy Craigen, and Lisa Smith. Also, Pastor Colin Millang is available for pastoral and spiritual care.

MOLC cares about our church community and maintaining respectful, trusting relationships, and so we endeavour to continue having it as a secure space where everyone can gather together and feel safe. As always, we appreciate your support in adhering to these policies and welcome your desire to being an active member in ministry and in volunteering.

Sincerely,



Lisa Smith
Council Chair of Mount Olivet Lutheran Church