



CC-POL-203

CHILD AND VULNERABLE PERSON PROTECTION POLICY

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1. Purpose and Biblical Foundation

Christ Compass, Inc. ("Christ Compass" or "CC") is committed to providing ministry environments that protect children and vulnerable persons from abuse, neglect, exploitation, grooming, and other forms of harm.

This commitment is grounded first in Scripture. Jesus demonstrated particular care for children and issued a severe warning concerning those who cause harm to His little ones. See **Matthew 18:5-6, ESV**. Christ Compass therefore recognizes the protection of children and vulnerable persons as a biblical responsibility as well as a legal and organizational responsibility.

Christ Compass maintains zero tolerance for abuse, sexual abuse, exploitation, grooming, neglect, or intentional serious mistreatment of a child or vulnerable person.

2. Scope

This policy applies to all persons acting on behalf of or in association with Christ Compass in ministry activities, including:

- Directors and officers;
- Employees and staff, whether paid or unpaid;
- Missionaries and mission-team members;
- Volunteers;
- Instructors and ministry leaders;
- Interns;
- Contractors performing ministry-related services or having access to children or vulnerable persons; and
- Other persons authorized to represent Christ Compass in ministry activities.

Unless otherwise provided in this policy, its training and conduct requirements apply regardless of whether an individual's normal assignment includes direct contact with children.



Partner churches, ministries, schools, and other organizations participating in Christ Compass-sponsored activities are expected to cooperate with the child and vulnerable-person protection standards applicable to those activities.

3. Definitions

For purposes of this policy:

Child or Minor: Any person under eighteen (18) years of age.

Vulnerable Person: Any person who may be unable to adequately protect himself or herself from abuse, neglect, exploitation, or harm because of age, disability, illness, cognitive impairment, dependency, or another condition.

Abuse: An act or failure to act that causes or creates a substantial risk of physical, sexual, emotional, psychological, or other serious harm.

Sexual Abuse or Exploitation: Sexual contact, sexual activity, sexual communication, exploitation, exposure, grooming, production or possession of sexual images, or other sexual conduct involving a child or vulnerable person that is unlawful or inappropriate.

Neglect: Failure to provide appropriate care, supervision, protection, or other necessities when responsible for doing so.

Grooming: A pattern of conduct intended to obtain inappropriate access to, trust with, control over, secrecy with, or influence over a child or vulnerable person for the purpose of abuse or exploitation.

Covered Personnel: Individuals subject to this policy under Section 2.

4. Zero Tolerance and Permanent Disqualification

Christ Compass prohibits abuse, sexual abuse, exploitation, grooming, neglect involving serious harm, or other intentional serious mistreatment of a child or vulnerable person.

Any individual determined to have committed child abuse, sexual abuse, sexual exploitation, grooming, or intentional serious abuse or exploitation of a vulnerable person shall be **permanently disqualified from employment, volunteer service, ministry participation, leadership, instruction, mission service, or any other position of service or representation with Christ Compass, Inc.**

Permanent disqualification applies regardless of whether the individual subsequently expresses repentance, receives forgiveness, completes counseling or treatment, or is restored to fellowship within a local church or other Christian community.



Christ Compass recognizes the biblical reality of repentance, forgiveness, and spiritual restoration. However, forgiveness does not require restoration to a position of organizational trust, authority, access, representation, or ministry service.

Other violations of this policy that do not constitute abuse, exploitation, grooming, or intentional serious mistreatment may result in corrective action appropriate to the circumstances, including counseling, retraining, restriction of duties, suspension, or termination of service.

A credible allegation may result in immediate suspension or restriction from service while the matter is reported, investigated, or evaluated. Such protective action does not constitute a determination that the allegation is true.

Permanent disqualification shall be based upon a substantiated determination and shall not be imposed solely because an allegation has been made.

5. Annual Child Protection Training

All directors, officers, employees, staff, missionaries, mission-team members, volunteers, instructors, interns, and other Covered Personnel age fifteen (15) or older who are required by Christ Compass to participate in Child Protection Training shall complete Christ Compass-approved training:

1. Before beginning service or participating in a covered ministry activity; and
2. At least once every twelve (12) months thereafter.

Training must remain current throughout the individual's period of service or participation.

Individuals shall successfully complete any assessment required as part of the approved training and shall acknowledge their responsibility to comply with this policy.

Christ Compass may accept documented Child Protection Training completed through another church, ministry, employer, or recognized organization when the Executive Director determines that the training is substantially equivalent to Christ Compass requirements.

Accepted outside training must have been completed within the preceding twelve (12) months and must remain current through the conclusion of the applicable Christ Compass ministry activity.

There shall be **no discretionary waiver of the annual training requirement** for an individual otherwise required to complete training under this policy.

Individuals under age fifteen (15) may be required to complete age-appropriate child-safety orientation or training as determined by the Executive Director.



6. Screening and Background Checks

Christ Compass shall use reasonable screening appropriate to the nature of an individual's role and level of access to children or vulnerable persons.

Screening may include:

- Ministry or volunteer application;
- Personal interview;
- Reference checks;
- Verification of identity;
- Criminal background screening;
- Sex-offender registry screening;
- Review of prior ministry or volunteer experience; and
- Other screening reasonably necessary for the position.

Individuals age eighteen (18) or older whose responsibilities involve direct, recurring, supervisory, or potentially unsupervised access to children or vulnerable persons shall complete appropriate background screening before beginning such service.

Periodic rescreening shall be conducted according to procedures established by the Executive Director and any applicable legal, insurance, contractual, or ministry requirements.

Christ Compass reserves the right to deny, restrict, suspend, or terminate an individual's service when screening information or other credible information indicates that the individual's participation could create an unreasonable risk to a child, vulnerable person, participant, or the ministry.

7. Safe Ministry Practices

Covered Personnel shall maintain appropriate behavioral and supervisory boundaries when interacting with children and vulnerable persons.

At a minimum:

- Activities involving minors should utilize at least two responsible adults whenever reasonably practicable.
- Private, secluded, or secret one-on-one interaction between an adult and an unrelated minor is prohibited except when an emergency or other legitimate circumstance makes such interaction unavoidable.
- When one-on-one interaction is necessary, it should occur in an observable and interruptible environment whenever reasonably possible.
- A minor volunteer does not qualify as an adult for purposes of an adult-supervision requirement.
- A minor volunteer shall not be given sole supervisory responsibility for another minor.



- Corporal punishment, degrading discipline, humiliating treatment, threats, abusive language, or intentionally frightening conduct are prohibited.
- Physical contact must be appropriate to the circumstances, nonsexual, noncoercive, and respectful of the individual.
- Secret relationships or secret communications between adults and minors are prohibited.
- Electronic communications with minors shall be ministry-related, appropriate, and conducted in accordance with procedures established by Christ Compass.
- Photography, video, and electronic media involving minors shall respect privacy, dignity, safety, and applicable parent or guardian authorization requirements.
- Children and vulnerable persons shall receive appropriate supervision during Christ Compass activities.

The Executive Director may establish additional safeguards appropriate to particular ministries, mission trips, events, locations, or circumstances.

8. Transportation

Transportation involving minors or vulnerable persons shall be conducted in a manner that reasonably protects the safety of all participants.

Whenever reasonably practicable, an adult shall not transport an unrelated minor alone.

Exceptions may occur because of emergencies, unavoidable transportation circumstances, or situations appropriately authorized by a parent or legal guardian and permitted under Christ Compass procedures.

All persons driving in connection with Christ Compass ministry activities shall be properly licensed and shall comply with applicable law and organizational requirements.

9. Overnight Activities and Lodging

Overnight ministry activities involving minors require heightened supervision and appropriate protection of sleeping, bathing, dressing, and changing areas.

An adult shall not share a bed with an unrelated minor.

Sleeping and lodging arrangements shall reasonably maintain appropriate adult-minor boundaries, privacy, supervision, and accountability.

When mission, camp, group, or international lodging arrangements make ordinary room configurations impracticable, the responsible ministry or mission leader shall establish reasonable safeguards consistent with the intent of this policy.



10. Reporting Suspected Abuse, Neglect, or Exploitation

Christ Compass requires Covered Personnel to report suspected child abuse, neglect, sexual abuse, exploitation, or suspected abuse, neglect, or exploitation of a vulnerable person to the appropriate civil authority when required by law.

Christ Compass personnel shall comply with all applicable local, state, federal, and international reporting requirements.

No person is required to investigate, prove, substantiate, or determine the truth of suspected abuse before making a legally required report.

When circumstances reasonably indicate that a report is legally required, the report shall be made **immediately**.

Internal notification to Christ Compass does not replace, satisfy, delay, discourage, or interfere with a person's legal responsibility to report to civil authorities.

If there is an immediate threat to the life or safety of any person, emergency services shall be contacted immediately.

Christ Compass shall cooperate with lawful investigations conducted by law enforcement, child-protection agencies, adult-protection agencies, or other appropriate civil authorities.

11. Internal Notification

After making any legally required report to civil authorities, or immediately before doing so when internal notification will not delay the required report, the individual shall notify one of the following:

- Executive Director;
- Board Chair;
- Any Director;
- Designated Child Protection Coordinator; or
- Leader of the applicable Christ Compass mission or ministry activity.

A mission or ministry leader receiving such notification shall promptly notify the Executive Director or Board Chair.

A person receiving a disclosure from a child or vulnerable person shall listen appropriately, take reasonable action to ensure immediate safety, and avoid unnecessary questioning.

Covered Personnel shall not conduct their own investigation, attempt to prove or disprove an allegation, confront the accused on their own initiative, or conduct a forensic-style interview of an alleged victim.



12. Christ Compass Response to an Allegation or Report

When Christ Compass becomes aware of an allegation, report, or credible concern involving abuse, neglect, exploitation, grooming, or another serious violation of this policy, Christ Compass shall take reasonable action to protect those involved and comply with applicable law.

Appropriate action may include:

- Addressing immediate safety needs;
- Confirming that legally required reports to civil authorities have been made;
- Immediately suspending or restricting the accused individual's access to children, vulnerable persons, ministry activities, facilities, systems, or other participants;
- Preserving relevant documents, communications, photographs, electronic records, and other potential evidence;
- Cooperating with law enforcement and protective-service agencies;
- Notifying the organization's insurer when appropriate;
- Consulting legal counsel when appropriate;
- Restricting access to confidential information;
- Taking appropriate employment, volunteer, contractual, or organizational action; and
- Permanently disqualifying an individual when the requirements of Section 4 are met.

Temporary suspension or restriction from ministry activity is a protective measure and does not, by itself, constitute a determination of wrongdoing.

Christ Compass shall not undertake an internal investigation in a manner that could interfere with, compromise, or obstruct an investigation by civil authorities.

13. International and Mission Activities

This policy applies to Christ Compass ministry activities conducted outside the United States.

Covered Personnel shall comply with applicable laws of the country or jurisdiction in which ministry occurs, as well as other laws applicable to Christ Compass or the individual.

Where local practices, customs, ministry standards, or organizational expectations provide less protection than this policy, Christ Compass personnel shall follow the protections established by this policy unless doing so would violate applicable law.

The Executive Director, mission leader, or other authorized Christ Compass leader may immediately restrict or remove a participant from ministry activity when there is a reasonable concern that such action is necessary to protect a child, vulnerable person, team member, or other participant.

Partner organizations, host ministries, churches, schools, or local leaders shall not prevent Christ Compass personnel from complying with this policy or applicable reporting obligations.



14. Confidentiality

Information concerning suspected or reported abuse shall be handled sensitively and shared only with persons having a legitimate organizational, protective, legal, insurance, or investigative need to know.

Confidentiality shall never be used to:

- Conceal suspected or confirmed abuse;
- Prevent or discourage a legally required report;
- Interfere with cooperation with civil authorities;
- Protect the reputation of Christ Compass at the expense of a victim or potential victim; or
- Protect an individual from lawful investigation or accountability.

Only the Executive Director, Board Chair, or an individual specifically authorized by them may make official public or media statements on behalf of Christ Compass regarding an allegation or investigation.

15. Prohibition Against Retaliation

Christ Compass prohibits retaliation against any person who, in good faith:

- Reports suspected abuse, neglect, exploitation, grooming, or a violation of this policy;
- Raises a child or vulnerable-person safety concern;
- Participates in an authorized investigation; or
- Cooperates with civil authorities.

Retaliation constitutes a separate violation of this policy and may result in disciplinary action or termination of service.

16. Training, Screening, and Incident Records

Christ Compass shall maintain appropriate records documenting:

- Required Child Protection Training;
- Annual policy acknowledgments;
- Screening and background-check completion;
- Reported policy violations;
- Incident reports and related documentation; and
- Organizational actions taken in response to reported concerns.

Records involving allegations of abuse or other sensitive information shall be protected against unauthorized disclosure and made accessible only to persons having a legitimate need to know.



Records shall be retained in accordance with **CC-POL-202, Document Retention and Destruction Policy**, applicable law, and applicable insurance requirements.

17. Annual Policy Acknowledgment

Each individual required to complete annual Child Protection Training shall acknowledge at least annually that the individual:

1. Has received or been provided access to the current Child and Vulnerable Person Protection Policy;
2. Has read and understands the policy;
3. Agrees to comply with the policy;
4. Understands the individual's responsibility to report suspected abuse as required by law and this policy; and
5. Understands that failure to comply with the policy may result in restriction, suspension, termination, permanent disqualification, or other appropriate action.

Electronic acknowledgment is acceptable.

18. Administration

The Executive Director is responsible for implementation and administration of this policy.

The Executive Director may establish and revise procedures, forms, training programs, screening processes, documentation requirements, reporting resources, and other administrative controls necessary to implement this policy, provided such requirements remain consistent with this policy.

The Executive Director may designate a Child Protection Coordinator or other responsible person to assist in administration of the policy.

Changes to administrative procedures, forms, training methods, or implementation processes that do not materially alter the requirements or intent of this policy do not require Board approval.

Material amendments to this policy require approval by the Board of Directors.

19. Policy Review

The Executive Director shall review this policy at least annually and whenever significant changes occur in applicable law, insurance requirements, ministry operations, or recognized child-protection practices.

The Executive Director shall recommend material amendments to the Board of Directors when appropriate.



Administrative procedures may be revised between Board meetings as necessary to maintain compliance with this policy, applicable law, or applicable insurance requirements.

20. Board Adoption

This **CC-POL-203, Child and Vulnerable Person Protection Policy**, was adopted by the Board of Directors of Christ Compass, Inc. on September 25, 2026, and is effective upon adoption.

Board Chair: _____

Date: _____

Secretary: _____

Date: _____