



SAFE CHURCH, SAFE COMMUNITIES

THE EPISCOPAL DIOCESE OF MISSOURI

Diocese of Missouri Online Safe Church Training Requirements and Roles (rev. 11/8/24)

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ROLE EXAMPLES

Academy Listed Role:	Congregational examples (not an exhaustive list, but examples and a place to start)
Clergy	Paid Clergy staff (Bishops, Priests, Deacons)
	non-stipendiary Clergy (Bishops, Priests, Deacons)
	Retired Clergy (paid & volunteers, including supply)
	Seminarians
Children's Ministry Worker or Volunteer	Children's Minister
	Children's Choir Director
	Sunday School Teacher
	Nursery Workers or Volunteers
Youth Ministry Worker or Volunteer	Youth Minister
	Youth Choir Director
	Sunday School Teacher
	Acolyte Leader/Mentor
	Camp Counselor
	Youth Group Leader
	Counselor-in-Training
	Teenage Volunteers

	Confirmation Mentor
Vestry	Elected Positions
	Treasurer
	Vestry or Bishop's Committee Members
	Wardens
Key Holders - Includes Back Door, Open Door and Laundry Love ministries	Altar Guild
	Building Hosts
	Renters
Lay Leader (volunteer)	Eucharistic Visitors
	Stephen Ministers
	Small Group Leaders
	Church Staff-unpaid
	Vergers and Ushers
Other Paid Church Staff	Choir/Music Directors
	Sextons
	Administrators
Day Camp Staff/ VBS Volunteers	Day Camp staff (minors & adults)
	VBS Volunteers
Overnight Camp Staff	Sleepover Chaperones
	Camp Staff (minors & adults)
Ongoing Outreach Ministries	Directors
	Volunteer Program Coordinators
Chaplains (lay and clergy)	Hospital
	Campus
	Justice System (including Episcopal City Mission)
Diocesan Leadership and Ministries	Diocesan Staff
	Commission on Ministry & DBEC
	Standing Committee
	Episcopal City Mission staff
	Deaconess Anne House Corps Members

REQUIRED COURSES BASED ON ROLE

Times next to the classes are only estimates. As each student moves faster or slower through the modules, your experience may differ. Each course is linked to Praesidium Academy for your convenience.

Clergy exercising their clerical ministry (including retired and chaplains) and All Paid Church/Diocesan Staff

1. [Safe Church, Safe Communities: Introduction & Theological Background](#) (25 minutes)
2. [Safe Church, Safe Communities: Organizational Rules and Policies](#) (15 minutes)
3. [Safe Church, Safe Communities: Healthy Boundaries](#) (15 minutes)
4. [Safe Church, Safe Communities: Power and Relationships](#)
5. [Safe Church, Safe Communities: Abuse & Neglect](#) (15 minutes)
6. [Safe Church, Safe Communities: Inclusion](#) (15 minutes)
7. [Safe Church, Safe Communities: Pastoral Relationships](#)
8. [Safe Church, Safe Communities: Bullying](#) (10 minutes)
9. [Duty to Report: Mandated Reporter](#) (15 minutes)
10. [Promoting a Safe Environment: Supervisor Sexual Harassment Training](#) OR [Promoting a Safe Environment: Employee Sexual Harassment Training](#)

Volunteers working with minors (under 18) and/or vulnerable adult populations

1. [Safe Church, Safe Communities: Introduction & Theological Background](#) (25 minutes)
2. [Safe Church, Safe Communities: Organizational Rules and Policies](#) (15 minutes)
3. [Safe Church, Safe Communities: Healthy Boundaries](#) (15 minutes)
4. [Safe Church, Safe Communities: Power and Relationships](#)
5. [Safe Church, Safe Communities: Abuse & Neglect](#) (15 minutes)
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7. [Safe Church, Safe Communities: Pastoral Relationships](#)
8. [Safe Church, Safe Communities: Bullying](#) (10 minutes)
9. [Duty to Report: Mandated Reporter](#) (15 minutes)
10. [Promoting a Safe Environment: Supervisor Sexual Harassment Training](#) OR [Promoting a Safe Environment: Employee Sexual Harassment Training](#)

Vestry, Wardens, and elected positions that oversee resources used in ministries with minors or vulnerable adults

1. [Safe Church, Safe Communities: Introduction & Theological Background](#) (25 minutes)
2. [Safe Church, Safe Communities: Organizational Rules and Policies](#) (15 minutes)
3. [Safe Church, Safe Communities: Healthy Boundaries](#) (15 minutes)
4. [Safe Church, Safe Communities: Power and Relationships](#)

5. [Safe Church, Safe Communities: Inclusion](#) (15 minutes)
6. [Safe Church, Safe Communities: Bullying](#) (10 minutes)
7. [Duty to Report: Mandated Reporter](#) (15 minutes)

Key Holders, Lay Leaders, Adult ministries, and users not working with or making decisions about ministries with minors or vulnerable adult populations

1. [Safe Church, Safe Communities: Introduction & Theological Background](#) (25 minutes)
2. [Safe Church, Safe Communities: Organizational Rules and Policies](#) (15 minutes)
3. [Safe Church, Safe Communities: Healthy Boundaries](#) (15 minutes)

FAQ

Why does the Episcopal Church recommend Vestry members and elected positions not working with children, youth, or vulnerable populations take these classes?

These positions are charged with making decisions about church resources, programs, and staff. For that reason, they need to know why we do what we do. For example, when a youth minister says they need a certain number of adults to be able to do a program, it is essential that the vestry members know why this is important.

What are some examples of who needs to take the training?

On the first two pages is an example chart of who would need to take the Safe Church, Safe Communities training. This is a starting place but not an exhaustive list. Please look through them thoroughly.

How can I communicate all of this to new volunteers and hires?

Here is an [example email](#) of what you can say to someone who is a new volunteer or employee with your ministry. All this information can also be found on our [Diocesan Safe Church Page!](#)

This seems like a lot of work! Does every diocese require this much training before working with children, youth, and vulnerable adults?

Yes! The Diocese of Missouri matches the requirements of The Episcopal Church and seeks to have compliance with our two policies for keeping people safe in our communities. It *is* a lot of work; this reflects our value of keeping people safe who have been entrusted to us.

How long do I have to become compliant with Safe Church, Safe Communities requirements? And what are the consequences if I do not complete this work on time?

All training needs to be renewed every three years for any clergy, paid staff, vestry members and everyone who works with children, youth or vulnerable adults. The Self-Audit for every worshipping community is due annually, a date in late Spring. Consequences for non-compliance are decided by the Bishop.