

Why Plan to Protect®? and the Heart of the Matter.

with Rev. Brent
Sloss
Marketing & Sales Lead

Plan to Protect® is a consulting and training organization assisting not-for-profits, charities & the faith sector in providing safe and excellent environments for vulnerable people.

- Community Centers
- Churches, Synagogues & Parishes
- Schools
- Relief and Development Agencies
- Camps
- Clubs: Scouts/Guides
- Child Care / Foster Homes
- Municipalities
- Transportation Companies

“The Spirit of the Lord is upon me,
for he has anointed me to bring Good News to the poor.
He has sent me to proclaim that captives will be released,
that the blind will see,
that the oppressed will be set free,
and that the time of the Lord’s favor has come” (Luke 4:18-
19, NLT).

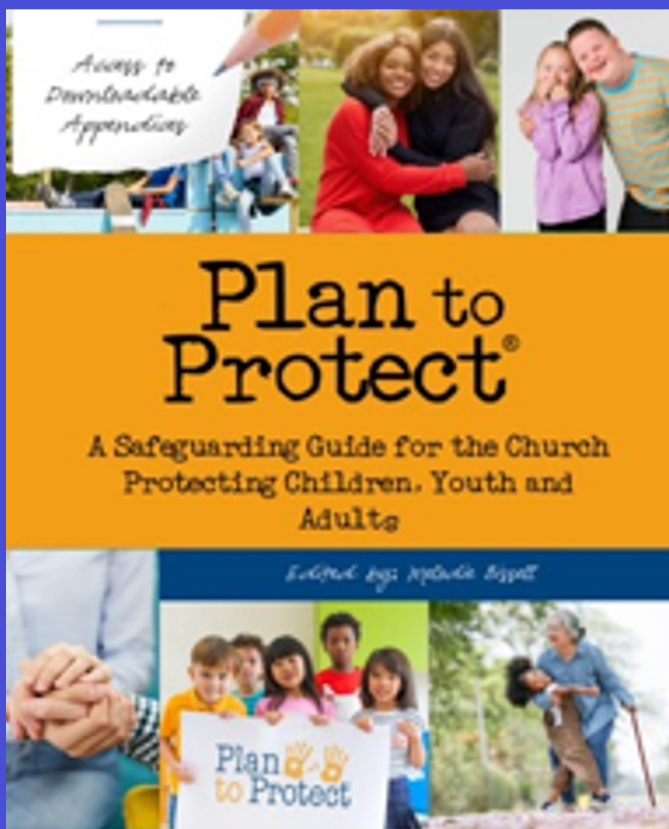
“Speak up for those who cannot speak for themselves;
ensure justice for those being crushed.
Yes, speak up for the poor and helpless,
and see that they get justice” (Proverbs 31:8-9, NLT).

“So you handed them over to their enemies, who made them suffer. But in their time of trouble they cried to you, and you heard them from heaven. In your great mercy, you sent them liberators who rescued them from their enemies” (Nehemiah 9:27, NLT).

“One day some parents brought their children to Jesus so he could touch and bless them. But the disciples scolded the parents for bothering him. When Jesus saw what was happening, he was angry with his disciples. He said to them, “Let the children come to me. Don’t stop them! For the Kingdom of God belongs to those who are like these children. I tell you the truth, anyone who doesn’t receive the Kingdom of God like a child will never enter it.” Then he took the children in his arms and placed his hands on their heads and blessed them” (Mark 10:13-16, NLT).

The Standard of Protection

1. Customized Policies
2. Definition of Abuse
3. Screening
4. Operational Procedures
5. Premise Modification
6. Training
7. Reporting & Response



- Awareness Section
- Implementation strategy
- Case studies
- Recruitment & Screening
- Training Outline
- Documentation
- General Protection
- Protection Procedures (Children, Youth and Adults)
- Reporting & Response

150+ pages of Appendices

Get your download code today!

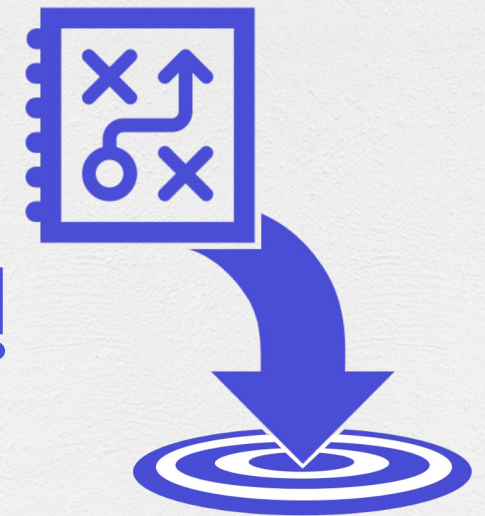
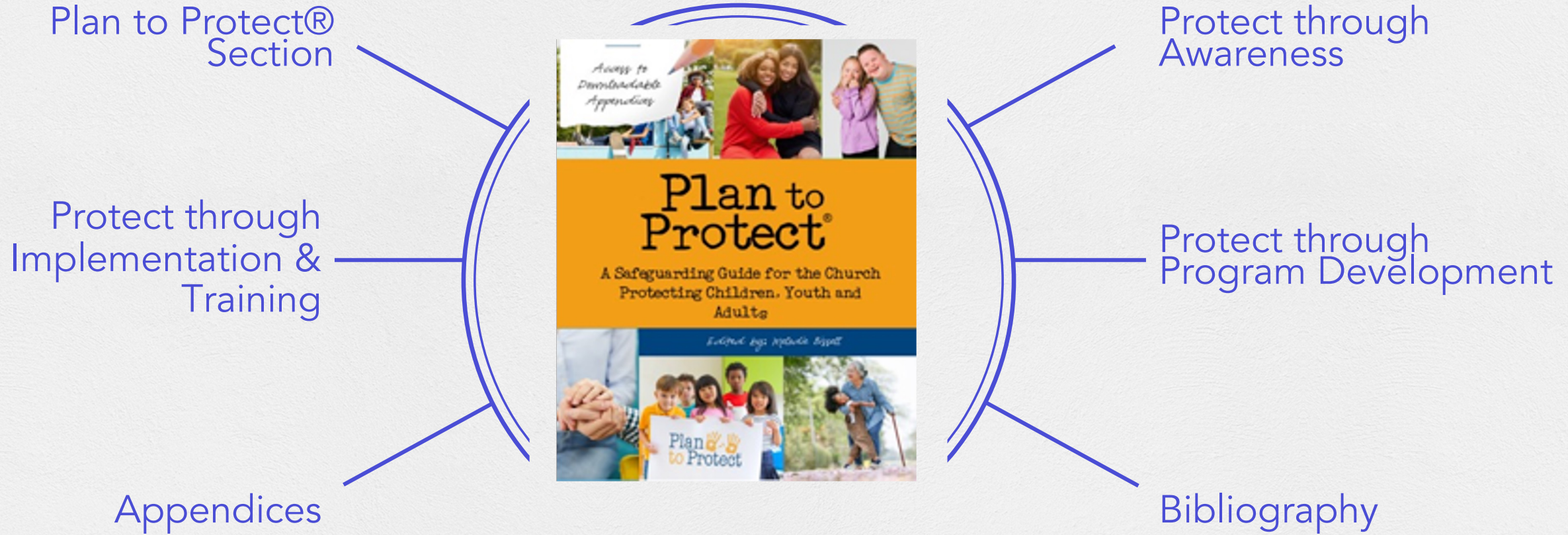


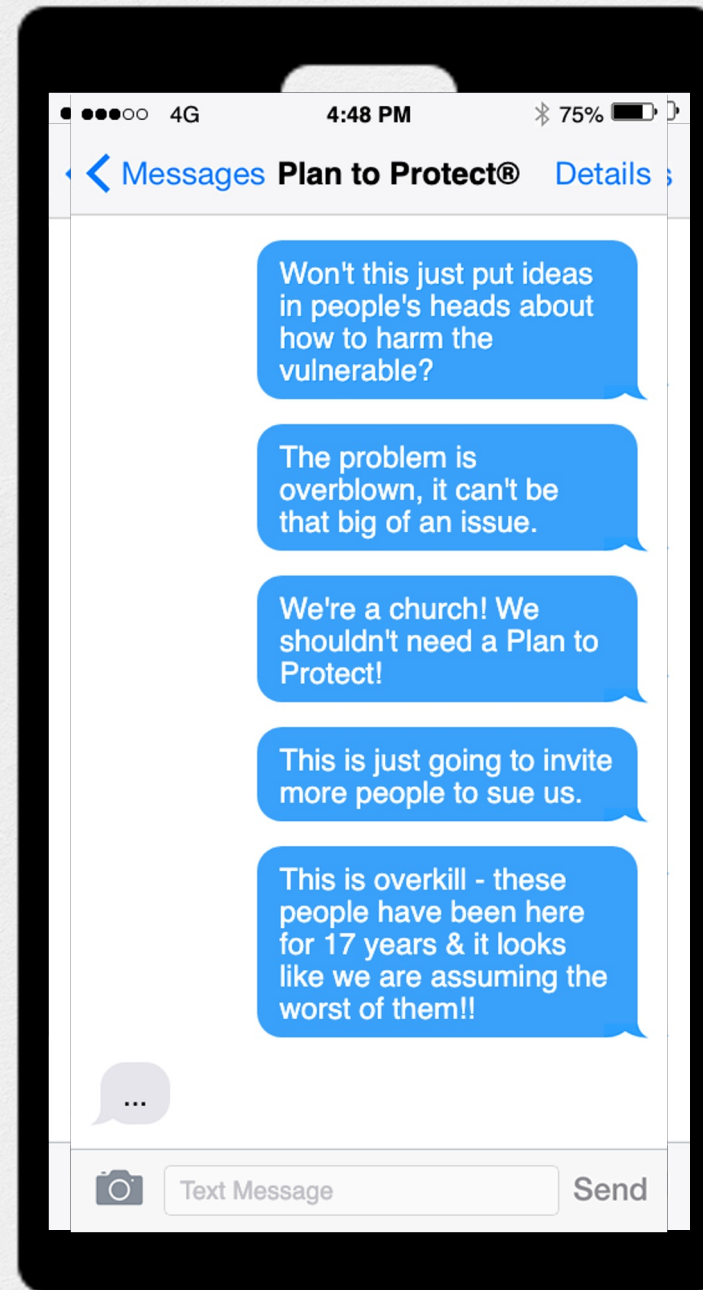
Table of Contents



Table of Contents



Roadblocks & Obstacles



Roadblocks & Obstacles

1. Prevalence of Abuse
2. Policies
3. Implementation: Screening
4. Implementation: Training
5. Reporting & Response

Securing Buy-In

- Look at Plan to Protect® from a different perspective
 - It's a ministry of protection
 - It's about building community trust
 - It's about Social Justice
- Tell Stories and use Case Studies
- Whispered Prayers and lots of communication
- Find other Champions
- Provide a Board Member Awareness Session
- Encourage learning and Professional Development
- Set aside an Awareness Week/Sunday
- Update Training

Finding a Different Perspective

Protecting
the
vulnerable

Building trust
in the
community

Protecting
the
organization

Demonstrating
integrity &
excellence

Protecting
the staff
& volunteers

Insurance &
legal
requirements

Recruit a Committee

Start off strong!

- Read through the Plan to Protect® manual
- Identify key stakeholders for input
- Establish a cross-functional Plan to Protect® committee
 - Different Skills
 - Different Experience
 - Different Units

Find the right team for the job

Different
Roles

The Chair (1)

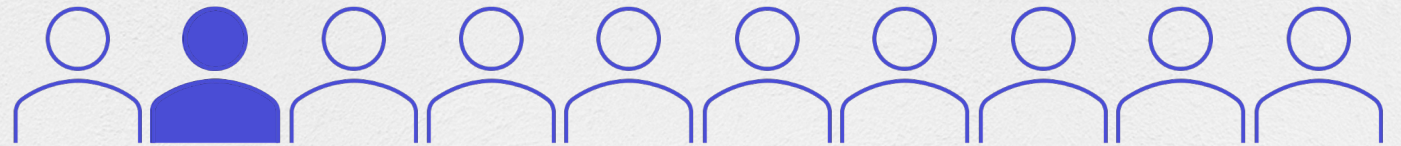


Calls meetings, writes annual report, meet with Board and staff as needed, assists with policy development and audits, in partnership with senior staff and the administrative staff updates and reviews forms, assists with trainings, and coaches team members.

Find the
right
team for
the job

Different
Roles

Board Member (1 or 2)

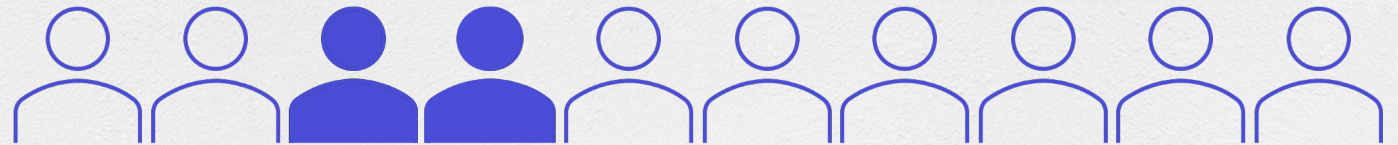


Liaises with Board and assists with serving Senior Leadership and the Chair in dealing with difficult issues that arise from opposition or screening.

Find the right team for the job

Different
Roles

Administrators (2)



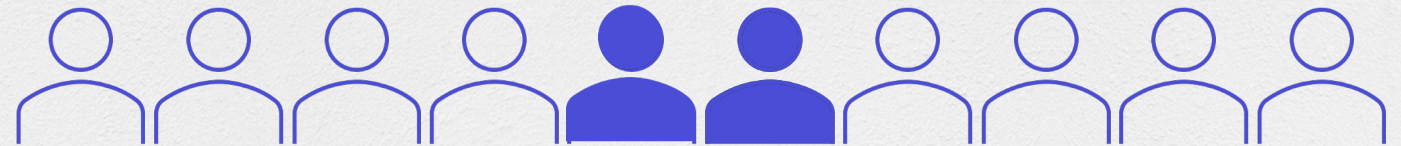
Volunteers or staff who have strong administrative skills or gifts.

Sets up the screening files, manages the master list of screened ministry personnel, processes police record checks.

Find the right team for the job

Different
Roles

Screeners (2)



Volunteers who have strong discernment gifts and/or experience in interviewing/screening staff.

Conducts interviews and reference checks in partnership with staff and/or senior leadership.

Find the right team for the job

Different
Roles

Members at Large (2)

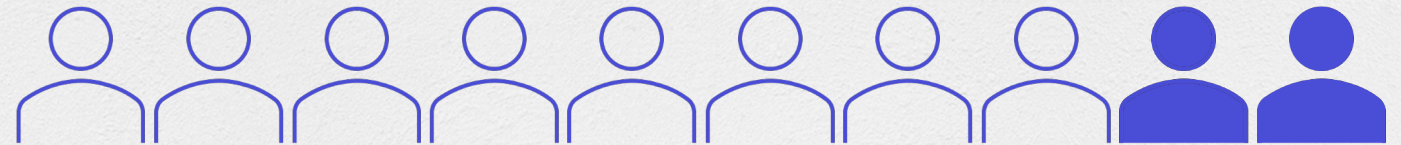


Individuals serving in the front-lines of the vulnerable sector.

Find the right team for the job

Different
Roles

Trainers (2)



Volunteers or paid staff who have strong communication skills and influence, willing to be certified as a trainer. Estimated 4-8 trainings per year.

Motions for the Board

Motion One: Establish a committee;

Motion Two: Approve the policies

Motion Three: Become a member of Plan to Protect;

Motion Four: Audit your policies annually;

Motion Five: Review and update policies annually;

Motion Six: Establish parameter for staff;

Motion Seven: Develop a crisis response plan;

Motion Eight: Appoint a person to be the media spokesperson;

Motion Nine: Establish a documentation retention policy; and

Motion Ten: Strive to meet a high standard of safeguarding as a value of the organization.

Committee Goals

- Alert the Board of needed policy revisions, & recommend amendments
- Stay informed on best practices of abuse prevention & safety
- Work with department heads, to prepare procedures
- Coach department heads on implementation of the policies & procedures
- Screen personnel (paid and unpaid)
- Provide orientation & refresher training to personnel (paid and unpaid)
- Work with the administrative staff on good documentation management
- Address questions & concerns about abuse prevention & safety
- Conduct annual audits of the policies & report back to the Board
- Prepare annual reports on the outcomes of the Abuse Prevention & Safety initiatives

Recruit a Committee

Things to remember...

- The committee should report & be accountable to the Board
- No one person can do everything – a committee that is cross-functional with individuals with a variety of skills and gifts will ensure better buy-in
- The Committee isn't responsible for full implementation, rather they are a resource to support the different departments with implementation. Implementation of the policies is the responsibility of all volunteers and staff
- Committee members should sign a confidentiality agreement
- A budget should be established to offset costs for screening, professional development, training, information management, etc.



1. Assessment

- Complete the Online Assessment
- Identify Your Risks
- 30-Mintute Coaching Call

2. Professional Development

- Administrator Certification
- Policy Template
- Trainer Certification
- Customizable PowerPoint, Instructor/ Student Notes

3. Implement Your Plan

- Screen Your Volunteers and Staff
- Train Your Volunteers and Staff

4. Maintain Your Plan

- Manage Documentation
- Ongoing Refresher Training and Screening
- Crisis Response and Management Certification Training

5. Leverage Expertise

- Communicate Your Standards
- Influence Your Community by Sharing Best Practices
- Secure Plan to Protect[®] Seal of Excellence

Time Investment



Launching Plan to Protect®

- Customize your policy
- Estimate – 1 hr. to screen every volunteer, ½ hour for renewal every 3-5 years
- Register for Plan to Protect® Certification courses
 - Train the Trainer
 - Administrator Leader
 - Crisis Response & Management
- Consider Plan to Protect® ScreeningCanada

10 Step Screening Process

1. Six Month Waiting Period
2. Communicate the recruitment process
3. Provide a position description
4. Use an application form
5. Conduct interviews
6. Follow up on references
7. Request a Police Records Check
8. Conduct orientation and training sessions
9. Approval and Commitment
10. Supervise and Evaluate

Maintaining Plan to Protect®

**15 min/
Week**

- Review your attendance records, ratios, and incident reports
- If time permits, compare the attendance record against your registration forms
- Make sure you have registration forms for each child who has attended your programs

Maintaining Plan to Protect®

1 hour/
Month

- Compare your volunteer and staff duty roster against your master list of screened workers
- Ensure your Letters of Consent communicate the risks associated with the activities that you have scheduled

Maintaining Plan to Protect®

1 day/
Year

- Test your procedures against your Plan to Protect® policies
- Update your templates and forms
- Schedule your Plan to Protect® trainings for the year
 - Make sure these training dates are put on the master schedule and communicated to volunteers

Estimate 33 hours per year plus training and screening time.

Check out our

Member Benefits

- Email & Phone Support
- Access to the Member Section of the Website
- Our Manual & Downloads
- Networking Opportunities
- Special Interest Webinars
- Discounts on our services & screening
- Recognition on our website
- Resources
- Updates to Policies & Procedures

Heart of the Matter

- Matthew 15:18-19
- Proverbs 4:23
- Revelation 2
- 2 Corinthians 5:17
- Matthew 3:11
- Great Commandment & Great Commission
- Prayer
- Jesus

Find out more...

- Our Website
www.plantoprotect.com
- Our School
www.plantoprotectschool.com
- Plan to Protect® App
- Weekly Podcast
- Monthly Newsletters
- Serious About Safety Masterclass



@plan2protect



/c/PlantoProtectVideo



plantoprotect



@plantoprotect

We're here to Help!
You don't have to do it alone

