

KBCK

Protective Environment for  
Adults, Children, and Youth  
(PEACHY)

Annual Training 2024-25



# Why do we have a PEACHY program?



Protect the most vulnerable in our congregation

Protect our teachers/leaders and our church (1 Peter 3:16)

Inspire confidence in the community

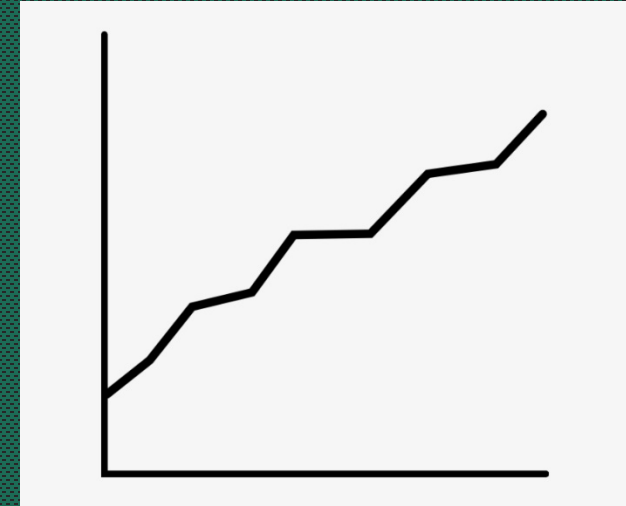
Required by our insurance provider

Right thing to do

# Frequency of abuse in schools and churches is on the rise

At least 181 K-12 educators charged with child sex crimes in first half of 2022

Roughly 10% of students experience sexual misconduct by a teacher



## *Potential Reasons:*

Increased reporting

Rise of social media

Increased sexualization of youth in our culture



# Scope of PEACHY

All church ministries involving infants, children, teens, and vulnerable adults, to include:

Noah's Room

Children's classes and events

AWANA

Teen classes and events

VBS

Camp

Church-organized transportation

# FBCK PEACHY Program Overview

## AWARENESS & IDENTIFICATION OF ABUSE

### PEOPLE

Application & declaration  
Screening & checks  
Training  
Code of personal conduct

### PREVENTION

Check-in/control/check-out  
Supervision  
Restrooms & off-limit areas  
Electronic comms policy

### RESPONSE

Reporting responsibilities  
Reporting procedures  
Incident response  
Offender attendance policy

## PEACHY POLICY AND PROCEDURES

[www.kingstownebaptist.org/peachy](http://www.kingstownebaptist.org/peachy)

# What is child abuse?

Physical abuse

Physical neglect

Emotional maltreatment

Sexual abuse

Medical neglect

Infant substance exposure

## Virginia State Law

Any child under 18 years of age whose parents or other caretakers cause or threaten to cause non-accidental physical or mental injury

# Contributing Factors

Parental predisposition



Parental substance abuse



Poor impulse control



Stress in the home



Lack of parenting knowledge or skills



Isolation from support

# Physical Abuse

## Legal Definition

Any act which, regardless of intent, results in a non-accidental physical injury

Includes threat of harm

Includes exposure to the selling or manufacturing of illegal drugs

## Indicators

Bruises

Lacerations

Fractures

Internal injuries

Burn marks

Frequency?

Location?

Patterns?

Consistent

with age

& ability?



# Abuse vs Accidents/Discipline

Abuse

Abuse

Extreme actions  
that leave injuries

VS

Appropriate parental discipline

Accidental injury

Discipline

# Physical Neglect

## Legal Definition

Abandonment

Lack of adequate:

- Supervision
- Bathing and hygiene
- Nutrition
- Shelter
- Medical or dental care

## Indicators

Consistent hunger

Poor hygiene

Inappropriate dress

Lack of supervision

Untended needs

Abandonment

Lack of medical attention

# Sexual Abuse

## Legal Definition

Sexual assault/abuse of minors, including:

Intercourse, oral-genital contact, fondling

Sexual proposition/enticement

Indecent exposure

Child pornography

Child sex trafficking

## Indicators

Detailed and age-inappropriate understanding of sexual behavior

Sudden drop in school performance

Aggressive sexual acting out behavior in young children

# Behavioral warning signs

## Child

- Behaving like a younger child
- New words for private body parts
- Resists removing clothes (bath, bed, toilet)
- Asks other children to behave sexually
- Wetting and soiling

## Child or adolescent

- Nightmares or other sleep problems
- Seems distracted or distant at odd times
- Sudden change in eating habits
- Sudden mood swings: rage, fear, insecurity, withdrawal
- Writes, draws, plays of sexual or frightening images
- Develops new or unusual fear of certain people or places
- Refuses to talk about a secret shared with an adult or older child
- Talks about a new older friend
- Suddenly has money, toys, or other gifts without reason
- Thinks of self or body as repulsive, dirty or bad
- Exhibits adult-like sexual behaviors, language and knowledge

## Adolescent

- Self-injury (cutting, burning)
- Inadequate personal hygiene
- Drug/alcohol abuse
- Sexual promiscuity
- Running away from home
- Depression, anxiety
- Fear of intimacy
- Compulsive eating/dieting

# Types of Abusers

## Preferential (serial) abuser

- Fixated on one sex/age/body type
- Actively seeks and grooms victims
- Many victims, moves on to avoid detection
- Little to no remorse when caught



## Situational abuser

- No preconceived victim type
- Takes advantage of situations
- Fewer victims, wider range of behavior
- More likely to confess or feel remorse



## Incidents usually marked by

- On-going relationships
- Lack of accountability
- Power differential
- “Secret bond”

Other types include child-on-child and snatch-for-trafficking

# Child Sex Crime Laws in Virginia

Virginia has multiple laws covering sex crimes against children, including rape, carnal knowledge, child pornography, indecent exposure, and commercial sex trafficking

Sex crimes in Virginia carry significant and potentially life-altering consequences, including imprisonment

There are also federal laws applicable in some cases

Certain crimes may require mandatory registration as a sex offender

Example – Possession of child pornography: prison sentence of one to five years (Class 6 felony)

Example – Adult intercourse with child under 13: mandatory minimum term of life confinement

# Emotional Maltreatment

## Legal Definition

Belittling, silencing, using bizarre discipline

Creating an environment of fear or violence

Making child feel worthless, unloved, or inadequate

Cause-and-effect must be established

## Indicators

Speech/learning disorders

Frequent stomach aches, headaches or unexplained weight fluctuations

Lag in physical development

Withdrawn, lacking social connections

Depression, anxiety, suicidal ideation, drug/alcohol abuse

# Reporting Suspected Child Abuse

## Reporting Responsibility

“Mandated Reporter”

Must report within 24 hours

Legally protected (if done in good faith)

Not exempted under

“privileged communications” laws

## Reporting Process

Notify PEACHY Director (or pastoral staff) for assistance

Call hotline:

Fairfax Co CPS: 703-324-7400

Virginia CPS: 800-552-7096

or use VDSS MP portal

If you believe a child is in immediate danger, dial 911



# Creating a Protective Environment at FBCK

Certification of workers

Check-in/control/check-out

Supervision protocols

Off-limits areas

Continuous risk assessment and reduction

Electronics and social media policy

# Worker PEACHY Certification



Demonstrated trustworthiness regarding child abuse (and particularly child sex abuse), verified through screening process

Trained in detection and prevention of child abuse, including FBCK policies and procedures

Committed to creating a protective environment

# Worker Certification



6-month waiting period for newbies

Application (with declaration)

Parent agreement (if a minor)

Background check (public records,  
criminal, registries)

Reference checks

Interview

Screen

Annual training, Personal Code of  
Conduct

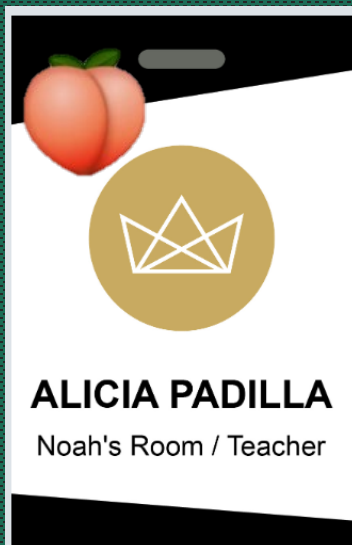
# Worker PEACHY Certification

Required of all members and non-members who wish to volunteer

Team Leads verify certification when scheduling workers

Must be renewed annual (certifications expire on August 31)

Status indicated on worker badge



Member

Non-member

(Still in development)




# Check-in/control/check-out

<b>Kevin McCallister</b>	
FBC Kingstowne Fri 12/21	
Age: 8 Grade: 3rd	Afraid of being left alone
Kate McCallister (888) 777-2821	<b>8Y2M</b> 

All minors (if being placed under FBCK care) must be checked in and wear ID label

Must remain under positive control of certified workers until released to parents/guardians

Security tag checked upon release – no security tag = no release (pending additional authorization)

Fri 12/21 - 6:00am
<b>8Y2M</b>
Retain for child pickup
 <b>FIRST BAPTIST CHURCH</b>

# Supervision Protocols

More desirable



Less desirable

2-Adult rule: two (unrelated) certified adults present

Adult + Monitor: acceptable if room has observation window (and monitor on duty)

Rule of 3: at least three unrelated individuals (1 certified adult and 2 above age 8)



Classrooms

Games

Noah's Room

FBCK transportation

Counseling

Special events

# Premise Monitor (aka “Peach Fuzz”)



Enforce badging

Monitor restrooms and off-limits areas

Assist with restroom breaks

Monitor occupied classrooms via observation windows

Assist with check-in/check-out

Maintain awareness of uncertified adults in children/youth areas

Assist with emergencies

# Restrooms



Restrooms are a special concern

Greeters track flow to/from upstairs restrooms

Monitors track flow to/from downstairs restrooms

Everyone needs to be alert

Restroom breaks must have PEACHY Pass (if monitor available) or certified worker escort

Non-certified adult or teen *never* allowed in a restroom alone with an unrelated minor



# Noah's Room



Supervision protocols apply

Nursing area:

Curtain open when not in use

Monitored by staff when in use

Teen helpers must be certified

# Off-limits Areas



Closets, mechanical room, private offices, unused classrooms, kitchen and fellowship hall (when not in use), baptistery and other areas behind sanctuary, stairwells (except when transitioning), all outdoor areas except parking lot

Minors and non-certified adults not allowed in areas unless under direct supervision of certified workers

Certified workers should avoid areas unless necessary in performance of duties

Limit time in area, secure area when done, maintain accountability

# Electronic Communications & Social Media



No one-to-one communications with a minor (bring parent or leadership into thread)

Use church-provided channels (available in Church Center) – no ephemeral messaging apps

Make ministry participants and parents aware of how electronic communications will be used

Collaborate with Social Media Team

If you receive inappropriate content (request for private meeting, romantic advances, images or videos of revealing or sexual nature)

- Do not respond, do not forward, do not delete
- Immediately notify PEACHY Director or pastoral staff
- If sexually explicit, notify law enforcement

# Continual Risk Assessment and Reduction

## RISK FACTOR AREAS

### Isolation

Number of people present  
Time and location of activity  
Physical arrangements

### Accountability

Personal character, integrity  
Number of people present  
Openness and approval rqts

### Power and Control

Significant age differences  
Adult over minor without  
corresponding oversight

## RISK MITIGATIONS

### Increase Supervision

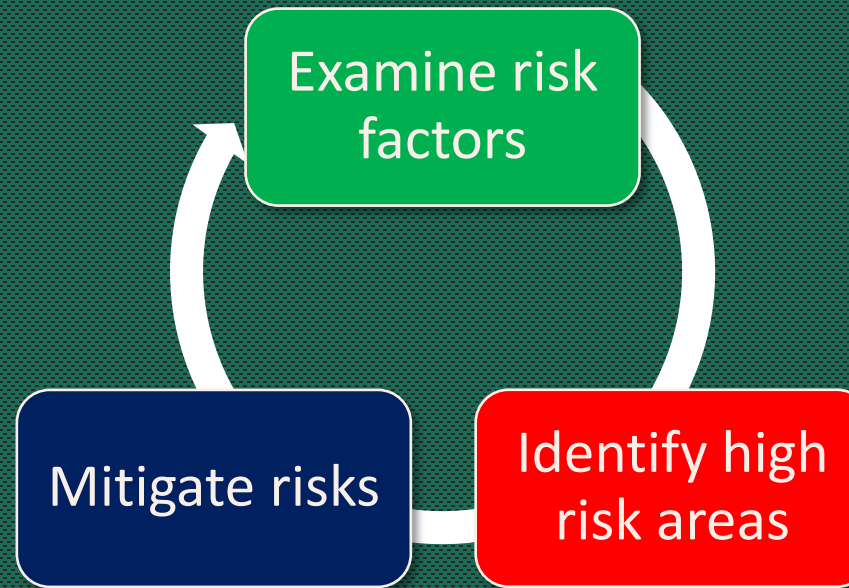
Add certified workers  
Move from general supervision to  
specific supervision

### Increase Openness

Alert church leaders about plans  
Provide details in advance  
Increase check-ins

### Restructure Activity

Change activity time or location  
Make alternate transportation plans  
Change age groups

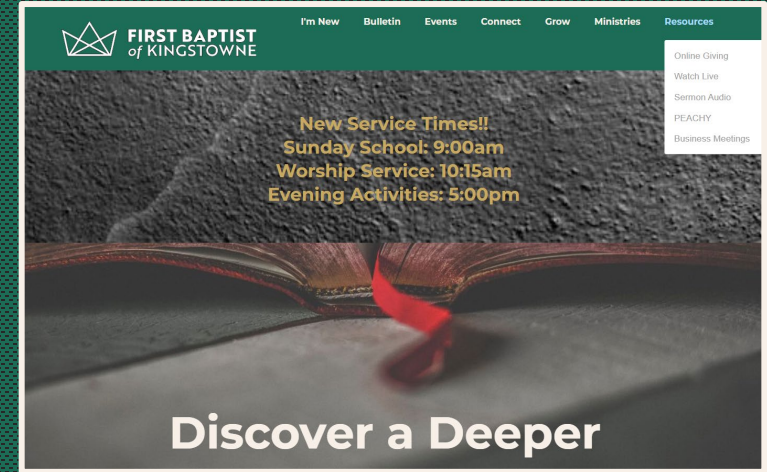


# Get or Renew Your Certification NOW

via your phone or browser



QR Code



Website

[www.kingstownebaptist.org](http://www.kingstownebaptist.org)

Resources -> PEACHY

or URL

[www.kingstownebaptist.org/resources/peachy](http://www.kingstownebaptist.org/resources/peachy)

[www.kingstownebaptist.org/peachy](http://www.kingstownebaptist.org/peachy)

FBCK PEACHY Policy and Operating Procedures

Online certification forms

“Cheat Sheet” – short summary of rules and procedures

Code of Personal Conduct

Additional information on abuse identification and prevention, mandated reporting, and child protection in churches

Other FBCK Worker info (including today's slides)

Email: [peachy@kingstownebaptist.org](mailto:peachy@kingstownebaptist.org)