

FBCK
Protective Environment for
Adults, Children, and Youth
(PEACHY)
Annual Training 2025-26



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/resources/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

Note: Old PEACHY logo is being phased out

Worker Certification



6-month waiting period for newbies

Application (first time or renewal)

Parent agreement (if a minor)

Background check (public records,
criminal, registries)

Reference checks (as needed)

Interview (as needed)

Annual training

} “Screen”

Screening is done for all first-time applications and periodically for renewals

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

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

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

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)

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

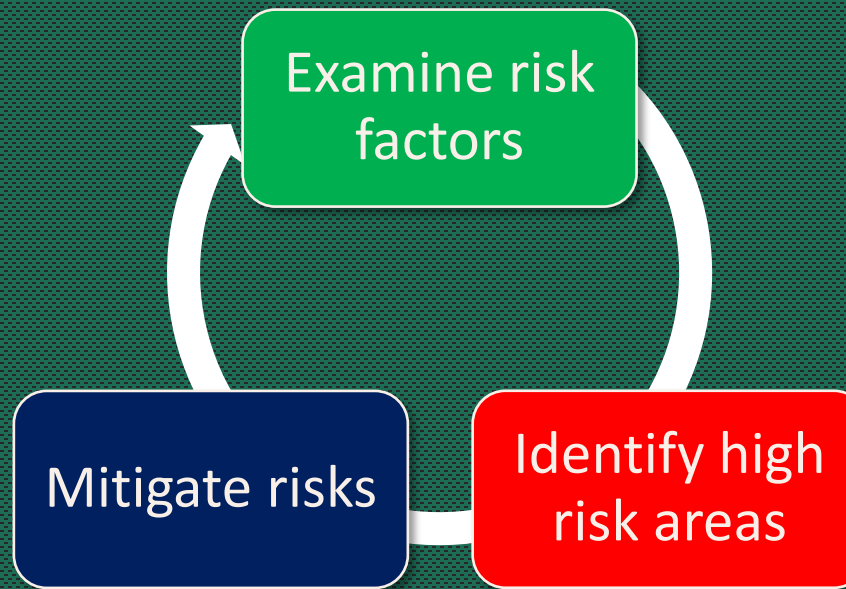
Add certified workers
Move from general supervision to
specific supervision

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

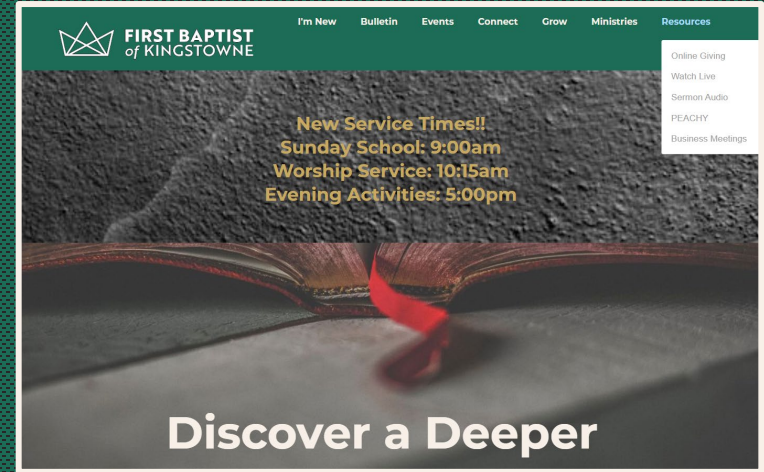


Apply For or Renew Your Certification NOW

via your phone or browser



QR Code



Website

www.kingstownebaptist.org

Resources -> PEACHY

Remember: You must renew every year (Sept 1)

www.kingstownebaptist.org/resources/peachy

FBCK PEACHY Policy and Operating Procedures

Online application 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