

## **Seven Religious Practices**

(Things volunteers **CANNOT** do at RFK)

The first two are sacraments of the church and are practiced differently in various denominations. Most, if not all of these biblical practices or practices, will be very foreign and potentially scary to the children who have not participated or seen these things practiced before in their young lives. The prohibition of these practices applies to the adult volunteers performing these actions with the children.

### **1. NO WATER BAPTISM**

- Because RFK is privileged to minister to children who are wards of the state, no religious preference can be forced on the children. Water baptism is a sacrament practiced in very different ways in different denominations. It becomes very distinctive, as a result.
- Children who come from certain religious backgrounds may not be able to be baptized by anyone other than a person of their “faith” or not at all until a certain age. For us to baptize them could be a violation of their faith even if they ask for it. If they desire a baptism, get their legal guardian involved, and perform the baptism outside of the RFK environment with the legal guardian’s permission.

### **2. NO COMMUNION**

- Communion is a sacrament practiced in various denominations in different ways. To expect a Catholic, Muslim or Jewish child to partake of communion in a way in which your particular church does, could violate the religious practices of many of the children in your program.
- Communion can be shared with counselors, mentors, and staff during a devotional time in preparation for Camp or Mentoring Club. It is not practiced with the children involved.

### **3. NO ALTAR CALLS**

- Altar calls are normal for many of the churches involved with RFK and is something recognized as an important part of claiming faith in Jesus Christ for many Christians.
- Altar calls were not practiced in the Church until the Revivalist Movement at Camp Meeting time after the Civil War. It was through the Holiness Movement of being “called out from among them”. Up until then, people made a profession of faith that was a very personal focus.
- Billy Graham made altar calls very successful at his crusades and our internal RFK surveys indicate that up to 1/3 of Camp and Mentoring Club leadership trainees accepted Christ by responding to an altar call. That means that 2/3 found Christ some other way. If 2/3 of Camp and Mentoring Club leaders accepted Christ in a method other than an altar call, certainly these children can too!

- There is no record of Jesus holding an alter call and most Christians consider Him to have been successful!
- Because these children are wards of the state, we cannot force the children to change their beliefs.
- **Alter calls are common for “church kids” at “church camp”. These are “community kids” at a “community camp”, and there can be no alter calls.**
- Because of the abuse that has happened to many of the children, they may be quick to comply and desire to please the adults in their lives. In the past, they may have been deprived of food or necessities if they did not comply with the adults in their lives. When you ask the group of children to respond to a plea to “come to the altar”, it may be an innocent request on your part, but the children may feel the need to please the “adults” in order to get their next meal. Therefore, it is inappropriate in the RFK setting.
- The children are already victims. To expect them to comply with what could be considered to be coercive, is not allowed. They have little understanding as to **why** they are doing this.
- What can you do instead? See “Question Evangelism” below.

#### **4. NO ‘LAYING ON’ OF HANDS IN PRAYER**

- Some children have been hurt by “hands” through physical or sexual abuse. “Touching hands” may not mean the same to them as it means to others. Laying on of hands is a religious practice that may be foreign and **scary** to the children. This is referring to such things as a prayer line, a healing line, surrounding a child with 4-5 adults who all lay hands on the child and begin praying or placing a hand on their forehead and shaking them vigorously. These may be common in some churches, but would be very scary to a child. In your church setting, with a parent present, these may be acceptable, but not at RFK.
- If a volunteer wants to pray for a child, ask them first, tell them what you will do and then pray. Prayer can be effective from 10 miles away or 10 inches away; it is not necessary to lay your hands on them for prayer to be effective. Human touch can be very healing and powerful; asking if you can hold their hand while praying would be acceptable.
- Remember: once the child leaves and goes home, you will not be there to fully explain all that took place when the child describes how you “laid hands on them” and the full context of what that meant.

### 5. NO CASTING OUT OF DEMONS

- Same principles as above in #4
- Children of abuse may display behavior that is very different from what church volunteers are used to. It does not mean they are possessed. The vast majority of RFK volunteers are not prepared to enter into the religious practice of “casting out demons”. Most adults consider this to be very scary, how much more so would a child who does not have the same perspective that adults do?
- Remember, you have no control over how this will be described when the child arrives back home.
- If a volunteer feels there is a need for this, they are to get the Senior Pastor of the sponsoring church involved along with the child’s legal guardian, and they can collectively decide how to best approach this situation **outside** of the RFK environment.

### 6. NO SPEAKING IN TONGUES

- This is a religious practice experienced by only certain denominations, and in most cases, would be foreign and scary to children at RFK. Again, you have no control over how this will be described when the child arrives back home simply because it is difficult for adults and children to understand.
- Volunteers may wish to practice this on their own, but it is not to be done in the presence of children.

### 7. NO ANOINTING WITH OIL

- The patriarchs of old in the Old Testament first practiced anointing with oil. This was done as a symbol of God’s blessing being placed upon them. Some churches still perform this practice today in prayers of healing and blessing of individuals.
- This could be another practice that would be foreign, potentially scary to children and completely misunderstood by others who were not there or who don’t understand the Biblical history and practice. It may also be a practice that is in violation of a child’s existing religious beliefs.
- Volunteers may anoint each other, or buildings or chairs, etc. but not the children.

### Concluding Words on the 7 Religious Practices

At a National level, we have told Social Service agencies all across the country that we will NOT perform these 7 Religious Practices at RFK! If a local Camp and Mentoring Club decides to perform any of these against the rules, it will make ALL RFK Camps and Mentoring Clubs look bad and disingenuous.

If we have said we won't do them – then do not do them! If a child expresses interest in being baptized, connect them, their legal guardian and social worker to a local Pastor. Don't try to be sneaky about these things. We said we wouldn't do them, so, don't do them.

Remember this is not a “**church camp for church kids**”; this is a “**community camp for community kids**”.

We recognize that some individuals and some churches will have a difficult time with these restrictions. Let's remember that God is bigger than these restrictions. **We must follow them**, but God can, in His miraculous ways, do things bigger than we can imagine.

His love can work in ways more powerful than we can see and in ways that are beyond these policies. Let yourself be amazed at what can happen as you simply prepare yourself and follow Joshua Chapter 4, “when the children ask”.

As further support, we at RFK clearly acknowledge that most of these practices are mentioned in the Bible, and may be practices of your church, but they are not necessary to have a successful Camp and Mentoring Club. At the end of the day, remember the thief on the cross in Luke 23:42-43. The thief on the cross did not get baptized, or take communion or do any of these 7 practices, yet his life was changed for eternity when he simply asked, "Jesus, remember me when you come into your kingdom!"

The thief only had a “moment” with Christ, and his eternity was changed forever. We can provide Moments that Matter for kids and they don't have to include these 7 practices.

### Proselytizing

Royal Family KIDS is a faith-based organization offering Camps and Mentoring Clubs in partnership with local churches. We do not proselytize meaning: to force, pressure or coerce religious beliefs.

## What Can you do about Faith at RFK?

We have listed the practices that cannot be done. Here are some areas where faith can be evident at Camp and Mentoring Club.

### Question Evangelism – “When the Children Ask”

The first model that is used at RFK is based on Joshua 4:

“After crossing the Jordan, the Lord spoke to Joshua saying, “Take for yourselves twelve stones from here out of the middle of the Jordan, from the place where the priests’ feet are standing firm, and carry them over with you, and lay them down in the lodging place where you will lodge tonight....Let this be a sign among you, so that **when your children ask** later, saying, ‘What do these stones mean to you?’ then you shall ‘tell them’....”

This is our first model, **when the children ask** about biblical, spiritual, or faith beliefs, then we can answer their questions. We can’t force our beliefs, but we can answer questions.

Our second model is Genesis 33:13-14:

Jacob was returning with his entire family and belongings, it was a very large group on the move. Esau met them part way in the wilderness to finish the trip with them. Jacob said to Esau: “...go on ahead, **I will go at the pace of the children.**” He recognized the children could not travel as fast as the adults, so he went at a slower pace with them. Certainly God can do miracles and allow the children to have accelerated spiritual knowledge, but the majority of children we have seen, need to go at a slower pace, even for their spiritual growth and understanding.

Enough biblical material is shared in the program that if the child is interested and they ask questions, then the adult volunteers can answer those questions.

The key to Question Evangelism is:

**When the children ask**, we will answer their questions, **at their pace.**

How can we expect these children, who come from a spiritual vacuum, devoid of many religious experiences, to move at the same ‘spiritual’ pace that we are accustomed to?

The volunteers must be trained to look for “teachable moments” and be ready “when the child asks” to give an account of their Christian witness and share what Christ’s love has done for them. It may happen at the MOST UNEXPECTED times in the program! When we follow a relationship model, we build relationships with the kids through the Camp and Mentoring Club experiences, and when they “ask” then we answer their questions. It works!

### Teachable Moments

There are many ways to share the love of Christ with others during the RFK programs.

Even though the children are wards of the court and church/state issues must be regarded in the care of the children, Social Services Departments, in general, have been very accepting of a number of things we practice at Royal Family.

There are many ways that Social Services has allowed RFK to use parts of our program to have the children experience the love of God and answer their questions about a faith to trust in during tough times.

**Here is where the Counselor / Mentor Code of Conduct, Deut. 6:4-6 is experienced: “as we walk and talk by the way”.** When we do this, we creatively weave God’s presence and God’s consciousness into our daily lives and the lives of the children. This makes them aware of the God **we know, love and serve.**

### Finding Teachable Moments

**Prayer can be offered at mealtimes.** This is a very non-threatening way to encourage the kids to begin to pray to God and thank Him for something very important to them—food.

**30/30 Time or Drive Time (with Mentors).** Many children become more reflective when they are in a quiet restful situation. The children may “open up” and want to talk more during these times than when they are busy hurrying about being distracted by lots of activities.

**Camper Activity Books & Mentor Books.** During down times, at the end of the day or meals with Mentors, these books can be fun, insightful, a source of encouragement, and a faith builder for kids. Many times the material will promote questions on the part of children, and the volunteers can then respond appropriately.

**During Activity Centers & Events.** The Deuteronomy 6 Code of Conduct is MOST visibly demonstrated during Activity Center and events together. These times are the bedrock of Royal Family relationship building, and can accomplish impactful things with the child.

Wise volunteers will LOOK for ways to relate something very ordinary, i.e. a squirrel scurrying around the tree looking for a place to hide a nut—as the wisdom of God seen in a tiny animal who instinctively knows to hide nuts in the summer in order to eat in winter. “How wise God was to create squirrels to be so smart!” This becomes a **‘teachable moment.’**

**Devotions At Night (Camp).** More than at any other time of the day, children become more open and willing to share at bedtime, because their brains are beginning to relax.

If children come from a home where daily rituals of spending devotional or quiet time with God are not practiced, this can be an excellent time to encourage this practice in the child’s life. It

can become a life discipline that brings routine and order into their life. The volunteer can talk about the day and weave scripture or awareness of God's part in it.

Saying a brief prayer before bedtime at camp can bring peace and calm to a frightened child. Asking God to quiet us and help us sleep can be a comforting thought for a child who is "afraid to go to sleep" or "afraid of the dark."

This is a "teachable moment" that the child can take home from camp and practice in his/her daily life throughout the year.

**Singing Songs.** Music can be a "healing salve" to a wounded soul. Songs like "I Will Change Your Name," give a child hope that something good will come out of it. Songs can replace worrisome thoughts and fears that children are plagued with because of their circumstances. Psalm 40: 1-3 closes with this phrase "and He put a new song in my mouth—a song of praise to our God."

Explaining the meaning of the words to Christian songs can help the child understand the meaning as they sing the song. These become teachable moments.

**Bible Reading.** Reading God's Word to the children and explaining the words can be 'teachable moments.' Caution: if the child cannot read, do not force the issue; simply read the verses for him/her. Counselors should be able to interpret what the scripture is saying to make it meaningful for the child. A volunteer sharing their favorite scriptures is a powerful way to share individual faith and the scriptures that mean the most in their lives. An additional handout titled "Many Doors To Love, Peace and Reassurance" shares several scriptures that may give specific comfort and assurance to children in their troubled areas.

**Review Of The Day.** At the end the day or your time together, it can be a powerful moment to review what has happened. A volunteer could ask, "What great things did God provide for us today?" "What were some of your favorite things about today?" OR "What are some of the things we learned today?" Let the children reflect on their feelings about the day. You may hear "I'll always remember where I caught my FIRST fish!" or "I learned to pound in nails today at woodworking." These are memories and skills that the volunteers can use to encourage the child in many ways.

Volunteers should be encouraged to find ways to incorporate into the conversation an appreciation for God's provisions of the day or how good God has been to them.

This is called directed or guided conversation, but it is not forced conversation! It empowers the child and lets them know they are worthy of being listened to and affirmed by an adult

## Royal Family KIDS-Mentoring Club Volunteer Rules

**NOTE: Royal Family KIDS Mentoring Club rules and policies for both Mentoring Club time and mentoring are based on, and sometimes identical to, well established RFK Camp rules and policies. Specifics, however, about how the rules are applied vary from the more contained Camp and Mentoring Club settings to more varied mentoring situations and some rules and policies are unique to Camp or Mentoring Club. Mentoring Club Director is to notify RFK, Inc. of any life-threatening injuries, emergencies or serious problems with Mentoring Club Kids. Never leave a Mentoring Club Kid alone or without proper supervision. Be aware of potentially compromising situations that can deter from the goals and objectives of the Mentoring Club.**

### 1. Line of Sight Rule While Mentoring

Mentors must provide their mentoring in places where other adults are 'in the line of sight' and the Mentor and child are easily observed by others (a restaurant, mall, a basketball court, etc.)

If the Mentor wishes to bring the Mentoring Club Kid to a secluded or potentially secluded site (hiking trail, etc.), the Mentor MUST bring another RFK Mentor, RFK Staff Member (Certified or Non-Certified) or Safety Companion along. The Mentor and child must remain in that second adult's 'line of sight' throughout the time together.

Even in public settings, it is always a great idea to 'team up' with another Mentor when you can.

WHY? Staying in public places and teaming up with others creates a sense of safety for the child and accountability for the Mentor since the child knows that the Mentor cannot behave in inappropriate ways without another adult seeing what he or she is doing. Having a second cleared adult present to vouch for the Mentor's behavior is also excellent protection against false accusations.

### 2. Two Deep Rule At Mentoring Club Events

During all Mentoring Club events (meetings, field trips, parties, etc.), NO Mentoring Club Kid is to be taken off into restrooms or into a secluded area away from the group with only one adult present. If it is necessary to remove a Mentoring Club Kid from the group, make sure that two cleared adults stay with the child.

WHY? This is the same TWO-DEEP RULE that is always observed at RFK Camp and it makes Mentoring Club the same 'safe place' that Camp is for an abused child. It also protects your Mentors and Mentoring Club Volunteers.



**3. Transportation Policy**

While it is ideal to have a second adult in the car when transporting RFK children, it is not always practical because of schedules and distance. Individual RFK Mentors are allowed to pick up their Mentoring Club Kid without a second adult in the car, but all Mentors are required to keep a **Mentoring and Transportation Log** (see Forms section). The log shows the time a child was picked up, arrival and leaving time for destination(s), all passengers in the car, and drop off time as an official record. A copy of the Mentoring and Transportation Log is turned in to the Mentoring Club Director each month.

When transporting an RFK child, Mentors must carry the following:

- The Mentoring and Transportation Log
- RFK Medical Release and Transportation Permission Slip (signed by the caregiver for each child present in car)
- Proof of insurance
- A valid Driver's License

**Who Else May Transport A Mentoring Club Kid?**

- Any RFK Certified Mentoring Club Staff may transport a Mentoring Club Kid but must have the documents listed above in their possession while driving with a Mentoring Club Kid in the vehicle.
- Any RFK Uncertified Mentoring Club Staff **ONLY IF** there is a Certified RFK Mentoring Club Staff/Mentor in the vehicle as well and the documents listed above are in their possession.

After the event a **Mentor/Transportation log** with trip specifics must be submitted to the Mentoring Club Director.

**Who CAN NOT Transport A Mentoring Club Kid?**

- Anyone under the age of 18 may not transport a Mentoring Club Kid at any time.

Consult your state requirements for restrictions on transporting children. Most states do **not** allow young children to sit in the front seat as airbags can cause serious injury and many states require booster seats for children under age 9 or underweight children riding in the back seats, so it is imperative that you find out what is required in your area and be very safety conscious.

**4. Open Door Policy**

Since mentors need to keep other adults ‘in the line of sight,’ obviously, the ‘open door policy’ you learned at Camp training still applies in mentoring and/or Mentoring Club situations. **No mentor or RFK Mentoring Club Volunteer should ever be alone with a child behind a closed door.**

WHY? Much abuse takes place behind closed or locked doors, and making sure that doors are always open and other adults are visible is a key to gaining a child’s trust and protecting the adult’s reputation.

**5. Overnight Policy**

RFK Mentors are **NOT** allowed to take their Mentoring Club Kids on individual overnight trips or stays at their own homes. If a Mentoring Club plans a group event for children (a fishing trip, etc.), there must be a minimum of 4 Mentors supervising (minimum ratio of one adult for every two children), written permission from the Mentoring Club Director, signed caregivers’ permission slips, and any appropriate event insurance.

WHY? There is more safety for the children and accountability safeguards for the adults in overnight group events with adequate supervision. Your Mentoring Club may also decide not to allow ANY group overnight events, particularly in the first year.

**6. Beds Rule**

If a Mentor and Mentoring Club Kid are ever in a room with beds, the RFK ‘Camp beds rule’ applies, i.e., at **NO** time should a Mentor and Mentoring Club Kid be on the same bed. If there is an overnight Mentoring Club group event, Mentors and Mentoring Club Kids should not be on each other’s assigned beds, or sleeping bags. Protect your Mentors by making sure they are aware that there are NO exceptions to this policy. Leave NO room for a false accusation upon any of your mentoring staff.

WHY? This is to prevent misunderstandings if the child talks about “when my mentor was on my bed,” to a caregiver or social worker later. In working with formerly abused and vulnerable children it is critical (for their sakes AND the adult’s) to avoid even the appearance of evil!

**7. No Sitting on Laps Rule**

RFK Mentors’ or Mentoring Club Volunteers’ may **NOT** have Mentoring Club Kids sit on their laps during mentoring times or during any Mentoring Club events or at any

other times. This is to avoid any possibility of a child being fondled or fondling another person.

WHY? Pedophiles often use sitting on laps as a way to break down a child's resistance and gain access for groping or fondling them. Avoid this situation at all times, so as not to trigger a child's previous victimization. Also, this policy exists to avoid allowing the child to fondle or grope the adult, as they might have been 'groomed' to do this to win the adult's favor.

#### **8. No Piggy Back Rides or Frontal Carry Rules**

RFK Mentors or volunteer, male or female, may **NOT** hold or move Mentoring Club Kids with frontal carry position or give Mentoring Club Kids Piggy Back rides. (NOTE: The younger the Mentors, the more difficult this is to enforce.)

WHY? These techniques are sometimes used by pedophiles to arouse themselves or the child by rubbing the child's genitalia against the adult's body. The practices can also be used to create a playful situation to break down the child's defenses and lead to groping and fondling then or at a later time. Avoiding frontal carry and piggy back rides also prevents the possibility of arousing a child when genitalia are rubbed against the back or waist of the adult. You probably will not know which child for whom this is a 'trigger' and a form of arousal. Avoiding it altogether prevents it from being a problem for the child who was a victim of this behavior or other sexual abuse in the past. You don't want to be a 'stumbling block' to a vulnerable child.

#### **9. Photographs/Filming Policy**

**For Mentors/Mentoring Club Kids:** Since RFK Mentors have the caregiver's permission to have an ongoing relationship with the child and know the child's identity, a mentor may take and keep a picture of their RFK Mentoring Club Kid.

Mentors may also give a photo of themselves to the child to include in the Adventure Book. While this is a significant change from the Camp policy that prohibits photos by anyone but the Camp Photographer, there are still important rules and boundaries when photographing RFK children:

Since you must always keep other adults 'in the line of sight,' when with your Mentoring Club Kid, obviously you should take photos only in the open where others can see what is happening. If you want to take a photo to remember a special outing and save it in the Adventure Book (your Mentoring Club Kid's record of your time together) for example, pick an open and public spot to take each other's picture or even have someone else (ideally, another mentor) snap your photo.

Be extremely sensitive to appearances. Immediately stop taking the photograph if a child tries to pose in a way that could be suggestive (puckering up their lips in a kiss or adjusting their clothing)! If you notice provocative or frightened reactions, do not take any photos of the child except when another mentor can snap the picture at a group event. This is for the child's protection and yours!

WHY? You will probably not know whether your Mentoring Club Kid may have been a victim of pornography and you do not want to inadvertently trigger a traumatic memory of inappropriate picture taking or to make an abused child feel frightened and/or aroused. Your job as a mentor is to create a Safe Place for the child every time you are together. For your sake as well as for the child, be very careful about photographs.

**10. No Publishing or Distributing of RFK Child Photos**

NO identifiable photographs of RFK children may be published or posted anywhere (church newsletters, bulletin boards, web sites, local newspapers, TV, etc.). Also, no photos of children in RFK should be distributed to individuals (your donors or prayer partners).

**Photographs for general use or publicity must be obtained from the national office of Royal Family KIDS, Inc.**

WHY? Publishing or distributing photographs and/or names and identities of RFK Mentoring Club Kids violates laws that protect all foster children's confidentiality.

**11. Photos with more than one Mentoring Club Kid**

A mentor may take a photograph of more than one Mentoring Club Kid together if you are on an outing and there is nothing to identify that child as a Mentoring Club member. For example, if three mentors take their Mentoring Club Kids to the ball game, a photo of the 3 kids at the game together is fine. Each of the Mentoring Club Kids can have a copy as can the Mentors but all of the same photo rules (see #2 above) prohibit displaying or publishing photographs like this (if the child/ren can be identified).

Recommendation: Having a Mentoring Club Photographer can be a great option. This means you can ask Mentors not to snap photos during the Mentoring Club time but can make sure they get photos of fun activities for their Adventure Book that do not violate policy. One Mentoring Club has a Videographer who films each week and edits it down to a 5 minute 'movie' the kids see the next week—they love this!

**12. Exchanging Personal Contact Information**

Because pedophiles can use camps to groom victims they follow up with and molest later, RFK has a strict policy against camp counselors or staff exchanging personal information with campers.

Even Camp staff who are approved as RFK Mentors can NOT exchange information directly with a camper! The Mentor must wait to receive the caregiver contact information for their assigned child and permission to call from the Mentoring Club Director. If anyone 'short cuts' this process by exchanging information directly with a child, in violation of the camp policy, they can be immediately barred from future participation in both Camp and Mentoring Club.

Once RFK Campers who have submitted Mentoring Club applications signed by their caretakers have been matched to Mentors, the Mentoring Club Director shares the information as follows:

- (a) Mentors need to have a phone and residential address for their assigned Mentoring Club Kid's caregiver so that they can set up appointments, etc. If the Mentoring Club Kid also has his or her own cell phone, the Mentor should ask the Caregiver's permission to communicate directly (voice and/or text) to that number as well.
- (b) Caregivers should have (1) the Mentor's phone number (a cell phone may be a better choice than a home phone for privacy) to call if a mentoring appointment must be changed, etc., (2) the Mentoring Club Director's phone number, to contact if a Mentor cannot be reached, if the caregiver is concerned about the mentoring situation or if the child is being moved to another foster care placement, and (3) a church address and phone contact in case the child must be reached during a Mentoring Club event.
- (c) The Mentoring Club Director has all the caregivers' contact information and will get in touch with caregivers on occasion to see how they feel about the mentoring situation and the Mentoring Club and to pick up on any 'red flags.'

**WHY?** The Mentoring Club needs to maintain checks and balances to help prevent exploitation of vulnerable children by abusers. One way is to make sure that initial matching and contact happen only through the Mentoring Club Director who also stays in touch with the child's caregivers. Other helpful elements include on site observation of mentoring pairs at the Mentoring Club meeting each month, supervision by the Mentoring Club Director, peer review by others in the Mentors Meeting and mentoring rules that prohibit meeting alone or behind closed doors.

### 13. Social Media

NO exchanging emails, FaceBook or MySpace or other social networking addresses between mentors and RFK Kids.

**WHY?** Internet communication is quickly becoming the favorite technique for pedophiles wishing to gain access to children. RFK does not allow Mentors or Mentoring Club Staff to communicate directly with children through the internet.

### 14. Cell Phones

Children's use of cell phones should not be allowed during Mentoring Club or mentoring appointments. Many foster children are restricted from contacting their biological parents or siblings. Mentors and Mentoring Club Volunteers should refrain from using phones during their time with the children to set an example and to focus on The Mentoring Club Kids without distraction.

### 15. Name Tags

Name tags are to be worn by EVERYONE (adults and children) at every Mentoring Club event or meeting. The RFK nametags are part of the registration/attendance record that protects the safety of your Mentoring Club. All staff, teenage mentors-in-training and all authorized guests should check in and receive their name tag, even though teenage helpers and guests do NOT count toward 'two deep' rules for supervising Mentoring Club Kids.

Mentors and Certified Mentoring Club Staff **may use RFK ID/Certification cards** worn on lanyards as nametags, but if a separate nametag is provided (some Mentoring Clubs prefer having first name only nametags for public events) the ID cards should also be carried for official authorization purposes.

Having nametags for your Mentoring Club Kids at events will help staff identify the children they are leading and having staff nametags will help children identify safe adults.

### 16. Hugs

A gesture to help or encourage can be misinterpreted by a wounded child; always ask the child's permission before you touch them or give a side hug, etc.

**When the rules don't change:**

Camp Rules are still the rules at Camp! When the Mentoring Club year ends in May, Mentors and Mentoring Club staff need to remember to return to Camp rules about cell phones, photos, and two-deep requirements, etc., during their Camp week.

REMEMBER: Even when your Camp has an active and certified RFK Mentoring Club, mentors cannot directly contact their Mentoring Club Kid's caregiver after Camp until the Mentoring Club Director has officially instructed the mentor to follow up with the family (see Rule #12 above).

## **Breaking The RFK Club Rules**

### What Happens When You Put The Club at Risk

As an RFK Club volunteer Mentor or Staff Member you are giving so much of your time and treasure to make the Club Program in your church a reality and sometimes rules can seem unimportant or even like barriers to this effort. However, it is essential for your safety and the safety of our Club Kids that ALL RFK Club rules and policies be followed.

Please review the following:

1. **Allegation of Abuse** – In a situation where an allegation of abuse has been made against a Mentor or Staff member that volunteer will be immediately suspended and the Mentor Director must report the allegation to social services.
2. **Individual Overnight Stays** (not group events supervised by multiple mentors) – RFK has a zero tolerance policy for any individual overnight stays. The Mentor or Staff member must immediately be dismissed from the program and the child reassigned to a different mentor.
  - **Limited Exclusion:** Mentors who provide respite care through a licensed agency outside of RFK must inform the Mentor Director and sign and submit a Respite Care by an Independent Agency Waiver (found in VI Forms Section).
3. **Secluded Mentoring Visit** (private home, etc..) with no second cleared RFK volunteer present – This can be grounds for immediate dismissal and will be reviewed by the Mentor Director for final decision.
4. **1 or More Missing Logs or Chronically Late Logs** – No Mentor should leave Club without turning in the log for the prior 4 weeks of visits. Mentor Director may institute a probation period until logs are submitted and up to date. If this is a chronic issue a mentor may be dismissed from the program.
  - **Probation Period:** Mentor is required to include a second cleared adult on all mentoring appointments.
5. **Supervision Problems:** Significant issues that show a lack of respect of acceptance of the authority for Club rules and leaders can result in immediate dismissal or suspension.



## **PREPARATION FOR HIGH RISK ACTIVITIES**

There are certain activities with children that present higher than ordinary physical risks. Some examples might be: trampoline parks, skate parks, private airfields, ropes courses, etc. Sometimes even a generally low risk setting (like a community pumpkin patch) can include a high risk activity (zip line, etc.). Most of the time, avoiding high risk activity is the best course of action, but if you decide to proceed, here are some guidelines for RFK volunteers:

Before a higher risk activity, the individual Mentor, Mentoring Club Director or Mentoring Club Coordinator needs to research the facility, including:

1. **FACILITY EXPERIENCE** - Check the facility's experience and qualifications or a local reference, particularly for experience in working safely with groups of children.
2. **FACILITY RELEASE** - Obtain release forms (if available) from the facility in advance so that caregivers can review and sign before the planned event.
3. **FACILITY INSURANCE** - Determine if the company operating the activity has insurance that will cover the child as well as RFK and the host church if there is an accident, or if it only covers the facility.

In any event, consult with the Mentoring Club insurance agent regarding your Mentoring Club's risk and coverage.

4. **HIGH RISK ACTIVITY RELEASE** Prepare for caregiver (and or caseworker if required) to review and sign prior to the event.

**CONFER WITH MENTORING CLUB DIRECTOR:** Prior to planning an individual mentoring activity as described above, mentors must confer with the Mentoring Club Director in order to ensure the Mentor's understanding of the requirements above as applied to the planned activity, and to enable sharing of experiences for the benefit of all other mentors.

## **CHILD PROTECTION PLAN (CPP)**

We recognize that we serve a vulnerable population of children who have already been hurt or wounded by others. It is our intention to bless these children and give them many positive life-changing experiences. The following is our outline of attempts to protect the children we serve from others who may mean harm. There are no perfect systems for protecting children, but we believe a multi-layered system of protections with careful, diligent enforcement creates a strong program of protection for kids.

Our language and program materials are designed to:

- Prevent adult volunteers from abusing children during Camp or Mentoring Club times.
- Prevent adults from creating inappropriate relationships in an attempt to groom the children and abusing them after Camp or Mentoring Club activities.
- prevent children from abusing children during Camp or Mentoring Club.

Documents and programs alone will not suffice. Greater diligence, enforcement, and cultural shifts within Camp, Mentoring Club, and the community will be required. Each volunteer must commit to being a part of the over-all protection of kids.

**The following items can be found throughout this and other RFK documents and outline the protective measures in place.**

### Pre Camp / Mentoring Club

4 page application with friend's references

30 Minute interview

Criminal background check

12 hours of initial training, 8 hours annually

### During Camp / Mentoring Club

Strict Safety rules to be followed during Camp and Mentoring Club

Talk, Touch, Territory - 3T's

Child Safe & Secure Orientation – 3R's

360° Supervision – 3W's:

Proper insurance coverage in place

After Camp / Mentoring Club

Follow up restrictions and limitations

Annual Compliance Accountability forms

Regularly updated training of leaders and resource materials provided to local volunteers.

### RFK Child Protection Program Elements

**RFK CPP Poster:** This is a quick reminder poster that can be used at training or placed around the Camp or Mentoring Club to remind all volunteers about the new protections in place.

**Talk, Touch, Territory - 3T's:** This is a specific, but not all-inclusive list of things considered appropriate and inappropriate with children regarding our interaction with them in areas of talk, touch and territory.

**Child Safe & Secure Orientation – 3R's:** This is an orientation that **MUST** be given to each Camper/Mentoring Club Kid so they are aware of their rights and their ability to keep themselves safe. This needs to be given to them in either a lecture format or video format at the beginning of Camp or Mentoring Club. Make it fun and interesting, but also serious. Royal Family KIDS is producing a professional video to be completed before the summer season. Your adult Counselors, Mentors and Staff must also be trained on and made aware of this orientation to the children regarding the **3R's, Recognize, Resist, Report**.

**360° Supervision – 3W's:** This is a training program to be given to each volunteer to emphasize that every volunteer at Camp and Mentoring Club is an essential part of the protection plan. Every volunteer is either a primary or secondary supervisor, and everyone must be willing to speak up if they see something inappropriate or questionable. Many offenders have gotten away with abuse for years because good people saw something, but didn't feel as if they had the authority or the obligation to say something.

In an effort to help volunteers remember these new programs, we have created a yellow **360° SuperVision** wristband. The wristband is to: Remind, give Authority and require Obligation for all volunteers. There is no requirement to purchase the wristbands, they are simply an option. Please find some method of helping the volunteers understand that they have the authority to speak up. A wristband, or a strip of yellow cloth or a poster may simply make it easier for a volunteer to speak up and protect kids.

#### Yellow for "Caution"

Yellow wristbands are for 3 critical items:

They **Remind** volunteers of the new protection elements.

They give volunteers **Authority** to ask, question and intervene.

They **Obligate** volunteers to say something, if they see something inappropriate.



## RFK Child Protection Plan - Poster

**3 Ts:** (Review RFK rules, values and Talk, Touch and Territory plan)

**Talk:**                    **What is acceptable talk?**

**Touch:**                **What is acceptable touch?**

**Territory:**            **What are acceptable personal boundaries?**

**3 Rs:** (Review Child Safe and Secure Orientation)

**Recognize:**        **Recognize what is acceptable and unacceptable behavior.**

**Resist:**            **Resist unacceptable behavior.** (You have a right to say “NO” to anything that makes you unsafe or that will hurt you)

**Report:**        **Report what makes you feel unsafe or if rules have been broken.** (Reinforce our reporting protocol. Tell a Counselor or Staff. Tell the Director. Tell a nurse or Social Worker)

**3 Ws:** (Review your role in the 360 degree Supervision)

**Who:**            **Who are they?** (Identify the individuals as you observe them around property)

**Where:**        **Where are they?** (Are they within the scope of where they’re supposed to be and who they’re supposed to be with at that given time?)

**What:**            **What are they doing?** (Are their actions appropriate and within the boundaries of our rules, policies and schedule of activities?)

The following provides a basic, but not all-inclusive list for appropriate/inappropriate conduct with children at Royal Family KIDS. Specific rules, such as **Two Deep**, still apply.

### Talk

<u>Appropriate</u>	<u>Not Appropriate</u>
<ul style="list-style-type: none"> <li>a. verbal praise for specific achievement or behavior</li> <li>b. verbal/written encouragement</li> <li>c. teachable moments</li> <li>d. answering questions</li> <li>e. promoting or discovering life skills</li> </ul>	<ul style="list-style-type: none"> <li>a. compliments or questions relating to physique or body development</li> <li>b. sexual jokes, any sexual innuendoes</li> <li>c. swearing or vulgar language</li> <li>d. verbal harassment, taunting or abuses</li> <li>e. telling/asking about secrets</li> <li>f. sexual coaching or conversation</li> <li>g. letters/notes about “love, desire beauty” etc.</li> </ul>

### Touch

<u>Appropriate</u>	<u>Not Appropriate</u>
<ul style="list-style-type: none"> <li>a. handshakes and high-fives</li> <li>b. girls walking hand-and-hand</li> <li>c. short, side hugs for congratulations or greeting</li> <li>d. arm around the shoulders</li> <li>e. helping with activities or games (showing how to hold a bat, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>a. private back rubs or massages, rub on lotion or sunscreen (spray sunscreen okay)</li> <li>b. touching of private parts (no exceptions!)</li> <li>c. touching a child in anger, disgust, or frustration</li> <li>d. frontal hugs, lap sitting, piggybacks</li> <li>e. sexually touching</li> <li>f. kissing (married couples ok)</li> <li>g. intimate wrestling or tickling</li> <li>h. demeaning humor (snuggies/wedges etc.)</li> </ul>

### Territory

<u>Appropriate</u>	<u>Not Appropriate</u>
<ul style="list-style-type: none"> <li>a. always Two Adults behind doors, down trails, secluded areas, etc.</li> <li>b. one-on-one interactions in public view</li> <li>c. group or public environments</li> </ul>	<ul style="list-style-type: none"> <li>a. favoritism or give personal gifts</li> <li>b. sitting or lying on another person’s bed</li> <li>c. <u>private</u> one-on-one interactions</li> <li>d. behind doors or secluded areas with only one adult</li> <li>e. mooning, streaking, flashing, any purposeful showing of nude private parts*</li> </ul>

**\*Note:** In some States or Counties, purposefully showing nude private body parts to children, may constitute “abuse”, and initiate a report to Social Services and even an arrest!

## Child Safe & Secure Orientation – 3Rs

### Welcome/Goals For the Children:

- We want you to have the greatest time of your life here! A week you will never forget.
- We want you to be safe and have fun.
- Life Changing Experiences – You are going to get to do some of the most fun things in the whole world.
- Relationships – You are surrounded by some of the greatest counselors in the world who care for you.

Part of being safe for the week is for you to remember 3 R's. **Recognize, Resist and Report**

### Recognize

Before we get started, we have to cover the rules to help you have the greatest time of your life. Just like the game of basketball (or other sports), there are rules that we all play by so we can have a safe and enjoyable experience. These rules help us know what we can do and can't do, what is safe and not safe.

1. Modesty (covering your body)
  - Where your bathing suit touches you are private areas, you need to have them covered at ALL times, unless taking a shower. There are NO exceptions.
  - Your body is your own, never show your private areas to any person or touch anyone else's private areas where their bathing suit touches their body.
2. Two Deep
  - To Keep Everyone Safe at all times.....NEVER be alone with anyone! Not with other kids or adults. We have a rule called "Two Deep"; **kids** must always have 2 trained RFK adults with them at all times. Not one, always two!
  - Secrets are not needed for Camp or Mentoring Club! Don't keep secrets and don't ask others to keep secrets
3. Good Touch vs. Bad Touch
  - Appropriate: Feel Safe & Encouraged - (high-fives, short side hugs, arm around shoulders, etc.)

zone, hitting, pushing, sitting on laps, etc.

4. Good Talk vs. Bad Talk

- Good Talk: Always Encourage One Another – Positive, Uplifting, Compliments
- Bad Talk: Making Fun of Others – Negative, Bad Language, Cussing, Disrespectful, Potty Humor, Sexual Jokes

5. Bullying

- Not allowed at Camp or Mentoring Club. If someone asks you to stop...you MUST stop.
- If you ever feel like someone is picking on you or being mean to you...report it immediately.

6. Your Territory or Your Space

- Your Space - Your Stuff - Your Bed. At camp, kids keep out of other kids' suitcases, sleeping bags, etc. Occasionally an adult may need to inspect your bags. Your bed is yours alone! Nobody, no child or adult, is ever allowed on another person's bed!

7. Off-site Communication

- This week we will build great relationships together. When camp is over, we can only connect with you with the approval of your Social Worker and/or Guardian. That may be through our Mentoring Club program, or at the church. We may see you at a school or store or sports event. We cannot be Facebook friends or email each other or call each other.



### Resisting

You should NEVER feel unsafe here. If you ever feel unsafe, or if someone is trying to hurt you, you can call for help from someone nearby. Remember the Two Deep rule means, there is always someone nearby. This is a place where you should always feel safe and encouraged.

### Reporting

If you EVER feel unsafe or one of the rules we talked about has been broken, you need to tell someone right away. You can do any of these four things:

1. Tell a Counselor, Mentor or Staff person...so we can help you
2. Tell the Camp or Mentoring Club Director
3. Tell a Nurse in the Health Center
4. Tell your Social Worker

**The 3 things you can do to help make sure you have a great time are to:**

1. **Recognize** the basic rules and boundaries
2. **Resist** anyone trying to hurt you
3. **Report** a camper or adult breaking the rules



The rules are an important way to make sure

we all have a great time at Camp or Mentoring Club. **360° SuperVision – 3Ws**

**THE GOAL** - to establish a network of monitoring and supervision with which to detect peer-to-peer and adult-to-child grooming and abusive behavior before the actions occur.

**“360 DEGREE SUPERVISION THEORY”**- is a system of rules and principals to monitor the interaction of individuals in accordance with our organization’s goals and rules on the basis of 3 indicators: **Who, Where, What**. The Camp/Mentoring Club Director **cannot be the only**

**person(s) watching** for compliance and enforcing the rules for the safety of the kids! Everyone **MUST** be a part of the protection plan to keep kids and adults safe. The Directors attention will be on many things. To have full protection, everyone must have two eyes watching and supervising.

### YOUR ROLES

#### Step 1 Primary or Secondary Supervision

While serving as a volunteer you will be asked to supervise in one of two capacities at **ALL** times:

- **Primary Supervision:** ANYONE who assumes a role with direct supervision or control of any individual or group. (i.e. Counselor, Breakfast Club, Coach, Reserve Counselor, etc.)
- **Secondary Supervision:** ANY staff/volunteer personnel on property who are not in direct supervision or control of any individual or group.

*Primary  
Supervision with  
direct control over  
the children*



*Secondary Supervision  
(Staff person notices a child alone)*



#### Step 2 Reads

1. **Who** ..... are they?
2. **Where** ..... are they?
3. **What** ..... are they doing?

At **ALL times** and in any given circumstance you are asked to make 3 visual “reads” on interaction in adherence to Camp and Mentoring Club rules.

**Who are they?**

(What is their current role?)

- Is it a Counselor, Mentor or Staff person?
- Is it two kids?
- Is it a facility employee, Janitor, Maintenance person?
- Is it another group or visitor on property?

### **Where are they?**

(Where are they located when you observe them?)

- Walking into the woods
- Going into a restroom unattended
- In a building or room not in use at that particular time....?

### **What are they doing?**

(What activities are they engaged in when you observe them?)

- Playing one-on-one at the gym
- Taking a shower in the same shower stall
- Sitting and talking outside.....?

### **Step 3 Assess: Compliance with rules or general safety conditions**

If you see something completely inappropriate, like a Counselor and camper in the woods alone, for the safety of the child you must say something. Just remind the Counselor of the Two Deep rule and verify that they are moving back to the group. Maybe, the buddy Counselor is simply out of sight and trying to catch up. The Counselor would simply inform you, you verify, and everyone is safe. Remember, you become the Two Deep until it is verified with someone else. Maybe the Counselor simply forgot, now you have reminded them. Maybe you have stopped a major problem.

For the safety of each child, the adults and the organization, we must have **all** volunteers become secondary supervisors who must take action and speak up. We're not looking for tattle tales or informants; we are trying to encourage volunteers to realize that it is **everyone's job** to protect children in our care. You do not need to accuse anyone of anything; in fact, it's better if you don't accuse people of things. However, if you see a blatant violation, speak up! If you see something questionable and you're not sure, mention it to someone. Too many abusers have

gotten away with hurting children for years when plenty of people saw or heard something, but didn't have the courage to say something.

**"360 DEGREE SUPERVISION THEORY"** is having everyone do their part to protect kids, remind volunteers of what is right, and how we have to operate as a team of caring adults. This will help to deter and detect those who intend to harm kids. Each volunteer has the **authority** and the **obligation** to speak up!

## Mandatory Reporting of Abuse

Although laws in each state differ, Royal Family KIDS volunteers are almost always considered Mandated Reporters. That means if “new” abuse is encountered, observed or knowledge that “new” abuse or neglect has occurred; volunteers must report it to the proper authorities. Each RFK Camp or Mentoring Club have contacts within the local Social Service agencies and **MUST** follow Local County or State reporting procedures.

If a RFK volunteer believes previously unreported abuse or neglect has occurred, the **laws make it very clear** that it is **not the volunteer’s responsibility** to do an **investigation**; it is simply the volunteer’s responsibility to report the situation and let the “trained professionals” do the investigation.

However, it is the volunteer’s responsibility to **clarify** what was said or observed before making a report. Although it’s better to err on the side of safety for the child, not everything that is observed or heard is reportable.

Example 1. If a child says, “my dad pushed me down and broke my arm,” that initially sounds like an abusive situation, but if we **clarified the statement** with the child, we might find out that they were playing touch football, and the Dad tagged his son causing an accidental fall, which broke his arm. Always clarify with open-ended questions.

Example 2. If a volunteer sees a significant bruise, that could be an indicator of abuse, but with a few open-ended questions to clarify what is seen, the volunteer may discover that the child had a reasonable story for the bruise.

It’s not an **investigation**; it is simply a **clarification** of what was said or done. Always clarify with open-ended questions.

### What must be reported?

“The circumstances under which a mandatory reporter must make a report vary from State to State. Typically, a report must be made when the reporter, in his or her official capacity, **suspects or has reason to believe that a child has been abused or neglected**. Another standard frequently used is when the reporter has **knowledge of, or observes a child being subjected to, conditions that would reasonably result in harm to the child.**” (<https://www.childwelfare.gov/pubPDFs/manda.pdf>)

### Report Procedure

RFK volunteers must report any such incidents that meet the above definition, or any other definitions provided by the local county. It is **usually best** to report incidents to the local RFK Director / Social Worker or leadership team to get further clarification. Occasionally, these

individuals have already met with local Social Workers and may already know of reported abuses that the volunteer does not know about, or they may know about the best procedure for reporting within that County or State system. The Reporting person, the RFK Director and/or Social Worker, must then make the critical decision whether the information is enough to report to Social Services.

If an incident occurs at Camp or Mentoring Club, it may be necessary to call local law enforcement, which does meet the definition of “reporting”.

**Each County and State will have its own procedures, processes and phone numbers for initiating a call.** Some calls will require an investigation, and some calls will not merit any further action. Local Social Workers may already be aware of the abuse or may need to take further action with the alleged child or siblings.

#### Bypass Reporting

Reporting is almost always best to be done in conjunction with the local Camp or Mentoring Club leadership. It is possible that a RFK volunteer might believe that the RFK Director or someone on the leadership team may not support reporting of such information, or that the RFK Director or someone on the leadership team may be alleged by the child to be an abuser. Under this rare occasion, that volunteer may report directly to the County or State bypassing the leadership team. The National Child Abuse Hotline may also be used, but only if local contact numbers cannot be found. In addition, some States or Counties may **require the individual to report directly to the authorities before or apart from** the leadership team (possibly Oklahoma, Pennsylvania or others).

The local County or State may have its own forms that need to be completed as well. Any paperwork should be copied and kept in **strict confidence** in the local Camp / Mentoring Club file. A report of the incident must be made to the RFK National office **excluding the names of the child and the accused**. The child’s name is kept confidential, possibly forever; and the adult’s name may remain confidential until a court case is opened.

#### Reporting Within The Program

If a child alleges being abused or having inappropriate contact with someone **AT the Camp, Mentoring Club** or by a **Mentor**, the alleging child must immediately be removed from the alleged abuser, whether it is another child or an adult.

While the allegation is being clarified with open-ended questions, additional volunteers will ensure that the alleged victim and the alleged abuser, child or adult, are fully supervised.

If a report of abuse is given to Social Services based on the allegation, the alleged abuser, child or adult, must be removed from all other children in the program until authorities give further direction.

**Reporting Abuse**First Choice:

The best, most expedient way to report abuse is to **call the Local County or State phone number for reporting abuse**. This number should be obtained through the local Social Services before Camp or Mentoring Club begins. If not, a national number is provided below.

**LOCAL Number:**Second Choice:

Childhelp National Child Abuse Hotline **1-800-4-A-CHILD (1-800-422-4453)**.  
Childhelp serves the United States, its territories, and Canada.

When making a report, the operator will probably require the following information:

- a. Name of child
- b. Name of parents / guardians
- c. Name of alleged abuser, if known
- d. Where child can be located / address
- e. Facts of alleged abuse
- f. Is the child in immediate danger?
- g. Did you or anyone else witness the abuse?

## Understanding the Royal Family KIDS Policy

**For the protection and safety of the children we serve,** it is Royal Family KIDS policy that once an adult volunteer builds a relationship with a child through Camp and Mentoring Club, the relationship ceases on the last day of Camp or Mentoring Club.

1. "Grooming" a child, as a pedophile does over a period of time, could begin at Camp and continue after Camp or into Mentoring Club, if the relationship is permitted without sufficient supervision and accountability. This extends the church's liability and RFK's liability. Any extended relationship under the auspices of RFK is discouraged.
2. Due to the complexity of the Social Services System, future contact with the children is very difficult to maintain and a broken relationship is much more harmful to a foster child than no extended relationship at all.
3. Counselors and Staff should make **no promises** of continued written or phone contact with the children after Camp. Social Media contact between RFK volunteers and Campers or Mentoring Club Kids is strictly prohibited under the RFK Rules and Policies. It is for the protection of the children and the RFK volunteer that social media is restricted.
4. Some of the children have court orders describing whom they can be in contact with, and keeping their locations confidential. No matter what the child tells the Counselor or Staff member, the existence of these court orders must be acknowledged and adhered to. RFK volunteers may not always have the full story on every Child's situation.

### **Limited Exceptions to Relationships Outside the Boundaries of Camp and Mentoring Club**

#### **CAMP**

For Camps who do not have an active Mentoring Club there is opportunity to see and serve the children from Camp at other times of the year. If a Director chooses to host an event or a volunteer desires to pursue a relationship with a camper (Post Camp) the following guidelines must be adhered to:

**All correspondence with Social Workers or Caregivers is to be initiated by the Camp Director Only. Camp volunteers are not permitted to contact Social Workers or Caregivers until given permission to do so by the Camp Director.**



### Special Event

Example: Christmas Party

1. Social Services, Caregiver and local RFK Directors knowledge and approval.
2. Verification of sufficient supervision, accountability, and if necessary, insurance coverage for a special event.
3. Clarity that the event is not an RFK sponsored event but rather a church hosted event. Invites and promotional materials may not contain RFK logo or language.

### Continued Relationship with Camper

RFK volunteers who want to continue a relationship with the child outside of any RFK program, are to go through the County and become a “County Volunteer” covered under the County’s insurance program and under the County’s Supervision. That volunteer must also make it clear that they are no longer serving as a Royal Family KIDS volunteer until such time as the Camp or Mentoring Club comes around again.

Any RFK Camp volunteers wishing to have additional visitation or experiences with a child should have a written letter acknowledging their volunteer status with the County and should be signed by the following:

1. County Social Services Department or assigned Social Worker.
2. RFK Camp Director.
3. Child’s Caregiver.

**Director Discretion is Advised:** Camp Directors should prayerfully and carefully consider the volunteer and child before moving forward with a camper/volunteer relationship. Again, foster children’s lives are filled with people who don’t keep their promises. The Director should be certain the volunteer understands the damage done to a child when a promise is not kept or the relationship does not succeed. Proceed cautiously.

### Mentoring Club

The RFK Mentoring Club spans 9 months of the school year and allows for volunteers who are a part of the Mentoring Club Staff or Mentors to spend time with the children enrolled in Mentoring Club. Christmas parties and special events are a natural occurrence within the Mentoring Club. Mentoring Club rules and policies apply during the Mentoring Club months.

RFK Mentoring Club Staff and Mentors are not permitted to meet with Mentoring Club Kids once the last Mentoring Club meeting has taken place. Mentoring Club has a start and end date to allow mentors the option of not continuing the mentoring relationship and also gives the Mentor Director a small break from supervising the relationship before the next Mentoring Club year begins.

However, due to some of the bonds made through mentoring, volunteers sometimes desire to continue the relationship after Mentoring Club has ended. The following guidelines must be adhered to when a continuing relationship is desired:

1. Mentoring Club Director must approve and give written permission for the relationship to continue.
2. Mentoring Club Kid's Social Worker and Caregiver must also provide written permission to continue the relationship.
3. Clarity, through a written letter, that the relationship is not under the Royal Family KIDS umbrella and will not be supervised by any RFK leader.

### **Organic Circumstances for Continued Relationships**

Sometimes a camper will come into an RFK volunteer's life through organic circumstances. Here are some examples:

- Camper begins attending volunteers home church and RFK volunteer is a Sunday school teacher or youth volunteer
- Camper signs up for a sports team and RFK volunteer is a coach or parent on the team
- Camper attends the same school as RFK volunteer's children

These are just a few examples and there are many ways a volunteer may end up regularly seeing a camper. You are serving the children in your community so this is only natural! When volunteering at church or school or on a sports team, etc... the volunteer is under the supervision of that organization and is covered by the organization's insurance. Therefore, these types of relationships are acceptable and clearly outside the boundaries of Royal Family KIDS.

**Volunteers should clearly understand that the RFK programs are designed to be impactful in the lives of the children over the course of the "limited time" that we have with them. We are but one of the "building blocks" in their lives. We have planted the seeds and we must allow others to continue the process that God ultimately has for their lives. RFK volunteers should trust that God will continue the good work He has begun in them.**