



DIOCESE OF
EAST TENNESSEE

SAFE CHURCH SAFE COMMUNITIES

GUIDEBOOK FOR PARISHIONERS



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Welcome

Welcome to the Diocese of East Tennessee Safe Church Safe Communities Guidebook for Parishioners. Participating in this process helps us foster communities that reflect our values. This document is a tool to help you navigate the process. It contains condensed information specifically targeted toward our parishes.

This is not a copy of the Diocesan Policies and Procedures, those must be read separately and signed as part of your training.

If you encounter trouble or have questions, contact your parish office or Parish Safe Church Coordinator. Copies of complete policies and procedures can be found at your parish or at dioet.org/safe-church.

Steps for Safe Church Compliance



Frequently Asked Questions

Who is required to go through training?

Anyone who serves in our churches, schools, or camps as a volunteer or paid worker. This includes but is not limited to clergy, youth and children's ministers, vestry members, key holders, lay leaders, all paid church staff, and summer/day camp workers/volunteers.

How long does the training take?

Safe Church, Safe Communities training ranges from 2 to 3.5 hours, depending on which courses are required for your role.

How often do I need to do this?

Training must be completed every three years and screening checks must be renewed every five years.

How do I get an online account?

Each parish should have someone who serves as the "Parish Safe Church Coordinator." This person will either create your account for you or share a code with you so you can create your own account.

Screening and Training Requirements

Screening Requirements

Dioceses, congregations, and other organizations are required to screen clergy and all persons hired as employees or accepted as volunteers including those who regularly supervise children or youth activities, future clergy, postulants, and those who have access or keys to church buildings. For some positions, screening consists only of a Public Records Check. For other positions there are additional screening requirements of a written application, interview, and reference verification.

A Department of Motor Vehicles (DMV) records check is needed if transporting children, youth, and vulnerable adults as part of, or an extension of, ministry of the church or for church-sponsored events.

A Credit Check is required for those with check signing authority.

Public Record Checks are submitted by the Parish Safe Church Coordinator. If you have questions please contact the church office.

CRIMINAL BACKGROUND	All ministries*
SEXUAL OFFENDER	All ministries
DMV CHECK	Any person transporting children, youth or vulnerable adults
CREDIT CHECK	Anyone with check signing authority

*if children/youth workers are serving fewer than 3 times a year, the only public record check required is the Sexual Offender Registry Check

Screening and Training Requirements

Training Requirements

Training fosters a culture of safety and inclusion for all people and covers a broad overview of issues of vulnerability, power, and healthy boundaries.

Training is divided into different courses to enable learners to complete the training either in increments or all at once. Different roles require different levels of training. Course requirement checklists for each category are included on later pages of this document. For more detailed information on ministries that fall under each category please refer to the official policies and procedures.

Training is completed in partnership with Praesidium Academy and should be renewed every three years. Parish Safe Church Coordinators oversee accounts and maintain records that are reported to the diocese. If you are having trouble with your account contact your church office first.

If you find the content to be triggering at any time, please contact your mental health provider or your parish for resources.

Screening and Training Requirements

What Category Am I In?

If you have ministries under multiple categories, please defer to the earlier category.

Category A

Clergy and Retired Clergy
Postulants and Seminarians
Eucharistic Visitors
Stephen Ministers
Small Group Leaders

Category B

Vestry Members
Wardens
Treasurer
Convention Delegates
All Paid Church Staff

Category C

Schools

Category D

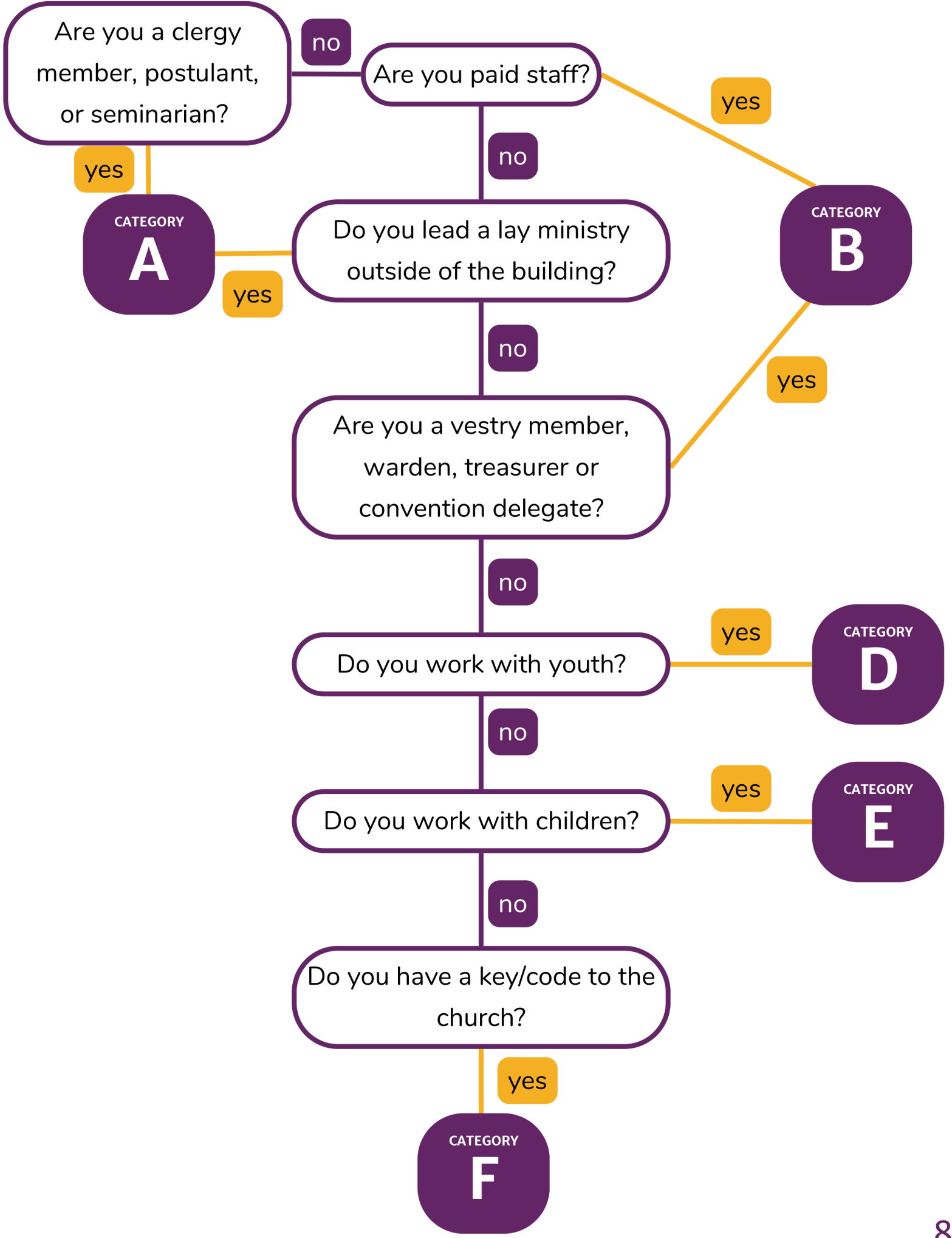
Youth Minister
Youth Choir Leaders
Youth Sunday School
Acolyte Leaders
VBS Volunteers
Overnight Helpers

Category E

Children's Choir Leaders
Children's Sunday School
Nursery Workers
Parent Helpers
Youth Helping with Children

Category F

Building Key Holders (i.e. Altar Guild, Building Hosts, Renters)
Unpaid Staff



Screening and Training Requirements

How long Does it Take?

Safe Church, Safe Communities training ranges from 2 to 3.5 hours, depending on which courses are required for your role. The training is broken into multiple modules, so users are able to take only the courses needed for their role. This also allows you to complete the training in stages, to accommodate your schedule.

Category	Number of Modules	Total Time of Training
A	11	3.5 hours
B	10	3.4 hours
C	10	3 hours
D	9	2.75 hours
E	8	2.25 hours
F	7	2 hours

Praesidium Academy

Create an Account With Email

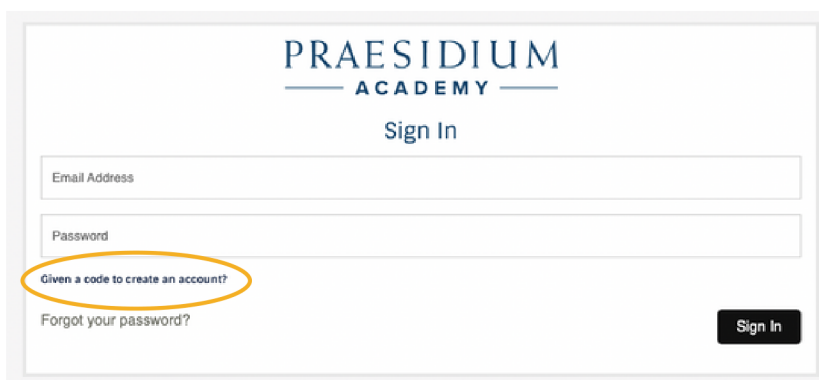
Use if the Parish Safe Church Coordinator has created an account for you.

1. Look for an invite email from Praesidium Academy. Be sure to check your spam/junk folder if you are having trouble finding it.
2. Follow the instructions to log in and get started.

Create an Account With Code

Use if you have been given a code from your parish.

1. Visit www.praesidiumacademy.com/learn
2. Click "Given a code to create an account?"
3. Parishioner will enter their personal information and click the green "Validate" Button
4. Parishioner will check the "Agree to Terms and Conditions" box and click the blue "Register" button
5. Parishioner will fill out a short questionnaire about their role in the church.
6. Parishioner will be taken to the "My Learning" page and can begin their courses.

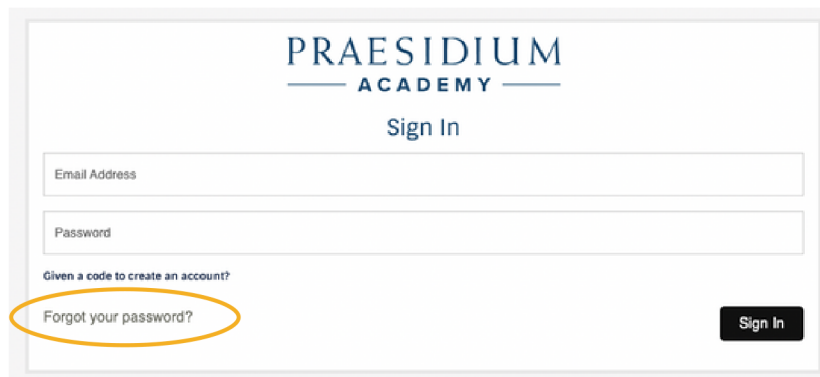


Forgot Password

Each user can reset their password on their own, or ask for assistance from their Parish Safe Church Coordinator.

INDIVIDUAL USER RESET

1. Instruct user to visit www.praesidiumacademy.com/learn.
3. Click "Forgot your password?"
4. Walk through the steps to reset password.



Praesidium Academy

Finding Courses

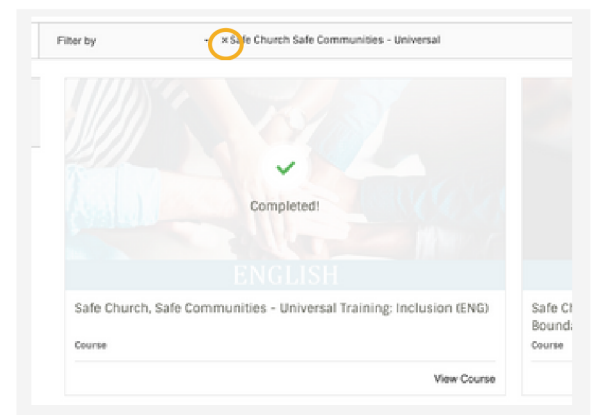
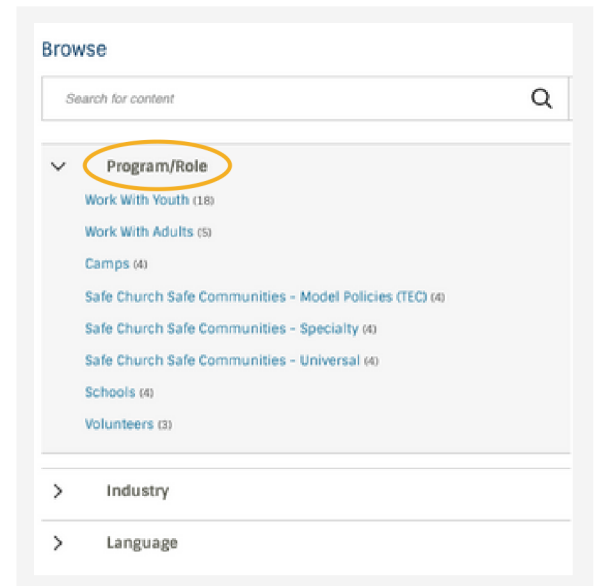
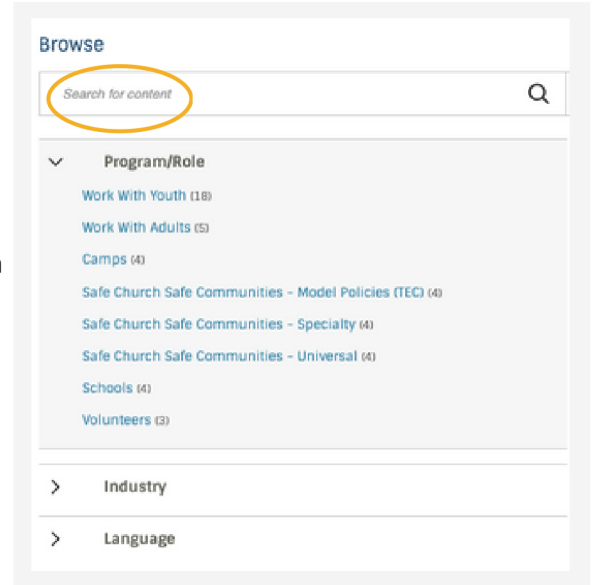
When you log in, you should only be able to see the courses that have been approved by the diocese. If you would like to search for a specific course there are a couple of ways to find them:

SEARCH BAR

1. Log into user account at www.praesidiumacademy.com/learn
2. Scroll down past the "My Learning" block and locate the Search bar under "Browse"
3. Search for a key word (i.e. rules, harassment, abuse)
4. The search should result in the course you are looking for showing up just on the right side of the search menu.

SELECTING A PROGRAM/ROLE TYPE

1. Log into your user account.
2. Scroll down past the "My Learning" block and locate the "Program/Role" menu under the search bar. The courses are broken down into two sections: "Safe Church Safe Communities - Universal" and "Safe Church Safe Communities - Specialty."
3. Click one of these options and complete the courses required by the diocese.
4. To view the other option, click the "X" in the filter menu. All courses and menu options will re-appear.



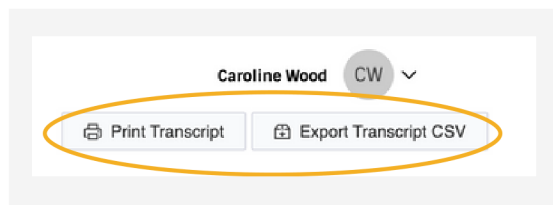
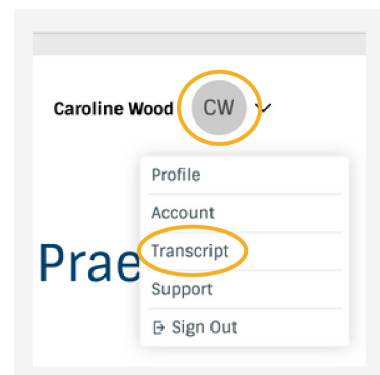
Praesidium Academy

Print/Save Transcript

Each user can print their transcript on their own.

INDIVIDUAL USER PRINT TRANSCRIPT

1. Log into user account at www.praesidiumacademy.com/learn
2. In the top right hand corner, click your initials.
3. A drop down menu should appear. Click "Transcript"
4. On your Transcript page, there is an option on the right hand side under your initials to "Print Transcript" or "Export Transcript CSV."
4. Click the option you want and follow your computer's prompt to print or export.



Need Praesidium Help?

If you are having trouble with your account, contact your Parish Safe Church Coordinator. They have tools to help, and can submit a support ticket if needed.

Content Advisory

Some of the content in these courses may be difficult to process; however, it is important for understanding the full impact of the problem and risk of sexual abuse. If this content is triggering, please reach out to your mental health provider or to your parish for resources.



SAFE CHURCH COURSES

CATEGORY A

- Policies: Episcopal Diocese of East Tennessee**
- Introduction and Theological Background**
- Organizational Rules and Policies**
- Healthy Boundaries**
- Power and Relationships**
- Abuse and Neglect**
- Inclusion**
- Pastoral Relationships**
- Preventing Sexual Harassment for Managers and Supervisors**
- Bullying**
- Duty to Report: Mandated Reporter**

ONCE YOU HAVE FINISHED ALL OF YOUR COURSES, PLEASE SHARE YOUR TRANSCRIPT WITH YOUR SAFE CHURCH COORDINATOR.



SAFE CHURCH COURSES

CATEGORY B

- Policies: Episcopal Diocese of East Tennessee**
- Introduction and Theological Background**
- Organizational Rules and Policies**
- Healthy Boundaries**
- Power and Relationships**
- Inclusion**
- Pastoral Relationships**
- Preventing Sexual Harassment for Managers and Supervisors**
- Bullying**
- Duty to Report: Mandated Reporter**

ONCE YOU HAVE FINISHED ALL OF YOUR COURSES, PLEASE SHARE YOUR TRANSCRIPT WITH YOUR SAFE CHURCH COORDINATOR.

ON PRAESIDIUM, GO TO THE TOP RIGHT HAND CORNER AND CLICK ON YOUR INITIALS. A DROP DOWN MENU APPEARS; CLICK "TRANSCRIPT." THEN CLICK "PRINT TRANSCRIPT."



SAFE CHURCH COURSES

CATEGORY C

- Policies: Episcopal Diocese of East Tennessee**
- Introduction and Theological Background**
- Organizational Rules and Policies**
- Healthy Boundaries**
- Abuse and Neglect**
- Inclusion**
- Pastoral Relationships**
- Preventing Sexual Harassment for Workers**
- Bullying**
- Duty to Report: Mandated Reporter**

ONCE YOU HAVE FINISHED ALL OF YOUR COURSES, PLEASE SHARE YOUR TRANSCRIPT WITH YOUR SAFE CHURCH COORDINATOR.

ON PRAESIDIUM, GO TO THE TOP RIGHT HAND CORNER AND CLICK ON YOUR INITIALS. A DROP DOWN MENU APPEARS; CLICK "TRANSCRIPT." THEN CLICK "PRINT TRANSCRIPT."



SAFE CHURCH COURSES

CATEGORY D

- Policies: Episcopal Diocese of East Tennessee**
- Introduction and Theological Background**
- Organizational Rules and Policies**
- Healthy Boundaries**
- Abuse and Neglect**
- Inclusion**
- Pastoral Relationships**
- Bullying**
- Duty to Report: Mandated Reporter**

ONCE YOU HAVE FINISHED ALL OF YOUR COURSES, PLEASE SHARE YOUR TRANSCRIPT WITH YOUR SAFE CHURCH COORDINATOR.

ON PRAESIDIUM, GO TO THE TOP RIGHT HAND CORNER AND CLICK ON YOUR INITIALS. A DROP DOWN MENU APPEARS; CLICK "TRANSCRIPT." THEN CLICK "PRINT TRANSCRIPT."



SAFE CHURCH COURSES

CATEGORY E

- Policies: Episcopal Diocese of East Tennessee**
- Introduction and Theological Background**
- Organizational Rules and Policies**
- Healthy Boundaries**
- Abuse and Neglect**
- Inclusion**
- Bullying**
- Duty to Report: Mandated Reporter**

ONCE YOU HAVE FINISHED ALL OF YOUR COURSES, PLEASE SHARE YOUR TRANSCRIPT WITH YOUR SAFE CHURCH COORDINATOR.

ON PRAESIDIUM, GO TO THE TOP RIGHT HAND CORNER AND CLICK ON YOUR INITIALS. A DROP DOWN MENU APPEARS; CLICK "TRANSCRIPT." THEN CLICK "PRINT TRANSCRIPT."



SAFE CHURCH COURSES

CATEGORY F

- Policies: Episcopal Diocese of East Tennessee**
- Introduction and Theological Background**
- Organizational Rules and Policies**
- Healthy Boundaries**
- Inclusion**
- Preventing Sexual Harassment for Workers**
- Duty to Report: Mandated Reporter**

ONCE YOU HAVE FINISHED ALL OF YOUR COURSES, PLEASE SHARE YOUR TRANSCRIPT WITH YOUR SAFE CHURCH COORDINATOR.

ON PRAESIDIUM, GO TO THE TOP RIGHT HAND CORNER AND CLICK ON YOUR INITIALS. A DROP DOWN MENU APPEARS; CLICK "TRANSCRIPT." THEN CLICK "PRINT TRANSCRIPT."

Reporting Abuse or Misconduct

Mandated Reporting

If someone suspects sexual abuse of a minor or vulnerable adult, please call the authorities immediately.

TENNESSEE

Children and Youth

Call 877-237-0004 or visit the Tennessee Department of Children's Services website, <https://www.tn.gov/content/tn/dcs/program-areas/child-safety/reporting/child-abuse.html>, to report abuse or neglect. Reports also can be made online at: <https://apps.tn.gov/carat/>

Vulnerable Adults

The duty to report abuse, neglect, sexual exploitation or financial exploitation may be found at TCA §39-15-509 and TCA §71-6-103. The exploitation, neglect, abuse of elderly or vulnerable adults are criminal offenses in Tennessee.

GEORGIA

Children and Youth

Calls are taken 24 hours a day by calling 1-855-422-4453. For further information as to Georgia law and procedures, visit <https://dfcs.georgia.gov> and <https://dfcs.georgia.gov/services/child-abuse-neglect>

Vulnerable Adults

Reporting of suspected abuse, neglect or exploitation is mandatory. See <https://aging.georgia.gov/report-elder-abuse/adult-protective-services-aps>. Reports may be made by phone call to 1-866-55AGING (1-866-552-4464) or online.

Reporting Abuse and Misconduct

Diocesan Contacts and Intake Officers

FOR REPORTING ISSUES WITHIN THE CHURCH:

The Ecclesial Authority is the Bishop.

Bishop Brian Cole
865-966-2110 (Diocesan House)
bcole@dioet.org

In the absence of the bishop, the ecclesial authority is the President of the Standing Committee. Please contact the Diocesan Office for their information.

FOR REPORTING CLERGY MISCONDUCT (INTAKE OFFICERS):

By phone call:

The Rev. Canon Michelle Warriner Bolt
865-346-4004

By email:

The Rev. Canon Michelle Warriner Bolt, Knoxville, TN
intakeofficer@dioet.org or intakeofficerknoxville@dioet.org

The Rev. L. Gordon Brewer, Kingsport, TN
intakeofficerkingsport@dioet.org

The Rev. Dr. William McGee, Hixson, TN
intakeofficerhixson@dioet.org

Ms. Laura Beasley, Athens, TN
intakeofficerathens@dioet.org

Please note: While the Intake Officers are noted by location, you may submit a complaint to any of the officers. General regional information is provided in the event that a meeting in person may be preferred. All Intake Officers are equally trained and equipped, and Canon Bolt coordinates and may assign officers depending upon case load or other factors.

By writing:

Intake Officer (you may add a name from the above)
c/o The Diocese of East Tennessee
814 Episcopal School Way
Knoxville, TN 37932

Has the situation occurred previously? Attach additional sheets, if needed.

What action was taken? How was the situation handled, who was involved, who was questioned, were the police called? Attach additional sheets, if needed.

What is the follow-up plan? Does anyone else need to be notified? Will the situation need monitoring? Would you like someone to call you to discuss the situation? Attach additional sheets, if needed.

Submitted by (please print): _____

Phone Number: _____

Home Address: _____

Parish, City, State: _____

Signature: _____

Date: ____/____/____

Please mail this document to:
Diocese of East Tennessee
c/o Intake Officer
814 Episcopal School Way
Knoxville, TN 37932

Reviewed By (For Office Use Only): _____