



KIDS IN MOTION

CHILD PROTECTION, SAFETY & WELLNESS POLICY

MOTION CHURCH

Madison, Alabama

LOVE GOD. LOVE PEOPLE. MOVE PEOPLE TOWARD JESUS.

No Perfect Kids. Just Kids Moving Forward.

Discipleship is Motion. | Refuse to Settle.

1. OUR VISION & MISSION

Jesus said:

“Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these.”

— Mark 10:14

At Kids in Motion, we believe every child is created in the image of God, deeply loved by God, and valuable to the Kingdom of God.

Kids in Motion is not a separate ministry with a separate mission. We are part of the branded house of Motion Church, and therefore our mission is the mission of Motion Church:

**LOVE GOD.
LOVE PEOPLE.
MOVE PEOPLE TOWARD JESUS.**

Kids in Motion exists to partner with parents and caregivers to help children know Jesus, understand their God-given identity, build a biblical foundation, and learn what it means to follow Jesus in everyday life.

We want to see children growing to become holy, whole, and healthy followers of Jesus.

We believe children are not simply the church of tomorrow. They are an important part of the church today.

Our responsibility is to create environments where children can experience the love of Jesus through biblical teaching, worship, prayer, relationships, games, activities, and leaders who genuinely care for them.

We don't simply want children who know Bible stories. We want to help families raise disciples of Jesus.

**NO PERFECT KIDS.
JUST KIDS MOVING FORWARD.**

2. OUR COMMITMENT TO CHILD SAFETY

Motion Church recognizes the tremendous responsibility families give us when they entrust their children to Kids in Motion.

Providing a safe environment is one of the ways we love children and families well.

Therefore, Motion Church is committed to maintaining ministry environments that are safe, secure, loving, fun, and Jesus-centered.

The protection of a child will always take priority over convenience, staffing needs, personal relationships, reputation, or ministry position.

This policy applies to all Motion Church pastors, employees, Kids in Motion leaders, adult volunteers, student volunteers, contractors when applicable, and any other person authorized to supervise or interact with children through Motion Church.

3. WHO IS CONSIDERED A CHILD?

For the purposes of this policy, Motion Church will treat any person under the age applicable to Alabama child-protection law as a minor requiring appropriate safeguards.

Kids in Motion primarily serves children from infancy through elementary age, but the child-protection principles contained in this policy apply to all minors participating in Motion Church ministries.

4. CHILD ABUSE & NEGLECT

Motion Church takes every reasonable suspicion, allegation, disclosure, or indicator of child abuse or neglect seriously. Abuse can occur in many forms.

Sexual Abuse

Sexual abuse includes inappropriate sexual contact, sexual exploitation, exposure of a child to sexual activity or material, sexually inappropriate communication, grooming, or other sexual behavior involving a child. Sexual interaction between an adult and a child is never appropriate.

Physical Abuse

Physical abuse includes non-accidental physical injury or actions that create an unreasonable risk of physical harm. Examples may include hitting, punching, kicking, biting, shaking, burning, throwing, or otherwise intentionally injuring a child.

Emotional Abuse

Emotional abuse can include repeated behavior that communicates to a child that they are worthless, unloved, unwanted, unsafe, or valuable only when meeting another person's needs. Examples may include severe humiliation, intimidation, threats, degrading language, manipulation, bullying, or persistent belittling.

Neglect

Neglect may include a failure by a responsible caregiver to provide appropriate supervision, food, shelter, clothing, medical care, protection, or other basic necessities in circumstances that place a child at risk.

Spiritual Abuse

Spiritual abuse occurs when spiritual authority, Scripture, religious teaching, or a ministry position is used to manipulate, control, shame, threaten, exploit, or harm a child. The Bible and spiritual authority must never be used as tools to excuse abusive behavior.

Grooming & Boundary Violations

Grooming refers to behaviors intended to establish inappropriate trust, secrecy, access, control, or emotional dependence with a child for exploitative purposes. Kids in Motion workers should report concerning patterns or boundary violations even when they are uncertain whether abuse has occurred.

5. RECOGNIZING POSSIBLE ABUSE OR NEGLECT

Kids in Motion workers should remain attentive to changes in a child's behavior, physical condition, emotional well-being, relationships, or interactions that may indicate a safety concern.

- Unexplained or repeated injuries
- Sudden behavioral changes
- Extreme fear or anxiety
- Unusual withdrawal
- Fear of a particular person or of going home
- Age-inappropriate sexual behavior or knowledge
- Persistent aggression
- Significant changes in mood
- Frequent hunger or hoarding food
- Inadequate clothing
- Poor hygiene
- Untreated injuries or medical concerns
- Inadequate supervision
- Statements by a child indicating possible abuse
- Concerning interactions between a child and an adult
- Grooming or secrecy

The presence of one indicator does not necessarily prove abuse. Kids in Motion workers are not investigators. Our responsibility is to recognize concerns, protect the child, document appropriately, and follow reporting requirements.

6. KIDS IN MOTION VOLUNTEER SCREENING

Serving children is a privilege and carries significant responsibility. Expressing interest in Kids in Motion does not automatically qualify an individual to serve.

Before an adult regularly serves with children, Motion Church may require:

- A completed volunteer application
- Identity verification
- References
- A conversation or interview with ministry leadership
- Criminal background screening
- Child-safety training
- Kids in Motion orientation
- Review of this policy
- A signed Volunteer Commitment & Policy Acknowledgment

Motion Church reserves the right to approve, restrict, suspend, or deny anyone from serving in Kids in Motion when leadership believes doing so is in the best interest of children or the ministry.

7. BACKGROUND CHECKS

Adult employees and volunteers who regularly serve with minors must successfully complete Motion Church's required background-screening process before serving in an unsupervised or leadership capacity.

Motion Church will periodically renew background checks. As a ministry standard, Motion Church intends to conduct updated background screenings at least every two years, unless leadership, insurance requirements, applicable law, or updated best practices require more frequent screening.

Certain criminal histories or other credible safety concerns may disqualify an individual from serving with minors. Child safety takes priority over an individual's desire to serve in a particular ministry role.

8. VOLUNTEER TRAINING

Every Kids in Motion worker must receive appropriate orientation and training before serving.

- Kids in Motion mission and culture
- Child protection
- Recognizing abuse and neglect
- Grooming awareness
- Appropriate boundaries
- Classroom procedures
- Check-in/check-out
- Bathroom and diaper procedures
- Behavior management
- Emergency procedures
- Incident reporting
- Mandatory reporting responsibilities

Additional training may be required for teachers, classroom leaders, coaches, or ministry leaders. Workers may also be required to participate in periodic refresher training.

9. VOLUNTEER CODE OF CONDUCT

Every Kids in Motion worker is expected to:

- Treat every child with dignity and respect.
- Model Christlike behavior.
- Follow all safety procedures.
- Maintain appropriate physical and emotional boundaries.
- Avoid favoritism and secret relationships.
- Never use physical punishment.
- Never shame, humiliate, threaten, or demean a child.
- Never engage in sexually inappropriate conversation or behavior.
- Never possess, display, or share sexually explicit material with minors.
- Never intentionally isolate themselves with a child in violation of ministry procedures.
- Immediately report safety concerns.
- Cooperate with Kids in Motion leadership regarding safety matters.

Violations may result in immediate removal from service.

10. TWO-ADULT & VISIBILITY STANDARD

Whenever reasonably possible, Kids in Motion will maintain at least two approved workers in children's ministry environments, with at least two approved adults when feasible.

An adult worker should not intentionally place themselves in an isolated situation alone with a child who is not their own.

OBSERVABLE. INTERRUPTIBLE. ACCOUNTABLE.

Doors, windows, room layouts, and ministry procedures should be used to maximize appropriate visibility. If a worker unexpectedly becomes the only adult with a child, the worker should move to an observable location, keep the door open when appropriate, and contact another approved leader as soon as possible.

11. SECURE CHECK-IN & CHECK-OUT

Kids in Motion will maintain a secure check-in and check-out process.

Upon check-in, children and parents/guardians will receive the appropriate identification, security tag, code, or other verification used by Motion Church.

Children will only be released to an authorized parent, guardian, or approved individual who satisfies the established checkout procedure.

Workers should never release a child simply because the child recognizes the individual, the individual says they are related, or the worker personally knows the individual.

When there is uncertainty, the child remains in the care of Kids in Motion until a Kids in Motion leader resolves the situation.

12. KIDS IN MOTION AREA ACCESS

Only authorized children, approved volunteers, staff members, and individuals specifically permitted by Kids in Motion leadership should enter secured children's ministry areas while ministry is taking place.

Parents are always welcome to ask questions, communicate concerns, or request to see the environment, but access will be managed in a manner that protects every child in our care.

13. BATHROOM PROCEDURES

Children capable of independently using the restroom should be encouraged to do so. Children should not be unnecessarily isolated with an adult in a restroom.

When assistance is required:

- Another approved worker should know that assistance is occurring.
- Appropriate visibility should be maintained.
- The worker should provide only the assistance necessary.
- Privacy should be respected while maintaining safety.
- Workers should avoid entering a closed stall with a child whenever reasonably possible.

If assistance exceeds what a volunteer can appropriately provide, the child's parent or guardian should be contacted.

14. DIAPER CHANGES

Diaper changes should occur only in designated changing areas. Whenever reasonably possible, another approved worker should be present or able to clearly observe the diaper-changing area.

Workers must:

- Use appropriate hygiene procedures.
- Wear gloves when required by ministry procedure.
- Sanitize the changing area after use.
- Never leave a child unattended on a changing surface.
- Maintain appropriate visibility and accountability.

Parents may be notified of diaper changes according to Kids in Motion classroom procedures.

15. APPROPRIATE PHYSICAL AFFECTION

Healthy, appropriate affection can communicate encouragement and care. Examples may include high-fives, fist bumps, handshakes, brief side hugs, and age-appropriate comforting.

Physical affection should never be forced. Workers should respect a child's physical boundaries and never require a child to hug or touch another person. Inappropriate touching of any kind is prohibited.

16. BEHAVIOR & DISCIPLINE

Kids in Motion uses positive, age-appropriate correction.

- Redirect behavior.
- Remind children of expectations.
- Separate children when necessary for safety.
- Give a child an appropriate opportunity to calm down while remaining supervised.
- Involve Kids in Motion leadership.
- Contact parents when necessary.

Kids in Motion workers will never use corporal punishment. Hitting, spanking, slapping, humiliating, threatening, or degrading children is prohibited.

If behavior becomes dangerous, highly disruptive, or cannot be safely managed, the child's parent or guardian may be asked to assist or pick up the child. We correct with grace, truth, patience, dignity, and love.

17. CRYING & PARENT CONTACT

We understand that young children may experience separation anxiety. Our volunteers will make reasonable efforts to comfort and settle a child.

If a child remains significantly distressed or inconsolable for approximately 10 minutes, or sooner if circumstances warrant, Kids in Motion may contact the parent or guardian. The goal is not to force a

child to remain in an environment when they need their parent.

18. INJURIES & FIRST AID

Basic first-aid supplies will be reasonably accessible to Kids in Motion leaders.

For minor injuries, appropriate basic first aid may be provided, the child will be comforted and monitored, the parent or guardian will be informed when appropriate, and an Incident Report may be completed.

For significant or potentially life-threatening injuries, emergency medical services should be contacted immediately when appropriate; the parent or guardian and Motion Church leadership should be notified as quickly as possible; and the incident should be documented.

Emergency medical care should never be unnecessarily delayed while attempting to locate a parent.

19. ALLERGIES, MEDICAL CONDITIONS & SPECIAL NEEDS

Parents and guardians are responsible for informing Kids in Motion of relevant allergies, medical conditions, developmental needs, behavioral considerations, accessibility needs, emergency medications, and other information necessary to safely care for their child.

Relevant information should be communicated only to workers who need the information to safely serve the child.

Kids in Motion desires to welcome children of varying abilities and needs. We will work with families to determine reasonable ways to create a safe and meaningful ministry experience.

YOU ARE LOVED. YOU BELONG. GOD CREATED YOU WITH PURPOSE.

20. WELL CHILD POLICY

We care about the health of the whole person. Parents should not check a child into Kids in Motion when the child has a potentially contagious illness or is unable to comfortably participate.

A child may need to remain home or be picked up for symptoms such as:

- Fever
- Vomiting
- Diarrhea
- Significant unexplained rash
- Contagious illness
- Significant or worsening respiratory symptoms
- Eye drainage associated with possible infection
- Other symptoms that create a reasonable health concern

Parents or guardians will be contacted if a child becomes ill while participating in Kids in Motion. Kids in Motion leadership may ask that a child remain home when necessary to protect other children, families, and volunteers.

21. FOOD & ALLERGIES

Food provided in Kids in Motion environments should be managed carefully. Parents should disclose food allergies during registration or check-in.

Workers must follow classroom procedures regarding snacks and food. Children should never be pressured to eat. When a significant allergy is known, reasonable steps should be taken to reduce exposure and communicate the concern to appropriate workers.

22. PHOTOGRAPHY, VIDEO & MEDIA

Motion Church may photograph or record ministry activities according to established parental permissions and church procedures.

Workers must never photograph or record children in bathrooms, during diaper changes, while changing clothes, or in other circumstances where privacy should reasonably be expected.

Personal photographs of children by volunteers should not be taken or distributed outside approved Motion Church procedures. Any known parent or guardian media restrictions must be respected.

23. COMMUNICATION WITH CHILDREN

Communication between adult leaders and children must remain appropriate and transparent. Communication with younger children should ordinarily occur through their parent or guardian.

Adult leaders should not maintain secret electronic communication or hidden relationships with minors. When direct communication with older minors is necessary through another Motion Church ministry, appropriate parents, guardians, leaders, or other approved adults should be included according to ministry procedures.

24. EMERGENCY PROCEDURES

Kids in Motion will establish and train workers on procedures for emergencies that may include fire, severe weather, medical emergency, missing child, unauthorized person, security threat, evacuation, and shelter-in-place situations.

During an emergency, workers should:

- Remain calm.
- Maintain supervision of their assigned children.
- Follow Kids in Motion and facility emergency procedures.
- Bring attendance/check-in information when reasonably possible.
- Move children to the designated safe location.
- Account for every child.
- Keep children together until they can be safely reunited with an authorized parent or guardian.

Children should not simply be released during an evacuation without following appropriate reunification procedures.

25. REPORTING SUSPECTED CHILD ABUSE OR NEGLECT

Motion Church takes suspected child abuse and neglect seriously. A worker does not need to prove that abuse occurred before raising a concern.

Workers should never conduct their own investigation or confront the suspected offender.

If a child discloses possible abuse:

- Remain calm.
- Listen.
- Allow the child to speak in their own words.
- Do not interrogate or repeatedly question the child.
- Do not promise secrecy.
- Tell the child they did the right thing by speaking up.
- Record the child's statements as accurately as possible.
- Protect the child from immediate danger.
- Follow applicable reporting requirements immediately.

Motion Church's internal reporting procedures never replace or delay a person's legal duty to report suspected child abuse or neglect to the appropriate authorities.

When Alabama law requires a report, that report must be made to the appropriate law-enforcement official or the Alabama Department of Human Resources in accordance with applicable law.

The individual making the report should also notify the designated Motion Church leader as soon as reasonably possible after ensuring that any legally required external report is made without delay.

26. MOTION CHURCH RESPONSE PLAN

When Motion Church becomes aware of an allegation or reasonable suspicion involving a Kids in Motion worker, employee, pastor, leader, or volunteer, protecting the child will be the first priority.

Motion Church may immediately remove the accused individual from all contact with minors while the matter is reviewed or investigated. Removal during an investigation is a protective measure and does not itself constitute a determination of guilt.

Motion Church will:

- Take the allegation seriously.
- Protect children from known or reasonably suspected risk.
- Comply with applicable reporting requirements.
- Cooperate appropriately with law enforcement and child-protection authorities.
- Avoid conducting an internal investigation that interferes with an official investigation.
- Maintain appropriate confidentiality.
- Notify the church's insurance carrier and legal counsel when appropriate.
- Provide appropriate pastoral care when doing so does not compromise the investigation or child's safety.

27. RESPONSE TO FAMILIES

When appropriate and legally permissible, parents or guardians should be informed of significant incidents affecting their child.

However, if notifying a particular individual could place the child at additional risk, interfere with an investigation, or conflict with instructions from law enforcement or child-protection authorities, Motion Church will follow the direction of the appropriate authorities.

Motion Church desires to provide compassionate pastoral care to affected children and families while respecting their privacy and choices regarding pastoral involvement.

28. CONFIDENTIALITY

Child-safety concerns, reports, allegations, and investigations must be handled with appropriate confidentiality. Information should only be shared with people who have a legitimate safety, ministry, legal, insurance, or investigative need to know.

Confidentiality must never be used to hide abuse, protect the reputation of Motion Church, protect a leader or volunteer, prevent a legally required report, or pressure a child or family into silence.

29. MEDIA RESPONSE

If a child-safety situation results in media attention, volunteers and staff members should not make independent public statements. Media inquiries should be directed to the person designated by Motion Church leadership.

Any official response should prioritize the protection of children, truthfulness, cooperation with authorities, confidentiality, compassion for those involved, and appropriate legal guidance.

30. COMMUNICATION WITH THE CHURCH

When circumstances make congregational communication necessary, Motion Church leadership will determine the appropriate response in consultation with legal counsel and other appropriate advisors.

Every reasonable effort should be made to protect children and families from unnecessary disclosure of private information. Transparency does not require publicly disclosing information that could harm a child, violate confidentiality, or interfere with an investigation.

31. INCIDENT REPORTING

Significant injuries, behavioral incidents, security concerns, allegations, or unusual events should be documented through a Kids in Motion Incident Report.

Reports should include, when applicable:

- Child's name
- Date
- Time
- Location
- Individuals involved

- Witnesses
- Objective description of the incident
- Actions taken
- Parent notification
- Leader notification
- Follow-up needed

Incident documentation should contain facts rather than speculation. Records should be stored securely.

32. POLICY VIOLATIONS

Failure to follow Kids in Motion safety policies may result in coaching, retraining, temporary suspension from serving, permanent removal from Kids in Motion, termination of employment when applicable, notification of Motion Church leadership, or notification of appropriate authorities when required.

No person's title, influence, financial contribution, friendship, family relationship, or length of service places them above this policy.

CHILD SAFETY COMES FIRST.

33. OUR PARTNERSHIP WITH PARENTS

Kids in Motion doesn't replace parents. We come alongside them.

We believe some of the most meaningful discipleship happens throughout the week in everyday life.

We want to help parents raise children who know Jesus, know who God created them to be, love people well, steward their lives well, and move toward Jesus.

CHURCH + HOME.

Working together to move kids toward Jesus.

34. POLICY REVIEW

Motion Church recognizes that child-protection best practices, ministry environments, insurance requirements, and applicable laws can change.

Therefore, this policy should be reviewed regularly and at least annually. Motion Church reserves the right to update this policy when necessary to strengthen the protection and care of children.

All material updates should be communicated to affected staff members and volunteers.

35. OUR KIDS IN MOTION PROMISE

Every child who walks through our doors matters to God. Therefore, every child matters to us.

We will work intentionally to create environments where children are known, loved, protected, encouraged, and disciplined.

We don't simply want to provide childcare. We want to partner with families to raise disciples of Jesus.

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JUST KIDS MOVING FORWARD.**

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REFUSE TO SETTLE.**

DOCUMENT ADMINISTRATION

Adopted by Motion Church Leadership: _____

Effective Date: _____ Last Reviewed: _____

Next Annual Review: _____

This policy is intended to establish ministry safety standards and procedures. Motion Church should review this document with qualified Alabama legal counsel and its insurance provider before formal adoption and after material changes in law, insurance requirements, or ministry operations.