



Emanuel Lutheran Church

366 Cohansey-Friesburg Road
P. O. Box 363
Elmer, NJ 08318
Phone: 856-451-5669

Sunday Worship:

Lakeside Worship at 8:30 am
Sanctuary Worship Service 10:00 a.m.
in-person and via Facebook live
The Rev. Mark A. Werner, Pastor

Emanuel Lutheran Church is a community of faith, leading people to Christ.

LUTHERAN CHURCH WOMEN

Seventeen ladies of Emanuel LCW met on July 13th for a picnic/meeting. As there hadn't been but a couple of meetings since the pandemic, there was much to discuss.

- ❖ The Wawa tickets were sold with \$600 being made which will be given to the 300th Anniversary Committee. We will sell them again in the Fall.
- ❖ We decided to resume offering luncheons and dinners again. The first was a luncheon for Terry Cellmer's memorial service on July 17th. We will also be doing dinner for the Alloway Ruritan on August 4th.
- ❖ Amy Werner was nominated as our delegate to the WNALC Women's National Convention in Texas in August. Funds were given to Amy for her registration and to cover some of her costs.
- ❖ \$200 will be given to the WNALC organization towards Missions.
- ❖ During the Convocation of the Atlantic Region, the 3rd Annual Women's Conference will be held in October at Nazareth, PA. They will be assembling kits. The theme is "Caring, Bearing and Sharing." A list of items will be posted for donations which will be taken to the conference to be assembled into the kits.
- ❖ Stamps were purchased for Elaine Williams to help her in sending out her letters.

It was decided to have our meetings after Church to avoid traveling at night. Our next meeting will be Sunday, September 19 at 11 am. All ladies are invited. As you can see, we are doing many things and need every lady's help. Hope to see on September 19th.
Susan Shields

AUGUST HAPPENINGS AT EMANUEL

Bible Study is on hiatus during August.

August 2-10 – Pastor & Amy at NALC Convocation

August 8 – Food Pantry Sunday

August 17-19 – Pastor & family on vacation

WORSHIP SCHEDULE THROUGH SEPTEMBER

Join us at the Lakeside each Sunday morning at 8:30 as we worship our Lord in the midst of his creation. Be sure to bring a chair!

Worship in the Sanctuary continues at 10:00 each Sunday morning with both in-person participation and live streaming on *Facebook*.

Whichever you prefer, please join us to rejoice with our good and gracious God for all He continues to do for us. Your life is precious to Him!

Don't forget! Tractor Sunday will be held the last Sunday in September with only one service that day.

FUNERAL LUNCHEONS

The ladies of the congregation (LCW) are once again prepared to offer help with funeral luncheons. If you are in need of a luncheon following a loved one's funeral at Emanuel, contact any member of LCW and we will help coordinate it for you

EMAIL LISTING

If you are not receiving email updates from the church and would like to be added to the email list, please email your name and phone number to:

office@emanuelelmer.church

AUGUST “MANCAVE” UPDATE



It's almost time for the first “Mancave” meeting. Don't forget to mark the date and time on your calendar (Saturday, September 11 at 9am in the social hall). The first meeting will be mostly about

deciding what we want to do or accomplish, so it is important that you be there if you want to have some input. Until then, if you have any questions or suggestions you want to discuss, please contact me at [aaahermanson@comcast.net](mailto:aahermanson@comcast.net) or call me at home at 856-832-4400. Looking forward to seeing as many of you men as can make it. Till then, God Bless!

Allan Hermanson.

USE OF SOCIAL HALL

Would you like to use the Social Hall for an upcoming event? Emanuel permits the use of church facilities when such permission has been requested in writing and has been approved by the Council of the church for:

- a. Uses and groups directly related to the church and operation of the church
- b. Uses and organizations indirectly related to the church
- c. Community organizations formed for civic purposes
- d. Private celebratory events (i.e., weddings, birthdays, showers)
- e. The use of church facilities shall not be granted for any purpose which is prohibited by law.

There is a form to request such permission which needs to be completed by the individual requesting use of the facility. Include the date, time, and purpose of the event. Once completed, the form may be turned in to Pastor Mark, the church office, or any council member. Forms are available in the church office or by request at office@emanuelelmer.church.

(Use of the facilities does not include the pavilion behind the church. Parking is permitted in only defined spaces.)

AUGUST ALTAR GUILD

Dianne Hermanson

TELEPHONE CHAIN

Patsy Madden

(856) 935-5552

PURSUING GOD'S VISION FOR OUR LIVES

By Pr. Brian Triller

God has a plan for how He wants each one of us to live our earthly lives. He speaks about this in His written Word. For example, in Jeremiah 29:11, He says to the exiled Jews and to us who follow Jesus: “*For I know the plans I have for you...plans to prosper you and not to harm you, plans to give you hope and a future.*” (NIV)

In our Discipleship Guide training, my classmates and I have been learning how to use Scripture study and meditation, prayer, and our relationships with fellow disciples to find out more about God's plan—His vision—for each one of us. During this discovery process, I have noticed ways in which there are gaps between how I am living my life now and the vision which God has for how I am to live my earthly life. For example, I have recognized areas where I fall short of God's vision regarding how I relate to Him and to members of my family, how I take care of my health, and how I share Jesus and His Gospel with others.

How can I address these gaps and make progress towards God's vision for my life? I can do so by making and putting into practice some action plans based on His Word. As I make my action plans, I will be sharing them with other followers of Jesus and asking them to hold me accountable for doing what is in my action plans. My classmates in Discipleship Guide training are also making similar action plans.

God promises that, as His children live in harmony with His plan—His vision for them—He blesses them and He blesses others through them. I ask you to pray for my classmates and me, that we may be guided by the Holy Spirit in our pursuit to live more in accord with God's vision for our lives. As we gain experience in this discipleship practice, we will become more and more able to help others to do the same, all to the glory of God!



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Facebook

[facebook.com/Emanuel Lutheran Church – Friesburg](https://www.facebook.com/EmanuelLutheranChurchFriesburg)

Check out our website

www.emanuelelmer.church



Pastor's Perspective

"I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect." Romans 12:1-2

This is part II of my perspective from last month. I stated in that article that we Christians should not be returning to what was normal, particularly the prevalence of sin at work in the world and our lives. I outlined how we should look at various faith practices as opposed to manifesting what has been called the seven deadly sins. Of course, all sin is deadly in that it separates us from God. The good news is that we are redeemed, forgiven by Jesus who died taking our sins upon himself on the cross.

Having been made a new creation in the sacrament of Holy Baptism, it is our calling as Jesus' disciples to love. "A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another. By this all people will know that you are my disciples, if you have love for one another." (*John 13:34-35*) How might we go about loving one another. To this, we turn in the rest of this article to Romans 12:9-21.

The first words are "let love be genuine." One might ask the question, "What does genuine love look like?" The rest of the verses are an answer to that question and offer a way for us to treat both people in the church and those who are not Christians.

The first part is how we treat fellow brothers and sisters in Christ.

- "Abhor what is evil; hold fast to what is good."
- "Love one another with brotherly affection." The calling here is to treat one another as the family members we have been made in Holy Baptism. "Outdo one another in showing honor."
- "Do not be slothful in zeal, be fervent in spirit, serve the Lord." Our life is a life of service in the name of the Lord to one another.
- "Rejoice in hope, be patient in tribulation, be constant in prayer."
- "Contribute to the needs of the saints and seek to show hospitality."

The second part is how we are to treat individuals who may or may not be members of the body of Christ.

- "Bless those who persecute you; bless and do not curse them"
- "Rejoice with those who rejoice, weep with those who weep."
- "Live in harmony with one another."
- "Do not be haughty, but associate with the lowly. Never be wise in your own sight."
- "Repay no one evil for evil, but give thought to do what is honorable in the sight of all."
- "If possible, so far as it depends on you, live peaceably with all."
- "Beloved, never avenge yourselves, but leave it to the wrath of God, for it is written, 'Vengeance is mine, I will repay,' says the Lord."
- "To the contrary, if your enemy is hungry, feed him; if he is thirsty, give him something to drink; for by doing so you will heap burning coals on his head."
- "Do not be overcome by evil, but overcome evil with good."

As we seek to live as disciples of Jesus, consider these verses from Romans 12:9-21 and ask yourself this question. What is one thing I can do today to implement one of the practices listed here?

God bless, Pastor Mark

ANNIVERSARY COMMITTEE

The next meeting will be held in mid-September. Anyone wishing to participate is welcome. Ideas or stories about our history, including newspaper articles, memories and memorabilia would be most welcome. Also needed is funding to support events and activities.

Donations to the Anniversary Committee may be made by marking your check or envelope

Anniversary Fund for any funds you may wish to contribute. If you have anything to share, please join us or call Kyle Knerr.



AUGUST CELEBRATIONS

August is one of our biggest “special days” months.

Here are the birthday folks:

2 Faye Brooks	24 Dustin Wilson
6 Ashley Huff	Nathaniel Pilling
10 Terry McAllister	25 Nancy Wilson
12 Allan Hermanson	26 Evan Cox
13 Audra Rinnier	29 Dan Pilling
Brian Bradley	30 Lauren Knerr
14 Heather Knerr	Taylor Knerr



Celebrating an anniversary are Nancy and David Wilson on the 1st.

May your celebrations and your year be richly blessed.

ONLINE GIVING SIMPLE, CONVENIENT

Check out the option for online giving through our website. It is convenient, flexible and efficient and helps you stay up-to-date with your support of Emanuel. Set up your account the way you want, weekly, monthly or a one-time donation. Change it at any time. No more offering envelopes, no more checks, no more making sure you have cash in your pocket on Sunday morning. (Offering envelopes may continue to be used.) Why not give it a try?

Check it out on our website at www.emanuelelmer.church.

STEWARDSHIP

YTD Financials as of June 2021:

YTD Income: \$102,722.70

YTD Expense: \$79,484.73

YTD Net Income: \$23,237.97

2021 yearly budgeted Income/Expense

\$165,009.00

PROPERTY

There are approximately twelve toppled and broken tombstones that are being repaired at a cost of \$350. Mowing is \$4,000. If you would like to help defer these expenses, please do so by making a check payable to **Friesburg Lutheran Church Cemetery Fund** and placing it in your giving envelope or giving to Wayne May. Your generosity is appreciated.

CHURCH COUNCIL

Wayne Knerr, President.....	2023
Patsy Madden, Vice President	2022
Cindy Cairone, Corporate Secretary	2022
Mike Clarke	2024
Jason Cobb.....	2023
Steve Kennedy	2024
Brenda Mace	2022
Sarah Wilson, Treasurer	

Elizabeth Brooks, Bookkeeper

Dianne Hermanson, Financial Secretary, Office Secretary

It is with profound regret that the council announces that Anette Manno has resigned from the council. The council thanks Anette for her service on council. We currently have seven members, not counting Pastor, serving on the council which is permitted according to our constitution.

COMMITTEES

The following committees are part of the mission and ministry of Emanuel. Anyone is welcome to participate on a committee. If you are interested, contact one of the chairpersons listed below or the church office.

Anniversary Committee	Kyle Knerr and Cindy Carione
Christian Education	Helen Cobb and Wayne Knerr
Fellowship	Brenda Mace
Finance	Sarah Wilson and Mike Clarke
Mutual Ministry	Brenda Mace and Steve Kennedy
Property	Jason Cobb and Wayne May
Safety & Security ...	Jason Cobb and Brenda Mace
Stewardship	Wayne Knerr and Mike Clarke
Witness/Outreach/Evangelism ..	Patsy Madden and Cindy Carione
Worship & Music	Patsy Madden

TRACTOR SUNDAY

Plans and preparations have begun for this year's Tractor Sunday worship and fellowship event. Mark your calendar now for the last Sunday in September and join us at the Scheese pavilion for worship. Stay for hamburgers, hotdogs and good Christian fellowship. More information to follow in next month's Acolyte.



LIGHT AND DARKNESS

This is the message we have heard from him and declare to you: God is light; in him there is no darkness at all. (1 John 1:5)

Isn't it interesting how one small flicker of light dispels the darkness? Darkness cannot overcome light. For total darkness to exist, there can be no light. Yet one candle or one small match can overcome that total darkness. One little flicker helps us to see what is around us.

And so it is with Jesus. He is the light that awakens my spirit, that illuminates the darkness of my sin so that I am aware of it. With his light, I can see the cobwebs of doubt and confusion. He lights up the corners where sin piles up.

Without light, I can be complacent about the dust on my table or the dirt of sin in the corner of my mind. With the light of God, I can be free to sweep away all the cobwebs of doubt and the dirt of sin and walk with the joy his light brings. Walking in the light of Jesus brightens my days and fills my heart with joy.

Dianne Hermanson

CHILD PROTECTION POLICY

This summer the council received the renewal policy for our church insurance. One of the requests of the insurance company was to submit a copy of our congregation's child protection policy. We had no such policy. The insurance company provided us a template to use for the development of such a policy.

At a special council meeting on Thursday, June 24th the council adopted the policy that is included in this newsletter. **WE ARE NOT INSINUATING THAT ANYONE HAS DONE ANYTHING WRONG!** Insurance companies for the past several years have been requesting/mandating such policies because of cases of abuse that we've seen in various aspects of society.

While this may be new to some of us, and while we can certainly lament the need for such policies, the overall aim is to do our best to put safe practices in place for the well-being of all individuals, especially children. "Jesus said, 'Let the little children come to me and do not hinder them, for to such belongs the kingdom of heaven.'" (*Matthew 19:14*)

Lastly, churches are not being singled out by such requests. Criminal background checks are routinely required for many occupations, including clergy, day care workers, teachers, bus drivers, as well as volunteer organizations such as boy and girl scouts.

If you have any questions or need assistance in getting your clearances, please contact Pastor Mark.

(The policy in its entirety is attached to this newsletter after the August Bible verses.)

AUGUST BIBLE VERSES

- August 1* – Then the Lord said to Moses, ‘Go in to Pharaoh and say to him, ‘Thus says the Lord,’ “Let my people go, that they may serve me.” *Exodus 8:1*
- August 2* – For the law of the Spirit of life has set you free in Christ Jesus from the law of sin and death. *Romans 8:2*
- August 3* – And Jesus stretched out his hand and touched him, saying, ‘I will; be clean.” *Matthew 8:3*
- August 4* – Now those who were scattered went about preaching the word. *Acts 8:4*
- August 5* – Know then in your heart that, as a man disciplines his son, the Lord your God disciplines you. *Deuteronomy 8:5*
- August 6* – yet for us there is one God, the Father, from whom are all things and for whom we exist, and one Lord, Jesus Christ, through whom are all things and through whom we exist. *1 Corinthians 8:6*
- August 7* – Many waters cannot quench love, neither can floods drown it. If a man offered for love all the wealth of his house, he would be utterly despised. *Song of Solomon 8:7*
- August 8* – Then he sent forth a dove from him, to see if the waters had subsided from the face of the ground. *Genesis 8:8*
- August 9* – O Lord, our Lord, how majestic is your name in all the earth! *Psalms 8:9*
- August 10* – Then Moses took the anointing oil and anointed the tabernacle and all that was in it, and consecrated them. *Leviticus 8:10*
- August 11* – If the Spirit of him who raised Jesus from the dead dwells in you, he who raised Christ Jesus from the dead will also give life to your mortal bodies through his Spirit who dwells in you. *Romans 8:11*
- August 12* – For I will be merciful toward their iniquities, and I will remember their sins no more. *Hebrews 8:12*
- August 13* – And to the centurion Jesus said, ‘Go; let it be done for you as you have believed.’ And the servant was healed at that very moment. *Matthew 8:13*
- August 14* – For all who are led by the Spirit of God are sons of God. *Romans 8:14*
- August 15* – So David reigned over all Israel. And David administered justice and equity to all his people. *2 Samuel 8:15*
- August 16* – These are the things that you shall do: Speak the truth to one another; render in your gates judgments that are true and make for peace; *Zechariah 8:16*
- August 17* – Then they laid hands on them and they received the Holy Spirit. *Acts 8:17*
- August 18* – I am the one who bears witness about myself, and the Father who sent me bears witness about me. *John 8:18*
- August 19* – And if you forget the Lord your God and go after other gods and serve them and worship them, I solemnly warn you today that you shall surely perish. *Deuteronomy 8:19*
- August 20* – To the teaching and to the testimony! If they will not speak according to this word, it is because they have no dawn. *Isaiah 8:20*
- August 21* – But he answered them, ‘My mother and my brothers are those who hear the word of God and do it.” *Luke 8:21*
- August 22* – And they came to Bethsaida. And some people brought to him a blind man and begged him to touch him. *Mark 8:22*
- August 23* – So we fasted and implored our God for this, and he listened to our entreaty. *Ezra 8:23*
- August 24* – I told you that you would die in your sins, for unless you believe that I am he you will die in your sins. *John 8:24*
- August 25* – Then Pharaoh called Moses and Aaron and said, ‘Go sacrifice to your God within the land.” *Exodus 8:25*
- August 26* – And he said to them, ‘Why are you afraid, O you of little faith?’ Then he rose and rebuked the winds and the sea, and there was a great calm.” *Matthew 8:26*
- August 27* – But will God indeed dwell on the earth? Behold, heaven and the highest heaven cannot contain you; how much less this house that I have built. *1 Kings 8:27*
- August 28* – And we know that for those who love God all things work together for good, for those who are called according to his purpose. *Romans 8:28*
- August 29* – And he asked them, ‘But who do you say that I am?’ Peter answered him, ‘You are the Christ.” *Mark 8:29*
- August 30* – So Philip ran to him and heard him reading Isaiah the prophet and asked, ‘Do you understand what you are reading? *Acts 8:30*

Child Protection Policy of Emanuel Lutheran Church

Emanuel Lutheran Church Child Protection Policy

General Purpose Statement

Emanuel Lutheran Church seeks to provide a safe and secure environment for the children who participate in our programs and activities. By implementing the below practices, our goal is to protect the children of Emanuel, as well as those children participating in ministry, activities and events of Emanuel Lutheran Church from incidents of misconduct or inappropriate behavior while also protecting our staff and volunteers (workers) from false accusations.

Definitions

For purposes of this policy, the terms "child" or "children" include all persons under the age of eighteen (18) years. The term "worker" includes both paid and volunteer persons who work with children.

Selection of Workers

All persons who desire to work with the children participating in our programs and activities will be screened. This screening includes the following:

a) Six Month Rule

No volunteer will be considered for any position involving contact with minors until she/he has been involved with Emanuel Lutheran Church for a minimum of six (6) months. This time of interaction between our leadership and the applicant allows for better evaluation and suitability of the applicant for working with children.

b) Written Application

All persons seeking to work with children must complete and sign a written application in a form to be supplied by us. The application will request basic information from the applicant and will inquire into previous experience with children, previous church affiliation, reference and employment information, as well as disclosure of any previous criminal convictions. The application form will be maintained in confidence on file at the church.

c) Personal Interview

Upon completion of the application, a face-to-face interview may be scheduled with the applicant to discuss his/her suitability for the position.

d) Reference Checks

Before an applicant is permitted to work with children, at least two of the applicants' references will be checked. These references should be of an institutional nature as opposed to personal or family references, preferably from organizations where the applicant has worked with children in the past. Documentation of the reference checks will be maintained in confidence on file at the church.

e) Criminal Background Check

A national criminal background check is required for all employees (regardless of position) and for the following categories of volunteers:

- Those who will be involved in our Christian Education Ministry including but not limited to Sunday school, Vacation Bible School, Mission trips, etc.;
- Those who will be involved in overnight activities with children;
- Those counseling children;
- Those involved in one-on-one mentorship of children; and
- Those having occasional one-on-one contact with children (such as, church sponsored athletic team coaches and vehicle drivers).

Before a background check is run, prospective workers will be asked to sign an authorization form allowing the church to run the check. If an individual declines to sign the authorization form, s/he will be unable to work with children.

What constitutes a disqualifying offense that will keep an individual from working with children will be determined by the Congregation Council on a case-by-case basis in light of all the surrounding circumstances. Generally, convictions for an offense involving children and/or for offenses involving violence, dishonesty, illegal substances, indecency and any conduct contrary to our mission will preclude someone from being permitted to work with children. Failure to disclose a criminal conviction on the application form will also be a disqualifying event.

The background check authorization form and results will be maintained in confidence on file at the church.

Child Protection Policy of Emanuel Lutheran Church

Two Adult Rule

It is our goal that a minimum of two adult workers will be in attendance at all times when children are being supervised during our programs and activities. Some youth classes may have only one adult teacher in attendance during the class session; in these instances, doors to the classroom should remain open and there should be no fewer than three students with the adult teacher. We do not allow minors to be alone with one adult on our premises or in any sponsored activity unless in a counseling situation or unless the adult is the child's legal guardian.

Responding to Allegations of Child Abuse

For purposes of this policy, "child abuse" is any action (or lack of action) that endangers or harms a child's physical, psychological or emotional health and development. Child abuse occurs in different ways and includes the following:

- Physical abuse - any physical injury to a child that is not accidental, such as beating, shaking, burns, and biting.
- Emotional abuse - emotional injury when the child is not nurtured or provided with love and security, such as an environment of constant criticism, belittling and persistent teasing.
- Sexual abuse - any sexual activity between a child and an adult or between a child and another child at least four years older than the victim, including activities such as fondling, exhibitionism, intercourse, incest, and pornography.
- Neglect - depriving a child of his or her essential needs, such as adequate food, water, shelter, and medical care.

Childcare workers may have the opportunity to become aware of abuse or neglect of the children under our care. In the event that an individual involved in the care of children at this congregation becomes aware of suspected abuse or neglect of a child under his/her care, this should be reported immediately to the Pastor and/or Council President for further action including reporting to authorities as may be mandated by state law.

In the event that an incident of abuse or neglect is alleged to have occurred at this church or during our sponsored programs or activities, the following procedure shall be followed:

1. The parent or guardian of the child will be notified.
2. The worker alleged to be the perpetrator of the abuse or misconduct will immediately be placed on leave from working with children pending an investigation and instructed to remain away from the premises during the investigation.
3. Civil authorities will be notified, and the congregation will comply with the state's requirements regarding mandatory reporting of abuse as the law then exists. The congregation will fully cooperate with the investigation of the incident by civil authorities.
4. Our insurance company will be notified, and we will complete an incident report. Any documents received relating to the incident and/or allegations will immediately be forwarded to the insurance company.
5. The Pastor and/or Council President will be our spokesperson to the media concerning incidents of abuse or neglect, unless he or she is alleged to be involved. We will seek the advice of legal counsel before responding to media inquiries or releasing information to the congregation. All other representatives of the congregation should refrain from speaking to the media.
6. A pastoral visit will be arranged for those who desire it.
7. Any person who is not found innocent of the alleged abuse or misconduct will be removed from their position working with children or youth.
8. Any person disqualified from ministry with children under this policy may still be an active member, but under no circumstances can that person be alone with a child.

Open Door Policy

Classroom doors should remain open unless there is a window in the door or a side window beside it. Doors should never be locked while persons are inside the room.

Teenage Workers

We recognize that there may be times when it is necessary or desirable for babysitters (paid or volunteer) who are themselves under age 18 to assist in caring for children during programs or activities. The following guidelines apply to teenage workers:

- Must be at least age 14.
- Must be screened as specified above.
- Must be under the supervision of an adult and must never be left alone with children.

Child Protection Policy of Emanuel Lutheran Church

Sick Child Policy

It is our desire to provide a healthy and safe environment for all of the children at Emanuel Lutheran Church. Parents are encouraged to be considerate of other children when deciding whether to place a child under our care. In general, children with the following symptoms should NOT be dropped off:

- Fever, diarrhea, or vomiting within the last 48 hours
- Green or yellow runny nose
- Eye or skin infections
- The loss of taste and smell commonly associated with cases of COVID 19
- Other symptoms of communicable or infectious disease

Children who are observed by our workers to be ill will be separated from other children and the parent or guardian will be contacted to request that the child be picked up for the day.

Medications Policy

It is the policy of Emanuel Lutheran Church not to administer either prescription or non-prescription medications to the children under our care. Medications should be administered by a parent at home. Parents are reminded of our sick child policy.

Exceptions to the medications policy may be granted to parents of children with potentially life-threatening conditions (such as asthma or severe allergic reactions). Parents of such children should address their situation with the child's Sunday school teacher and Pastor to develop a plan of action.

Discipline Policy

It is the policy of Emanuel Lutheran Church not to administer corporal punishment, even if parents have suggested or given permission for it. There should be no spanking, grabbing, hitting, or other physical discipline of children. Workers should consult with the Pastor and/or Council President if assistance is needed with disciplinary issues.

Restroom Guidelines

Children five years of age and younger should use a classroom bathroom if one is available. If a classroom bathroom is not available, workers should escort a group of children to the hallway bathroom. They should always go in a group, never taking a child to the bathroom alone. The workers should check the bathroom first to make sure that it is empty, and then allow the child inside. The workers should then remain outside the bathroom door and escort the children back to the classroom. If a child is taking longer than seems necessary, the worker should open the bathroom door and call the child's name. If a child requires assistance, the workers should prop open the bathroom door, and leave the stall door open as they assist the child.

For children over the age of five, at least one adult male should take boys to the restroom and at least one adult female should take girls. The worker should check the bathroom first to make sure that the bathroom is empty, and then allow the children inside. The worker should then remain outside the bathroom door and escort the children back to the classroom.

For the protection of all, workers should *never* be alone with a child in a bathroom with the door closed and never be in a closed bathroom stall with a child. Parents are strongly encouraged to have their children visit the bathroom prior to each class.

Accidental Injuries to Children

In the event that a child or youth is injured while under our care, the following steps should be followed:

1. For minor injuries, scrapes, and bruises, workers will provide First Aid (Band-Aids, etc.) as appropriate and will notify the child's parent or guardian of the injury at the time the child is picked up from our care.
2. For injuries requiring medical treatment beyond simple First Aid, the parent and/or guardian will immediately be summoned in addition to the worker's supervisor. If warranted by circumstances, an ambulance will be called.
3. Once the child has received appropriate medical attention, an incident report will be completed in the case of injuries requiring treatment by a medical professional.

Training

Emanuel Lutheran Church will provide training on this child protection policy to all new childcare workers and will strive to provide opportunities for additional training classes or events on an annual basis. All workers are strongly encouraged to attend these training events.