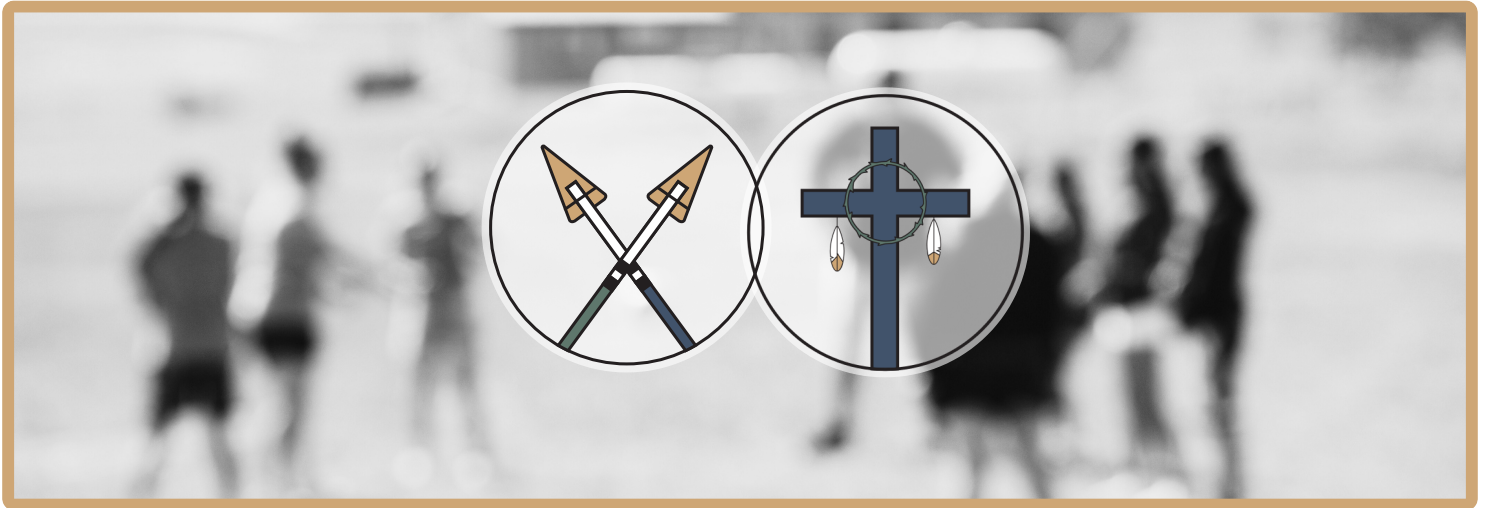




Čhaṅkú Wašté Ranch | **CHILD PROTECTION PACKET**

Čhaŋkú Wašté Ranch

CHILD PROTECTION PACKET

WHY IT MATTERS

Caring for and protecting children is a foundational aspect of Čhaŋkú Wašté Ranch's Summer Camp. We believe FELT SAFETY is a lived experience and make every effort to establish an environment that actively supports that for the sake of our campers, community, staff, & volunteers. This packet serves to communicate clearly the boundaries, expectations, safeguards, and consequences adopted and adhered to by Čhaŋkú Wašté Ranch. While this is a guide, it is not limited to what is stated below as other circumstances may arise.

Čhaŋkú Wašté Ranch staff reserves the right to address and/or take action on any activity that violates or infringes on the FELT SAFETY of our campers, community, staff, & volunteers, including contacting necessary authorities as needed.

*We understand that these requirements could elicit memories and/or open up your own personal experiences. Please communicate with a trusted individual in your circle to navigate whatever may arise. Your story is as precious and unique as any other person we serve and is just as worthy of tenderness and healing. *



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01 VOLUNTEER CHECKLIST

REQUIREMENTS FOR ALL STAFF & VOLUNTEERS 16
YEARS OF AGE & OLDER TO SERVE AT SUMMER CAMP

PRIOR TO ARRIVAL:

- Completed Ministry Safe Training
- Federal Background check
- CWR training videos - accessible on our website
- Read Child Protection Packet
- Review all additional items on Camp Resource webpage

ONSITE SATURDAY EVENING:

- Camp Orientation - all serving able individuals 16 and up

ONSITE SUNDAY EVENING:

- Trauma Training - all serving able individuals 16 and up

SIGN & SUBMIT AT ORIENTATION:

- Čanjkú Wašté Ranch Summer Camp Ministry Covenant



POLICIES & PROCEDURES

02 BACKGROUND CHECK POLICY

We require Background Checks for every adult who serves at Čhaŋkú Wašté Ranch. If we do not have a background check on someone in your group, they will not be able to stay on ministry grounds during camp hours or to participate in offsite ministry activities. Please be diligent to ensure your team has completed the Portal Registration to keep our ministry protected. This is a priority of CWR but the Oglala Sioux Tribe also requires organizations to have this information on hand in order for us to operate and stay compliant. **THIS IS NON NEGOTIOABLE.**

03 MINISTRY VEHICLE POLICY

Our buses require a CDL class B with a Passenger Endorsement. The Driver Screening Form and a copy of a current Driver's License are required for anyone operating any ministry vehicle for any reason, including after ministry activities have concluded for the day. The 3Ts expectations are in effect for ministry vehicles at all times. This includes: never being one on one in a vehicle with a minor child - regardless of gender, and unmarried members of the opposite sex should not be alone in vehicles - this includes minor children and teenagers.

04 CORRESPONDENCE, MAIL, GIFTS FOR CAMPERS / MINOR CHILDREN POLICY

Any correspondence sent to Čhaŋkú Wašté Ranch for a camper / minor will be opened upon receipt by a CWR staff member. ALL packages will be distributed to a parent, grandparent, or guardian for them to give to the minor child. CWR staff will not deliver any packages, letters, gifts, etc. to a minor child without confirming the contents first or without a parent, grandparent, or guardian's knowledge and involvement. Questionable or inappropriate items or correspondence will not be distributed by CWR staff, and will be reported to the sender's church leadership. CWR will follow all Child Protection protocols as necessary.

05 THE GOSPEL AT SUMMER CAMP POLICY

As volunteers, it is normal to feel the urgency of sharing the Gospel and personal salvation with the idea that this is the only time our campers will hear it or the Bible stories. A wonderful and unique thing about Čhaŋkú Wašté Ranch is that we have children who attend all summer long, many who have been participating in camp for years. We also have resources and local churches to plug them into that are accessible to them year round. Your role is to continue to build on the foundation the Lord has already begun in the hearts of our campers by shedding fresh light each week on the teaching focus assigned to your team. Below we address foundational topics that are essential to your preparation to serve and share the love of Jesus in an informed way.

THE IMPORTANCE OF RELATIONSHIP AND THE GOSPEL:

As a Gospel-centered, relationally driven ministry, we are here because of and for Jesus. We rest in the promises of scripture, believe we are called to share the Gospel in all the world, and that salvation belongs to the Lord. While we pray in belief for every one of our campers to accept Christ as their Savior, we understand that it is God who turns the hearts of His children back to Him - in His timing alone. Delivery of the Gospel should always be Jesus centered - not "us driven" or led by a personal need to "save someone". We must be mindful to put Jesus first and remember our listeners. Our campers are very relational, and they will see through an "agenda" mindset very quickly; your role is to plant and water seeds, which are vital to them grasping the Gospel.

THE GOSPEL AT SUMMER CAMP POLICY CONT.

TRAUMA AND THE GOSPEL:

One way that trauma is defined is: anything that is not nurturing. As an organization, we strive to actively recognize and respect the effects of trauma in our community in relation to how we deliver the Gospel. We stand firmly on the true Gospel that clearly states we are all sinners in need of the saving grace of Jesus. However, the idea of being “saved” can be very misinterpreted by our campers or community. Individuals who have or are experiencing trauma often express a lack of safety, feelings of being threatened, and are in fight or flight mode. Being “saved” can present many conflicting emotions, which could result in an unrealistic view of the Gospel. This is where we implement the relational aspects of Jesus who valued people, met them where they were and shared the hope of Him through the love of Him. Campers may not always feel comfortable in a Bible based learning environment which could draw out some disruptive or unexpected trauma responses. Do your best to meet them where they are and love them as Jesus already does, with gentleness and compassion.

LAKOTA CULTURE AND THE GOSPEL:

Lakota culture is rich with values that align with biblical principles, but the two have not been blended well for hundreds of years. The history of the church in general and the Lakota people has not been positive either, with some still living survivors of horrific trauma done “in the name of Jesus” right here in our community. There is a guarding and lack of trust for the church - or anyone who represents it - that is very deeply rooted in religion. Unfortunately, the apprehension stems from it often being difficult to see through the difference between false, self-righteous religion and true believers / followers of Jesus Christ. A decision for Jesus is not widely celebrated for many of the believers in our community as others around them may not understand the true nature of Jesus. Christianity has been displayed as an elevated position over the less fortunate who “need us” to save them. **We, however, believe the ground is level at the foot of the cross.** We all come to Jesus in desperate need of His grace and mercy, no matter what culture or regional context we come from. It is imperative as we deliver the Gospel to our Lakota community that we keep in mind the history that has shaped a belief system in staunch opposition to Christ. May we intentionally represent the true nature of Jesus and lean on His power to lead us in all we say and do.

DEEPER QUESTIONS, DECISIONS ABOUT JESUS, REQUESTS FOR BIBLES, ETC.:

While our community is aware that we are a Christian ministry, we still strive to approach these situations with the utmost respect for the families who trust us with their children. Some campers may not be allowed to have a Bible at home, or their families may not support a decision for Christ even though they come to camp. Our staff **MUST** have full knowledge and involvement in these interactions with campers so that we are able to communicate clearly with their families. Also, our hope is not just that campers would make a decision for Christ, but that they would ultimately be disciples of Christ. To do that well, we need to be involved from the start so that we are able to continue walking with them once your team has returned home.

IF A CAMPER APPROACHES YOU OR SOMEONE ON YOUR TEAM ABOUT HEAVY OR SENSITIVE TOPICS, MAKING A DECISION FOR CHRIST OR TO ASK FOR A BIBLE, IT IS IMPERATIVE THAT YOU CONNECT WITH A FULL TIME STAFF MEMBER OR SUMMER DISCIPLE IMMEDIATELY TO CONTINUE THE CONVERSATION.

AGGRESSIVE EVANGELISTIC APPROACHES, ENGAGING WITH CAMPERS WITH THE HOPE TO “SAVE THEM”, ALTAR CALLS, OR DISTRIBUTION OF TRACS OR OTHER PRINTED MATERIALS, INCLUDING BIBLES ARE ALL PROHIBITED.

POLICIES & PROCEDURES

06 DRESS CODE POLICY

Volunteers and staff are expected to exemplify Christian values in our clothing and conduct while serving at Čanġkú Wašté Ranch, even when away from the ministry site. The following is pertinent to volunteers & campers from your team, as well as CWR ministry staff.

- No tight or revealing clothing such as halter tops, bare midriff separates, short shorts, biker shorts, leggings, tops tucked into undergarments to reveal mid section, etc. should be worn
- Nothing with inappropriate images or wording, including clothing items, hats, accessories, etc.
- Shorts / skorts **must be at least fingertip length when standing for males & females of all ages**
- No bikinis, 2 piece suits, speedos, or revealing swimwear and shorts should be worn over swimsuits
- Males must have shirts on in public areas at all times while onsite, including water day and down time
- Volunteers must be fully dressed when leaving the bathrooms, sleeping quarters and the bathhouse
- Walking around or lounging in bunkhouse / common areas in undergarments or partially clothed is strictly prohibited; volunteers are expected to change clothes modestly and quickly
- Volunteers are under the authority of their Team Leader who will take responsibility for their team's attire

The Team Leader is responsible for enforcing the Dress Code among team members. **Please review the included Dress Code Diagram** for additional clarity. The Camp Director will forward Dress Code violations to the Team Leader, including asking participants to step away from ministry activities and change if clothing does not align.

Volunteers must review the Dress Code before beginning ministry activities, and it is highly recommended to be reviewed prior to departure to the Ministry Center to ensure each team member has the appropriate attire for the week. (NOTE: Clothing stores are about an hour away from the Ministry Center)

07 CONTACT DISCRETION POLICY

People from all walks of life have their own boundaries in regards to physical contact with others. Because of this, and the safety and protection of our campers, it is imperative that we approach this with purposeful care.

EVERY INDIVIDUAL HAS THE RIGHT AND AUTHORITY TO DETERMINE WHAT, IF ANY, FORM OF PHYSICAL CONTACT THEY WILL ACCEPT, INCLUDING FROM ADULTS.

ČANĠKÚ WAŠTÉ RANCH EXPECTS A HANDS OFF APPROACH FOR ANYONE SERVING WITH OUR CAMPERS, COMMUNITY, STAFF & VOLUNTEERS.

- Always ask before hugging or any other form of appropriate physical contact with a child, team member, our staff, etc. followed by respect for whatever boundaries are requested
- Always be mindful of where your hands are placed on children when assisting with games, swings, climbing, or any other activity they may request physical assistance with
- Regardless of the activity, age, or gender, contact with or being on or close to private areas of a child is **STRICTLY PROHIBITED - NO EXCEPTIONS**
- Avoid piggy back rides altogether, regardless of age, including within your team members
- Campers must never sit in someone's lap, regardless of age or gender of either individual
- Never use hands / physical force to try to "get" someone to cooperate with a verbal request to move
- Do not touch or remove hats or hoods from another person, regardless of age

REVIEW THE FOLLOWING 3TS DOCUMENT FOR ADDITIONAL INFORMATION

08 3T's: Healthy Relational Boundaries

TOUCH

APPROPRIATE

- Handshakes, fist bumps, high-fives
- Short, side hugs, arm around a shoulder
- Group games when no one is being harmed or uncomfortable by appropriate physical contact
- Tending to a minor injury, but only with verbal consent from the injured individual, regardless of age
- Helping another with their hair, but only when asked to do so, regardless of age

NOT APPROPRIATE

- Publicly exposing or touching of private parts - **NO EXCEPTIONS** -
- Back rubs, tickling, massages, etc.
- Touching a child or anyone else in anger, disgust, frustration, etc.
- Frontal hugs with anyone of the opposite sex
- Sexual embraces, lap sitting, kissing, intimate wrestling, or tackling
- Piggy back rides - **any age, including within your team**
- Removing other's hats or hoods, touching anyone's hair, jewelry, clothing, body etc. without permission from the individual, **any age**
- **Requiring or expecting any form of physical interaction or unwanted contact from anyone, any age**

TALK

APPROPRIATE

- Verbal praise & encouragement for appropriate behaviors, actions, interactions, etc.
- Age appropriate conversations about life situations that glorify the Lord
- Chants or songs that are uplifting and positive
- Praying for one another
- Scripturally based teaching (non-sexual, age appropriate)
- Playing/singing Christian music or secular music approved by the Camp Director
- Friendly conversations with no intent, pursuit, or expectation of anything further than appropriate friendship
- Kind correction of inappropriate behavior, foul language, gossip, hurtful speech, etc.
- Sharing what Jesus has done in your life, age appropriate

NOT APPROPRIATE

- Compliments or questions about physique or body development
- Sexual jokes, homosexual innuendos, bathroom humor, etc.
- Sexual conversations, coaching, or gestures of any kind
- Gossip of any kind
- Engaging or encouraging critical and/or judgmental conversations
- Music with references to sex, drinking, drugs, violence, gangs, etc.
- Pursuit of any form of intimate / romantic relationship with campers, community, staff, or other volunteers
- Harsh or aggressive correction
- Use of foul language
- Pressuring campers to talk about their homelife, faith, beliefs, or any other topic they do not want to discuss
- Coercing anyone to talk about or make a decision regarding Jesus

TERRITORY

APPROPRIATE

- Staying actively engaged with your assigned group, not merely present
- Spreading out to ensure campers are not left alone or in small unsupervised groups
- Dispersing amongst campers during all activities
- Having at least 2 leaders at bathroom stops, one inside the bathroom, one at the open door
- Respecting other's physical boundaries
- Respecting property boundaries & private staff residences
- Interacting one on one in close proximity with the rest of the group / within earshot of other individuals

NOT APPROPRIATE

- Leaving your assigned serving space without informing your team
- Sitting idly or disengaging from campers during activities
- Gathering only with your church team / separating from campers
- Allowing campers to split off into private areas without supervision - including your team's campers
- Being one on one with a camper or minor in private / secluded areas
- Inviting campers into lodging areas
- Inviting / welcoming members of the opposite sex into lodging areas, bathrooms, or any other private / secluded space
- Being alone with a member of the opposite sex - **ANY AGE** - in private / secluded locations, including camp vehicles
- Entering private residences, including Summer Disciple housing

09 PHOTOGRAPHY, SOCIAL MEDIA, & SHARING POLICY

Čhaŋku Wašté Ranch engages social media as one tool to make the name of Jesus known, to share the Good News of the Gospel, and represent our Oglala Lakota community well. As a Summer Camp, we are grateful to connect with children from many different experiences, which includes some in very sensitive environments and / or foster care. We are committed to honoring both our call to protect the young people in our care as well as to respect the requests of those who simply choose not to share photos of their children. We ask you to join us in doing the same.

Čhaŋku Wašté Ranch only posts images of community members that have signed a photo release or given verbal consent. As an organization, when we have permission to post publicly, we do so with mindfulness and great discretion. As volunteers you are not given permission by parents / guardians to post publicly pictures that can identify any individual. We do welcome you to share anything we have posted on our social media pages.

Please do not livestream portions of your service that include updates or reports from your time with us, regardless of photo/video inclusions.

PLEASE RETAIN DISCRETION AND BOUNDARY PERMISSIONS EVEN AFTER YOU HAVE LEFT OUR MINISTRY CENTER, BEING SURE TO HONOR THE LORD AND OUR COMMUNITY WELL.

ACCEPTABLE

- Ask permission before taking pictures of community members, campers or volunteers; **this shows a mutual honor of privacy and respect**
- Speak positively about others when posting to social media
- Be sensitive to emotions of participants & volunteers who may not want to be in your post or photo
- Be sensitive to cultural differences, using discernment, including avoiding personal opinions or feelings
- Share what God has said to you or accomplished in you, using discernment to avoid misunderstandings
- Share the Good News of Jesus Christ
- Tag #chankuwasteranch in your team photos so your friends / family and church can pray for you and all that God is doing here
- Repost anything shared by the CWR Media Team

UNNACCEPTABLE

- Taking pictures of campers, community members, or anyone else without permission
- Speaking negatively about anyone in social media posts or comments
- Sharing opinions about Pine Ridge Indian Reservation, the community, culture, etc.
- **SHARING PERSONAL PICTURES THAT IDENTIFY MINORS AT CWR. BLURRING FACES OR COVERING WITH EMOJIS IS ALSO PROHIBITED.**
- Sharing personal information about a participant, their homelife, family. etc.
- Sharing rumors or untruths
- Using social media to give personal advice to participants, volunteers, community members, etc.
- Using social media to promote yourself because of your service
- Engaging in negative or argumentative discussions in the comments to a post or picture

THANK YOU FOR YOUR ADHERENCE TO THIS SENSITIVE AREA; MAY WE SHOW MUTUAL RESPECT TO ONE ANOTHER AND WOULD THE LORD ALONE BE GLORIFIED IN ALL WE SAY AND DO.

10 DRESS CODE DIAGRAM

Čhaŋkú Wašté Ranch staff & volunteers do not have a designated uniform, however we do strive for excellence in every area of ministry including our attire. Camp weather can be unpredictable and drastically different from day to day, sometimes morning to afternoon. It will be important for you to bring options of clothing you would wear in both the summer and fall seasons. Every Thursday is Water Day and could include you getting wet and even potentially messy, keep this in mind as you pack.

Also, as a trauma informed ministry center, we make every effort to create an environment of FELT SAFETY, which includes how we present ourselves. Modesty is one way we represent Christ and seek to provide a place of purity for our campers, community and incoming teams. While there is not a uniform, there are some standards we ask you to uphold, whether on or off grounds:

FOR THE FELLAS

Swimsuits:

Swim trunks and t-shirts are fine for water activities. Swimwear should be functional and modest, no short shorts or speedos. Males are required to keep shirts on during ALL activities.

Shorts:

Wear comfortable, presentable shorts/pants to camp everyday. Shorts **must be at or below fingertip length when standing**. Please do not wear tight fitting shorts, spandex, or cut-offs. Shorts or pants should be functional for the camp day.



FOR EVERYONE

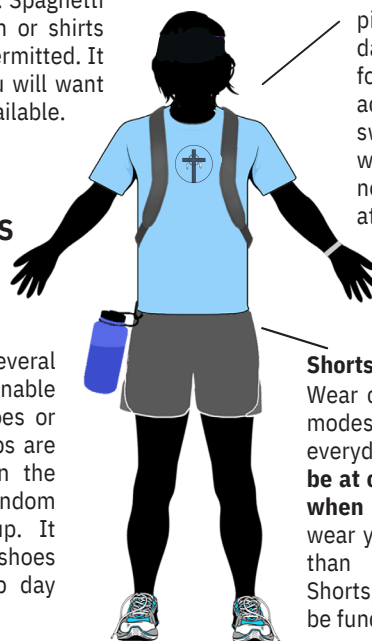
Shirts:

Wear t-shirts or modest tank tops. Spaghetti straps, low cut tops, see through or shirts with wide cut arm holes are not permitted. It does get hot in South Dakota, you will want to bring plenty of shirts to have available.

SHIRTS MUST BE WORN AT ALL TIMES

Comfortable Shoes:

You will be on your feet several hours at a time, choose reasonable footwear such as tennis shoes or hiking style sandals. Flip flops are not recommended based on the amount of walking and random activities that will come up. It would be wise to have extra shoes available for both the camp day and off duty hours if possible.



FOR THE LADIES

Swimsuits:

Please bring a modest one-piece swimsuit or shorts and a darker colored shirt to wear for water day and / or offsite activities. Shorts over swimsuits is also expected for water activities. Bikinis should not be worn during your time at CWR.

Shorts:

Wear comfortable, presentable, modest shorts or pants to camp everyday. Shorts or skorts **must be at or below fingertip length when standing**. Please do not wear yoga pants, shorts shorter than mid-thigh, or spandex. Shorts, skorts, or pants should be functional.

Bag:

Not required, but could be helpful to have some type of bag for any additional items you may need or want throughout the day - snacks, extra shirt, water bottle, etc.

DURING WEEKENDS & PERSONAL TIME: PLEASE REMEMBER YOU ARE STILL A REPRESENTATIVE OF ČHAŇKÚ WAŠTÉ RANCH AND ALL OF THE MODESTY GUIDELINES REMAIN IN EFFECT.

ADHERENCE TO THE DRESS CODE IS EXPECTED. YOU WILL BE DIRECTED TO MAKE APPROPRIATE ADJUSTMENTS IF ATTIRE DOES NOT ALIGN.

11 ČHAŇKU WAŠTÉ RANCH SUMMER CAMP MINISTRY COVENANT

ČhaŇkú Wašté Ranch has a long history of serving our community however, we are still guests on Pine Ridge Indian Reservation. Countless hours of relational investment have helped to establish a good reputation that many in our community associate with CWR. We are grateful for the volunteers who partner with us to be a light for those we serve, and thank you for continuing that venture through Summer Camp.

In an effort to ensure we are doing so from clear, unified expectations, we ask you to join us in the acceptance and adherence of the following Ministry Covenants by initialing and signing below:

_____ **GOSPEL CONVERSATIONS / EVANGELISM**

I have watched the Gospel at Camp video and read the provided training materials regarding Gospel conversations and Evangelism while serving at CWR. I agree to follow the directives as given and understand that failure to comply could result in being asked to step away from Camp activities.

_____ **DRESS CODE POLICY**

I have watched the Dress Code video, reviewed the Policy, and Dress Code Diagram. I understand the importance of following the requested guidelines in regards to my attire while serving at CWR. I agree to adhere to the expectations and understand failure to comply could result in being asked to step away from activities until correction is made.

_____ **PHYSICAL CONTACT DISCRETION**

I have watched the FELT SAFETY video and read the provided materials regarding Physical Contact Discretion while serving at CWR. I understand this applies to physical contact with campers, team members, CWR staff, or any other persons encountered during my time at CWR. I agree to adhere to the expectations and understand failure to comply could result in being asked to step away from activities and / or be removed from the property depending on the severity / nature of the offense.

_____ **HEALTHY RELATIONAL BOUNDARIES**

I have read and understand the Touch, Talk, & Territory Policy and agree to adhere to the acceptable and unacceptable behaviors with campers, community, staff members, Summer Disciples, and other volunteers. I agree and commit that my time serving at CWR will not include the pursuit of or engagement in a romantic / intimate relationship of any kind with anyone, this includes campers, community members, team members, CWR staff, Summer Disciples, or any other persons I encounter while at CWR.

_____ **PHOTOGRAPHY & SOCIAL MEDIA**

I have read and understand the provided materials regarding Photography & Social Media. I agree to ask permission to take any individual's photo, and to only share photos/posts of Camp activities as posted by the CWR Media team, including even after I have left the Ministry Center.

CHILD PROTECTION IN ACTION As a ČhaŇkú Wašté Ranch staff member or volunteer, I agree to report any behavior that seems suspicious, questionable, abusive or inappropriate between campers and/or staff & volunteers. ČhaŇkú Wašté Ranch maintains a "zero tolerance" policy for child abuse, and **any person** found in opposition to or violating this policy will be dismissed. Child sexual abuse is punishable by law and ČhaŇkú Wašté Ranch is bound by law to report allegations of sexual abuse to the proper authorities.

Print Name

Signature of Volunteer

Date

CHILD PROTECTION