

## GUMC – Safety and Security

Intent, Responsibility, Perspective, History, Vision, Future

Intent: Create awareness and appreciation for parallel work to be performed by four focused teams:

- |                                           |                                                             |
|-------------------------------------------|-------------------------------------------------------------|
| 1 - <b>Safe Sanctuaries Steering Team</b> | 2 - <b>Fun &amp; Safe Playground Guidelines Team</b>        |
| 3 - <b>Sunday Morning Security Team</b>   | 4 - <b>Campus Safety &amp; Security Ministry Task Force</b> |

Responsibility: The Board of Trustees

Perspective: Four **interdependent "people related" dynamics** that compliment each other:

- 1) **The safety of the kids & vulnerable adults is paramount** to prevent an injury or incident.
- 2) It is desired & respectful to **include GUMC employees and volunteers in the guideline development**. Because the people who are actually helping with projects usually have better ideas on what will be successful. Their involvement and contribution achieve greater acceptance, support for the guidelines and fewer surprises.
- 3) There is **success and greater joy when groups work together in collaborative fashion with a common goal**. Unity of thought and purpose tends to eliminate the negative, energy-draining aspects of "autocratic leadership style," "smoke stack" mentality, "turf wars" and "hurt feelings." All activities depend on full confidence that each team is unified in a cohesive, positive manner.
- 4) There is the **serious legal element of financial accountability for all GUMC Trustees plus Officers and Directors** or "O & D's" to ensure policies, practices and guidelines are in place and to see that they are followed. As defined by NCCUMC Safe Sanctuaries (SS) training instructors, "O&D" **includes every person on the Administrative Council**.

History: In the past year and a half (Jan 2016 - June 2017) to mitigate our financial liability:

- (A) January 2016, SPRC and Staff chose to begin with **protecting the children and certain adults** since they are the most vulnerable.
- (B) September 2016, Administrative Council approved the scope of GUMC Safety & Security as outlined by 19 "line items" in the **GUMC Personnel Policy Reference Manual, Topic 6**
- (C) On multiple occasions, thanks to many Grace Church Staff and congregational members we are making steady progress with **Safe Sanctuaries**. The combined current SS Team and Steering Committee will make it even better in the future.
- (D) December 2016, "**Fun and Safe Playground Guidelines**" were drafted. Currently it is significantly better yet needs to come to a conclusion in July 2017. Until approved by Administrative Council then the draft copy serves as preliminary guidance.
- (E) Currently, the **Sunday Morning Security Team** (~ 20 people) is receiving training and self-assigning themselves to the 2017 weekly schedule. See bulletin board in Welcome Center.
- (F) April 2017, Administrative Council approved the formation of the **Campus Safety and Security Ministry Task Force**. Great emphasis is needed on staffing it with qualified people (~50 nominees) who possess the values of ethical behavior, high energy, intelligence, imagination and agape. Four sub-teams will concentrate on Fire, Medical, Threats and Weather. A 5th sub-team will serve as a "sanity check" with external professional groups.

Vision: Overall, Grace has "lift-off," is gaining traction, momentum and definitely headed in the right direction. Within six to twelve months, **we will be stronger than ever and reach a Safety & Security position never imagined or experienced before at Grace**. Then, we will continue to pray for God's guidance & follow GUMC Mission while moving forward on this on-going project.

Future: Feel free to share any of the above information with anyone you believe interested in its intent and content. And, request any Board of Trustee member to discuss and encourage GUMC Safety & Security with any person or group if helpful to your needs.