



salem
United Methodist Church

August 2019

Church on the Lake: 8:30 am

Sunday School: 9:30 am

Sunday Morning Worship: 10:30 am

Salem's Story



Farmer's Market at Salem

The Livingston Farms Farmer's Market has been a big hit within our community. Please make plans to join us on Fridays between 4-7 for fresh produce and smiling faces.

Produce is only \$1 per pound unless you get 12 lbs or more, and then it is only \$10!

Prices and quality can not be beat.

Shred 360 Event

We will be partnering with Shred 360 to host a FREE community shredding day on Friday, August 30th, from 4-7 p.m. See inside for more details!



Please support this year's UMW Birthday mission to collect school

supplies for the Wallace Family Life Center. Drop off donations at the church by July 31st, or bring them to our party on Saturday, August 3, at 11:30 AM in the fellowship hall. Everyone is welcome to hear our speaker, Clifton Harrington, from the Wallace Center.

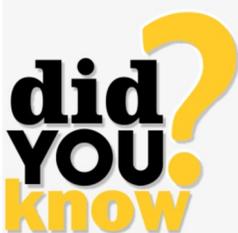
KID'S CLUB

Beginning Sunday, August 4th, Kids Club will move from Wednesday evenings to Sunday evenings. We will meet from 5-6 pm. Come join us as we have fun while we learn about the Bible!



Perhaps you're facing some difficult times or dealing with unfamiliar situations. Or maybe you're just seeking answers in regards to faith. Life presents challenges every day, and we don't always know how to deal with those situations. Our Adult Education committee has compiled some helpful reading material to aid you in navigating through those times. Please feel free to pick up any of these brochures/booklets provided for you. They are located in the welcome center. We hope you will find them helpful and encouraging.

Did you know that you can donate money to Salem through the church webpage? Go to salemumcsc.com, hover over "Forms and Giving," and click "Gifts." From there, you can create an account if you would like to give online regularly, or click "Quick Give" if you do not wish to make an account. You can also set up "Scheduled Giving," which are automatic recurring donations.



Shred 360 Event at Farmers' Market

Salem United Methodist Church is excited to announce that we will be partnering with Shred 360 to host a FREE community shredding day on Friday, August 30th, from 4-7 p.m. Simultaneously, we are having an on-site back-to-school supply drive, which will be picked up the same day and donated to H.E. Corley through Shred 360. Every vehicle is allowed 3 bags/boxes of material to be shredded. Bring a school supply donation and be sure to check out the Farmer's Market while here!

Details:

Please only bring three boxes or bags of material to be shredded. There is no need to remove binders, binder clips, paper clips, staples, rubber bands, or CDs/DVDs prior to shredding.

Shred360 will be accepting school supplies at this event to benefit underprivileged students in the area. Please see the list of requested items below. Although not required, any and all donations of school supplies will be greatly appreciated.

#2 pencils	pens (red, blue and black)	inexpensive flash drives	boxes of tissue
glue sticks	handheld pencil sharpeners	loose leaf notebook paper	highlighters
3x3 post it notes	composition notebooks (not spiral)	3x5 index cards	graph paper

The Salem ladies will be meeting together for fellowship time over lunch. We will Monday, August 26th at Tonella's Pizza at 12 pm. All ladies are welcome!

Tonella's

PIZZA KITCHEN

Homecoming is
September 15th



A Farewell and a Welcome Back



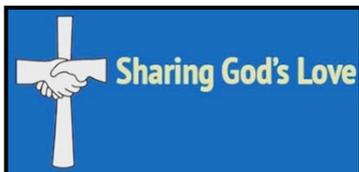
We've been blessed to have Beth Chastie have as our Business and Finance Manager this past year, and we would like to thank her for her dedication to serving the people of Salem. Beth's last day will be August 7th. We will miss Beth, and we wish her well in her new endeavors.

We are also excited to welcome back Angie Lain. Angie served our church for many years in the past and will be returning to serve as Business and Finance Manager in mid-August. Welcome back, Angie!



Sharing God's Love

Our current needs: men's white socks, children's clothes-sizes 18 - 20, tea bags, jelly, canned or boxed potatoes, canned tuna, salmon, chicken, baked beans, chili, canned fruit, mac and cheese, baby wipes and baby diapers - sizes 4-6. School supplies: backpacks, glue sticks, yellow highlighters, large pink erasers, 1" solid color 3 ring binders, black & white composition books and red ballpoint pens (no gel). Boxes are located in each Sunday School Room and a cart is in the hallway next to the Fellowship Hall entrance. 93 items were carried to SGL on July 8th .



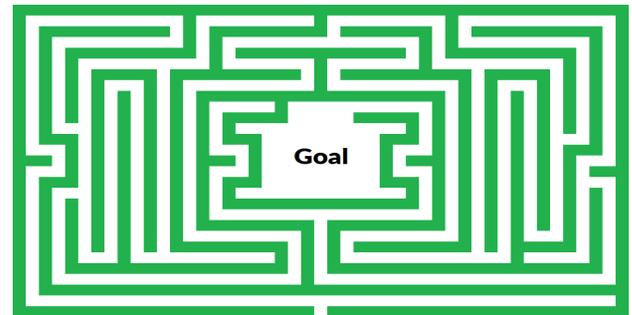
Youth 2019-20



Sunday, September 8

The 2019-20 Youth Group year kicks off on Sunday, September 8 at 5:00p.m. Join us for a night of fun, new surroundings and treats.

Sunday Night
Theme for the Year
Which Path Will You Choose?



Start



Sunday School

This year ALL the youth will be together for Sunday School as we journey together through the Bible.

Who wrote each book? What were they really about? Why are they in the Bible? Lets take the journey together this year and get to know Gods

Confirmation 2019-20

We will begin Confirmation again this year and continue each year from this point forward as we have completed our transition to 8th grade. Schedule TBA.

CONFIRMATION

Assisting in August Worship:

Lead Usher:		Danny Bollinger
Ushers:		Inez Hyatt, Ted Hornsby, Kevin Bykalo, Cooper Bykalo, Andrew Bykalo
Acolytes:	4th	Warner Shores
	11th	open
	18th	Warner Shores
	25th	Thomas Brewton
Nursery:	4th	Millie Fore & Julie Hilliard
	11th	Claressa Poppell & Julia Rose Hood
	18th	Sheri Hood & Kendall Smith
	25th	Ashley Anderson & Carson Royster
Greeters:	4th	Martina Thomas, Janet & Ralph Payne
	11th	Marie Lewis, Janet & Ralph Payne
	18th	Marie Lewis, Janet & Ralph Payne
Trustee:		Steven Smith

New Safe Sanctuary Policy

A little over 20 years ago, the South Carolina United Methodist Annual Conference passed a resolution requiring that each local congregation establish and maintain a Safe Sanctuary policy. This policy was to detail a commitment to and procedures for the protection of children and youth entrusted to our ministries. Over the past 20 years the ideas, issues and procedures have continued to develop. It is incumbent of every congregation to take time regularly to review and revise that policy.

In the early part of 2019, a small group of individuals representing Salem's Children's Council and Youth Council took that task in hand. They met several times to think through the current policy and to further develop procedures to protect not just our children and youth, but to include vulnerable adults as well. They considered the role of social media and electronic communications for our ministry. They defined the process for approving someone for leadership in our ministries with these populations. They developed a process for implementation. In the end, a finished document was presented to the administrative council for approval. On June 11, 2019, the Administrative Council approved the document you will find enclosed in this newsletter. This is now our official Safe Sanctuary policy of Salem United Methodist Church. Over the next several months, we will be taking steps to fully implement this policy including awareness and training.

Salem United Methodist Church

Irmo, South Carolina

Safe Sanctuary Policy

Revised 6/11/2019

Jesus said, "Whoever welcomes a child, welcomes me." (Matthew 18:5)

Children are our present and our future, our hope, our teachers, our inspiration. They are full participants in the life of the church and in the realm of God. God calls us to make our churches safe places, protecting children and other vulnerable persons from physical and sexual abuse. God calls us to create communities of faith where children and adults grow safe and strong.

Thus, in covenant with all United Methodist congregations, Salem United Methodist Church adopts this policy for the prevention of abuse within our church. For policy purposes a 'child' is defined as being from birth through 5th grade, a 'youth' is defined as being from 5th grade until such time as they complete high school or their age group would have completed high school, and a 'vulnerable adult' is defined as a person who is, or may be for any reason, unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation (it is important to note that no mention of capacity or competence appear in our definition).

Purpose

Our purpose for establishing this Abuse Prevention Policy and accompanying procedures is to demonstrate our total and unwavering commitment to the physical, emotional, and spiritual safety of all our children, youth and vulnerable adults.

Covenant Statement

Salem United Methodist Church hereby pledges to conduct the Ministry of Jesus Christ in ways that assure physical and emotional safety and spiritual growth of both our children and youth as well as our staff and volunteers working with children, youth, and vulnerable adults. We will make our staff and volunteers working with children, youth, and vulnerable adults aware of our procedures and policies. In addition, we will have procedures for reporting, that conforms to the requirement of South Carolina Law and the United Methodist Book of Discipline, any suspected incident of abuse.

Ministry Volunteer Recruitment and Authorization

Salem U. M. Church welcomes volunteers into the ministry of our congregation. However, to ensure the safety of our children, youth, and vulnerable adults we reserve the right to set the following criteria for those volunteers.

- Ministry volunteers are those persons whom have offered themselves, or been recruited, to act as ministry or activity event directors, hosts, or chaperones. They are designated as persons with responsibility, at some level, for the content and activities of the event, or to assist those who are, or are present for the safe keeping of the participants. Staff persons must follow the guidelines of this policy and the employee handbook at all times.
- Volunteers working with children or youth must be at least 5 years of age older than oldest persons that they are to supervise or be partnered with someone who is.

- Adults working as volunteers in ministry with children, youth, or vulnerable adults should be willing to submit to a South Carolina Law Enforcement Division (SLED) background check or other suitable background investigation (including FBI offender registry) at the church's expense. Persons that have not been a resident of the State of South Carolina for the previous 10 consistent and consecutive years will require a national background check. The pastor, along with the Children's / Youth Ministry staff persons, will evaluate background checks when there is a question of eligibility. All information that is received during the background check will be kept confidential.
- Ministry volunteers will acknowledge an awareness of and intent to abide by our media use policy on the attached signatory page.
- Ministry Volunteers must have a completed Authorization Package prior to participation in any event that places them in direct contact with children, youth, or vulnerable adults.

The Authorization Package will include:

A signed authorization for the appropriate background check form,

A completed and reviewed background check,

A signed Technology Agreement form, and

A Safe Sanctuary Training Certification (within 9 months of beginning to lead/volunteer with ministries or programs.)

- Ministry volunteers must be willing to participate in training events on a three-year cycle.
- Ministry Volunteers must re-submit all paper work on a three-year cycle.
- The church, not the volunteer, will keep track of this cycle.

Training

- A Safe Sanctuary training event shall be provided twice annually, at a minimum, by the church staff or designee for all persons interested in participating. This training shall include information about this policy as it currently exists, procedures related to carrying out the policy, abuse reporting procedures, information about sex trafficking awareness, and physical/sexual abuse signs and symptoms exhibited by children, youth and vulnerable adults.
- Any and all ministry volunteers working with children, youth, or vulnerable adults must participate in the training before beginning, or as soon as possible after starting to volunteer.
- Persons working in the nursery must be trained in CPR and AED procedures. Certification must be kept current according to the guidelines established by the training agency. Other ministry volunteers are encouraged to pursue training at their own expense.

Ministry Guideline - General

During church events that are designed for family wide participation it is to be remembered that the parents, host parents, or guardians of children, youth, or vulnerable adults are the primary responsible parties for their own family members. These guidelines are intended for those ministry events that are intended to be directed to and for children, youth, or vulnerable adults.

- Any parent or guardian has the right to visit and observe the activity, classroom, or church sponsored program at any time, unannounced. They may participate in activities at the invitation of the ministry event leader.

- One-on-one interactions between staff or ministry volunteers and children, youth, or vulnerable adults will be with an open door and visibility to all.
- Staff and ministry volunteers participating in ministry events should have access to a telephone or cell phone at all feasible times, especially when groups are away from the church facility.
- There shall not be a time when an individual adult should be alone with a child or youth that is not a family member. If a child comes into a space where an adult is alone, then the adult should move into line of sight of other non-participants (near an open door, window, etc.).
- One on one interaction is sometimes necessary, but care must be taken to provide for the safety of the counselee as well as the counselor. Ideally, another adult (staff member) will be made aware of the circumstances.
- No staff member or volunteer are to give gifts to individual children, youth, or vulnerable adults without the prior consent of parent or guardian.

Ministry Event Guideline – On Church Property

- All classroom and office doors will have a window or have visibility from the hallway.
- With children, a check in / check out procedure (whether formal or informal) shall be employed in all instances.
- There are to be at least two adults working cooperatively with every group of children, youth, or vulnerable adults. Exceptions to this should be kept to an absolute minimum.
- Ideally, there should be at least two unrelated adults working with every group of children, youth and vulnerable adults. As this is not practical in every case, the ministry volunteer couple shall apply additional precautions to reduce the appearance of impropriety (leave doors open, lights fully on, etc.).

Ministry Event Guideline – Away from Church Property

- Parents must sign a permission slip for any activity involving travel.
- Adults should never transport a child, youth, or vulnerable adult alone without parental or guardian written or recorded consent.
- Under no circumstance is one adult (other than the parent) to take a child, or children, a youth, or group of youth, or vulnerable adult(s) on an overnight outing alone.
- On overnight outings, there will be at least a 1:7 adult to youth supervision ratio. Female staff or ministry volunteers will supervise females and male staff or ministry volunteers will supervise males in sleeping / changing quarters. Married couples will not stay together but observe the male/male and female/female sleeping arrangements. No adult will occupy a bed with a child, youth, or vulnerable adult.
- Youth shall not be allowed to transport other youth (excluding siblings) on church sponsored events.

Response to Allegations of Abuse

A. Immediate Response

- If a suspected incident of child abuse or neglect occurs during, or is revealed to a volunteer/paid staff person during a Salem United Methodist Church sponsored activity, the adult in charge of the activity will insure the safety of the child or youth.
- Once the child, youth, or vulnerable adult is determined to be safe and comforted, the person supervising the activity or event will:

*Call the Church Pastor (**Gary Phillips #843.209.9273**) as well as The Director of Youth Ministries (**Jim Magann #803.920.4603**) or The Director of Children's Ministries (**Tina Overton #803.622.9179**).

*Call the County Offices of DSS (this is a legal obligation) **#803.714.7444** (24-hour hotline).

*The pastor or staff person will inform the victim's parents or guardians. If the parent or guardian is the accused party, follow the advice of the DSS staff in regards to informing parent or guardian of the allegation.

*The staff person or pastor will inform the church lawyer and the church's insurance company (**Southern Mutual Ins. Co. #803.776.9365**).

B. Ongoing Response If The Accused Is The Pastor, Staff Member or Volunteer

- If the pastor or other staff member is the accused party, contact the Chair of the Staff Parrish Relations Committee, Lay Leader, and Chair of the Administrative Council and the District Superintendent (**Rev. Cathy Jamieson, Office # 803.786.9486 Cell # 803.463.1463**). Procedures as defined by the current Book of Discipline of the UMC must be followed. **If the pastor, the Dir. of Youth Ministries or Dir. of Children's Ministries is the accused, exclude them in the contact list above.**
- If the accused is a volunteer or staff member they are to be immediately removed from further involvement with children, youth, and vulnerable adults. They are to be immediately removed from any office within the church and relieved of any duties within the church.

C. In Every Instance

- The parties involved in the immediate response will prepare a written statement, along with the person to whom the abuse was reported to or suspected by, of the presenting facts.
- The D.S. will report the allegation to the Bishop's office. The Conference will assign a crises intervention team to assist the congregation with coping with the aftermath of the allegations.
- If the accused is a staff member arrangements must be made to sustain or suspend their salary until the allegations are substantiated or cleared.
- Any contact with the media should be handled by a predetermined individual/s (the Pastor, the Chair of the SPRC, the Lay leader, the Chair of the Council, singularly or collectively). Care is to be taken to safeguard the safety and privacy of all involved.
- A written/printed report/log is to be made of the entire process to ensure that all procedural steps have been accomplished. This log shall be made by the reporting person, the Pastor or other staff and the Chair of the Staff Parrish Relations Committee, Lay Leader, and Chair of the Administrative Council. The report/log is to be kept in a safe, locked file in the church office. This report/log is to be submitted to the Bishop's office.

End Notes

- Salem United Methodist Church volunteer and paid staff will be made aware of the above policies and procedures on a regular basis.
- The above requirements do not limit "common sense" procedures or additional steps.
- This policy is to be reviewed at least every three years for updates, additions, and alterations.

August 2019



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United Methodist Church

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	Jul 31	1	2	3
8:30 AM Church on the Lake 9:30 AM Sunday School 10:30 AM Worship				7:00 PM AA 4:00 PM Farmer's Market	4:00 PM Farmer's Market 7:00 PM AA	9:30 AM Fellowship Hall Reserved 11:30 AM UMW Birthday Celebration 7:00 PM AA
4	5	6	7	8	9	10
5:00 PM Kid's Club	3:00 PM Homeless Outreach Ministry 7:00 PM AA			4:00 PM Farmer's Market 7:00 PM AA		
11	12	13	14	15	16	17
8:30 AM Church on the Lake 9:30 AM Sunday School 10:30 AM Worship		3:00 PM Homeless Outreach Ministry 6:30 PM Finance Committee 7:00 PM Church Council 7:00 PM AA		4:00 PM Farmer's Market 7:00 PM AA		
5:00 PM Kid's Club				4:00 PM Farmer's Market 7:00 PM AA		
18	19	20	21	22	23	24
8:30 AM Church on the Lake 9:30 AM Sunday School 10:30 AM Worship	10:30 AM UMW Executive			4:00 PM Farmer's Market 7:00 PM AA		7:00 PM AA
5:00 PM Kid's Club	6:00 PM Evangelism Committee	3:00 PM Homeless Outreach Ministry 7:00 PM AA		4:00 PM Farmer's Market 7:00 PM AA		Fellowship Hall Reserved Seeker's Classroom Reserved
25	26	27	28	29	30	31
9:30 AM Sunday School 10:30 AM Worship 1:00 PM Fellowship Hall Reserved 5:00 PM Kid's Club	12:00 PM Ladies' Lunch Bunch, 7:00 PM Missions Committee	3:00 PM Homeless Outreach Ministry 5:30 PM Lake Murray Association 7:00 PM AA		4:00 PM Farmer's Market 7:00 PM AA	4:00 PM Farmer's Market 7:00 PM AA	7:00 PM AA
Sep 1	2 Notes					

For more details on the calendar, go to www.salemumsc.com/calendar



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**1321 Salem Church Road
Irmo, SC 29063**

Church Office Hours

Monday - Thursday
8:30 a.m. – 12:00 noon
1:00 p.m. – 3:30 p.m.
803-781-1626
website: salemumcsc.com



**Non Profit Org.
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Irmo, SC 29063
Permit No. 14**

Memorials and Special Gifts Received

In Loving Memory of Kathy Bykalo
Building Fund
Larry and June Salters

In Loving Memory of Rev. Reese Massey
Building Fund
Daisy Massey

Our whole family would like to **thank each of you** for supporting us through love and prayers, through kind words and also through joining us at the yearly 5K in memory of our grandkids, Parker & Haley Hewitt. Words can't adequately say how blessed our Salem family makes us feel. Thank you so very much, Phillip & Millie Fore and family



Dear Salem family,
Thank you for all the prayers, texts, calls and cards. I really appreciate all the well wishes and concern.
Terry Snider