**Safeguarding Team Charter**

**Purpose of Change**: To design a strategy and map out implementation of, with proposed timeline, the recommendations arising from the GRACE report and in its wake, based upon best practices.

**Drivers for Change:**

* A desire to develop and assess misconduct policies and codify investigative and disciplinary processes and definitions in order to provide better clarity/transparency and eliminate conflicts of interest.
* A need for organization-wide initial and ongoing training/communication on misconduct, related policies, and reporting procedures.
* A need for better engagement with, affirmation of, and ministry to, singles in the organization.
* A need to identify hidden values and move the organizational culture towards alignment with its stated values.
* The beauty of the gospel, and that the world may know we are His by our love for one another.

**Objectives**

* Review, revise, create misconduct policies and disciplinary process.
* Design organization-wide training and communication strategy (including leadership assessment)
* Clarify investigative roles, procedures, and protocols, as well as analytical framework.
* Define rights of the complainant and accused, confidentiality expectations, and code of ethics for investigators
* Improve misconduct reporting pathways.
* Identify ways the organization may demonstrate authentic repentance to the wounded, and other ways we can care for them.
* Identify ways the organization can provide meaningful engagement with, and express appreciation for, single workers.
* Identify ways the organization can provide meaningful engagement with, and express appreciation for, disabled staff.
* Recommend proactive on-boarding, leadership assessment, and team dynamic strategies to surface misconduct earlier.
* Develop protocols that properly consider and implement biblical principles and facilitate the process of healing wherever possible.

**Success Criteria**

1. The Safeguarding Team develops clear and thorough misconduct policies, definitions, protocols and procedures.
2. The Safeguarding Team develops training and communication strategies and timelines for implementation across the organization.
3. Follow-up surveys show we have improved in the GRACE report’s categories as well as all measurable parameters that are indicators of a compassionate, responsive culture where all employees have freedom and the opportunity to flourish.

**Scope**

All of the organization – office and field.

**Boundaries**

* All recommendations will have to be approved by the Field Leadership Team and home office team.
* All policy proposals will need to be approved by the Field Leadership Team, home office team, and CMTW.