



VIDEO 1



VIDEO 2

AB 506 & AB2669

Business and Professions Code 18975

This is the first time that churches have been included in the business and professions code.

AB506 Requirements Overview:

1. **TRAINING:** Abuse identification and reporting
2. **SCREENING:** Every employee at your church and regular volunteers who have direct contact with or supervisory control over children, must be fingerprinted via a LiveScan background check.
3. **POLICIES & PROCEDURES:** Written protocols for reporting abuse outside the organization and 2 mandated reporters present during youth activities.

*The minimum requirements under the law.

The church (who have CM/Youth ministries) as a whole in total becomes the “**Youth Service Organization**” not just the ministry that deals with the children/youth (*i.e. CM, Middle, and High School ministries*).

ALL **Board Members, Employees, Staff, Ministry Administrator** of church, and anyone who has “direct” contact or access to children/youth (*i.e. **Children’s Ministry Volunteers and Youth Ministry Volunteers***) who have an access to children/youth (under 18) for more than 16 hrs. per month or 32 hours per year, fall into this category. (See below)

Extra Notes:

Even though a volunteer at a church such as a greeter or someone in the parking lot does have contact with children they would not meet the requirement of someone that has “direct” contact or access to children for more than 16 hrs. per month or 32 hours per year.

A greeter would have to have direct access to children 36 min per Sunday for all 52 Sundays in a year to meet the 32 hrs. requirement and be classified a “Regular Volunteer.” The potential of access is never talked about in the law only direct access and contact.

But IF any person under 18 sits in the sanctuary unattended by a parent/guardian on a consistent basis ALL volunteers in proximity must be AB506 compliant.

#1 TRAINING *(*Training must be completed every 2 years)*

- Child Abuse & Neglect Identification
- Child Abuse & Neglect Reporting

Who Needs Training?

1. Those who are church board members, all employees (Part time, Full time, seasonal), staff, and the administrator(s) of the "Youth Service Organization" must undergo training. Even if they do not have contact with children.
2. **Regular Volunteers:** A regular volunteer (CM, Youth, etc.), who is 18 years of age or older, who has direct contact with children for more than 16 hours per month or 32 hours per year. **BEST practices say to have ALL volunteers go through this training.*

Where can you get the trainings?

1. <https://churchhrnetwork.com/product/hr-360-membership/>
(Lowest Pricing Tier: \$75/month 0-5 employees)

- 90 Min. training for Clergy, Employees, and Volunteers
- Administrator Module to Assign
- You can hire Church HR Network to come to church and train all at one time



2. <https://mandatedreporterca.com/> (FREE)

- 6 hr. training for Clergy
- 4 hr. training for Employees
- 2 hr. training for Volunteers

#2 SCREENING / LIVESCAN:

1. DOJ LiveScan (fingerprinted)

- California LiveScan
- Federal LiveScan (Request the Federal level felonies)
- Recurring arrests Notification helps negates the every 7 years you must LiveScan the employee/volunteer

COST for LiveScan:

- \$49 = Employees (*Could be more*)
- \$15 = Volunteers (*Could be more*)
- Fingerprint Rolling = Free to \$99 each person

**You can hire people to come to church and have LiveScan take place at your church.*

2. FBI Check (*In addition*)

Extra Notes:

If a church does not comply with this they can and most likely will be sued for negligent hiring and supervision if an abuse was taking place. Church will also be liable for punitive damages which are NOT covered by the churches insurance.

Even if someone has been LiveScanned they must be LiveScanned through the church.

Church must have a trained representative to oversee all liveScans and custodian of records. The HR department or church administrator.

Can take 4-6 weeks to get the ORI number from the DOJ for LiveScan

LiveScan results take 7-10 business days

#3 POLICIES, PROCEDURES, & SUPERVISION

1. A “**Youth Service Organization**” shall develop and implement **child abuse prevention policies and procedures**, including, but not limited to, both of the following:
 - (1) Policies to ensure the reporting of suspected incidents of child abuse to persons or entities outside of the organization, including the reporting requires pursuant to Section 11165.9 of the Penal Code (Report to a Police Dept., Sheriff’s Dept., Probation Dept., County Social Services Dept.).
 - (2) (A) Policies requiring, to the greatest extent possible, the presence of at least 2 mandated reporters whenever administrators, employees, or volunteers are in contact with, or supervising, children.

Mandated Reporting

Even though volunteers are not technically mandated reporters, per this law, they must still report to the same places (Report to a Police Dept., Sheriff’s Dept., Probation Dept., County Social Services Dept.) Section 11165.9 of the Penal Code that mandated reporters report to.

There MUST be 2 mandates reporters present at ALL times! Who are they?
The statute does not clearly define what “present” means. This is the issue. Either in every room or over the entire church as roamers. This a lso includes any event/activity.

Under the “mandated reporting statue” a volunteer is not a mandated reporter. But, administrator, board members, employees/staff are mandated reporters. Everyone must be trained but volunteers are not mandated reporters. Related people cannot be the 2 mandated reporters.

Volunteers are not mandated reporters but they must report any issues to their ministry administrator and or board members, employees/staff. Volunteers are “permissive reporters” must report to “mandated reporters”.

Extra Notes:

NO 1-on-1 training with youth/kids
Requirements include training parents (same), comprehensive screening, etc. etc.

2 adults (AB506 compliant) supervising youth off premises.

2 adults (AB506 compliant) for home fellowships, events, etc. etc. Anything that has children attending and is a church function.

School districts WILL enforce this and can shut down your CM/Youth care.
Outreaches in public/private communities could be effected (Easter/Camp/VBS)

A LENGTHY PROCESS!

If someone does not want to go through this lengthy process, which is designed to protect the children, church, and them, THEN this process will remove those individuals.

TWO STAGE **CM / YOUTH VOLUNTEERS** PROCESS:

STAGE 1:

1. Ministry Questionnaire
 - Photo for all applicants
 - Friend request all applicants (*Facebook & Instagram*)
 - *Shorter Application for those under 18 (*Same for references / ask for 3 but take 1*)
2. Read over and sign "Child Protection Policy"
3. THREE returned references (**Optional but important*)
4. Check <https://meganslaw.ca.gov/> for all applicants (**Optional but important*)
5. Pastoral interview (**Optional but important*)

THEN IF THE ABOVE 5 ITEMS ARE GOOD TO GO PROCEED TO NEXT 3 ITEMS

STAGE 2:

6. LiveScan (*State, Federal, and recurring arrests*)
7. 90 min. training (*ChurchHRNetwork*) for volunteers with completion certificate
8. Must get a mandated reporter certificate to be a mandated reporter.

ALL EMPLOYEES, CHURCH BOARD, PASTORAL STAFF, AND VOLUNTEER STAFF:

1. Read over and sign "Child Protection Policy"
2. LiveScan (*State, Federal, and recurring arrests*)
3. 90 min. training (*ChurchHRNetwork*) with completion certificates

***If you are renting from a school and you are not AB506 compliant, your lease could possibly be terminated.**

THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

SECTION 1. Section 18975 of the Business and Professions Code is amended to read:

18975. (a) An administrator, employee, or regular volunteer of a youth service organization shall complete training in child abuse and neglect identification and training in child abuse and neglect reporting. The training requirement may be met by completing the online mandated reporter training provided by the Office of Child Abuse Prevention in the State Department of Social Services.

(b) (1) An administrator, employee, or regular volunteer of a youth service organization shall undergo a background check pursuant to Section 11105.3 of the Penal Code to identify and exclude any persons with a history of child abuse.

(2) Until January 1, 2024, paragraph (1) shall not apply to a youth service organization that, prior to January 1, 2022, did not require administrators, employees, or regular volunteers to undergo background checks pursuant to Section 11105.3 of the Penal Code.

(c) A youth service organization shall develop and implement child abuse prevention policies and procedures, including, but not limited to, both of the following:

(1) Policies to ensure reporting of suspected incidents of child abuse to persons or entities outside of the organization, including the reporting required pursuant to Section 11165.9 of the Penal Code.

(2) (A) Policies requiring, to the greatest extent possible, the presence of at least two mandated reporters whenever administrators, employees, or volunteers are in contact with, or supervising, children.

(B) This paragraph shall not apply to an organization that provides one-to-one mentoring to youth that has adopted and implemented the policies described in paragraph (1) and has adopted and implemented policies to ensure comprehensive screening of volunteers, training of volunteers and parents or guardians, and regular contact with volunteers and parents or guardians.

(d) Before writing liability insurance for a youth service organization in this state, an insurer may request information demonstrating compliance with this section from the youth service organization as a part of the insurer's loss control program.

(e) For purposes of this section:

(1) "Regular volunteer" means a volunteer with the youth service organization who is 18 years of age or older and who has direct contact with, or supervision of, children for more than 16 hours per month or 32 hours per year.

(2) "Youth service organization" means an organization that employs or utilizes the services of persons who, due to their relationship with the organization, are mandated reporters pursuant to paragraph (7) of subdivision (a) of Section 11165.7 of the Penal Code.

SEC. 2. This act is an urgency statute necessary for the immediate preservation of the public peace, health, or safety within the meaning of Article IV of the California Constitution and shall go into immediate effect. The facts constituting the necessity are:

In order to allow nonprofit organizations that provide 1 to 1 mentoring services to be compliant with state child protection policies and to provide urgently needed protection from liability for those nonprofits, it is necessary that this act take effect immediately.

Mandated reporting of child abuse and neglect training record		Training assigned	Reminder sent	Training completed	Certificate on file
Mandated Reporter's / Mandated Reporter CA Training					
#	Employee/Staff	EMAIL			
1					
2					
3					
4					
Board Members					
5					
6					
7					
Youth Leaders		7th -12 grades			
8					
9					
10					
11					
12					
13					
Childrens Ministry		2 Years - Kindergarten			
14					
15					
16					
17					
Childrens Ministry		1st-6th Grade			
		Assigned under Board Members			
		Assigned under Employee			
20					
Childrens Ministry		Wednesday evening			
21					
22					
23					
24					
25					
		Assigned under youth			
		Assigned under employee			
		Assigned under employee			
Hospitality					
26					
		Assigned under Childrens Ministry			
		Assigned under Employee			
		Assigned under Childrens Ministry			
Mandated reporting of child abuse and neglect training record		Training assigned	Reminder sent	Training completed	Certificate on file
Mandated Reporter's / Mandated Reporter CA Training					
#	Office Volunteers	EMAIL			
27					
28					
Evangelism					
29					
30					
Ushers					
31					
32					
Mandated reporting of child abuse and neglect training record		Training assigned	Reminder sent	Training completed	Certificate on file
Volunteer CA Training					
#	Employee	EMAIL			
Connect/Welcome Center					
33					
34					
35					
36					
Greeter					
37					
38					
39					
40					
		→	Under 18 N/A		

Application to Volunteer

Picture of applicant (Copy of Drivers License)

Verification of all references

AB506/2269 Training Certificate

Mandator Acknowledgement Form

LiveScan Application

Live Scan Results

Verified by: _____

Application to Volunteer

Picture of applicant (Copy of Drivers License)

Verification of all references

AB506/2269 Training Certificate

Mandator Acknowledgement Form

LiveScan Application

Live Scan Results

Verified by: _____