

## Definitions (updated on September 1, 2018)

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You are free to define these roles in a way that fits your setting. If you have other words in your Safe Sanctuary policy that could be misinterpreted, consider providing a full explanation in the definitions section.

**Children:** birth through roughly 6<sup>th</sup> grade, depending on your local context.

**Youth:** middle and high school students, roughly 11-18 years old. (NOTE: those who are 18 years old can be tricky to define. Persons who are 18 and still in high school should be considered youth. Persons who are 18 and have graduated or left high school are considered adults).

**Vulnerable adult:** any adult who has a physical or mental condition that impairs the ability to care for their needs and who has experienced, is experiencing, or is at risk of experiencing abuse, neglect, self-neglect, or financial exploitation. (Wis. Stat. §55.01(1e))

**Staff:** Those who are employed and paid by the church or ministry.

**Volunteers:** Designated persons, acting with the approval of the congregation. These persons are generally not paid but are supervised by staff. May also be called unpaid staff.

**Free-will assistants:** Persons who volunteer without the support, training, or approval of the congregation. Generally this happens without the knowledge of staff or volunteers, often away from the church building. Safe Sanctuaries policies do not apply to the actions of such free-will assistants.