



# CFC Churches Child Safe Policy

December, 2022

CFC CHURCHES POLICY	CHILD SAFE POLICY
POLICY AREA	Governance
VERSION	CFC.GOV.1.7 (formerly CFC Churches Child & Youth C.A.R.E Policy and Procedures)
EFFECTIVE DATE	12 December 2022
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# 1. OVERVIEW OF CHRISTIAN FAMILY CENTRE CHURCHES

## Who is CFC Churches?

Christian Family Centre Churches <sup>1</sup> (CFC Churches) is a multi-site family of local churches and outreaches, operating as an Australian company limited by guarantee, under one governance Board of Directors. CFC Churches is affiliated with CRC Churches International (CRC) – the global denomination to which we belong. We adhere to CRC Churches International Charter, including its Declaration of Faith: [Charter | CRC Churches International](#). Further information on our unique identity, our Biblical foundation, our Christ-centred worldview and our passion for all people: [Moving Forward Document Nov 2020 V11](#)

## CFC Board of Directors <sup>2</sup>

This is the governance / accountability body of CFC Churches responsible for big picture areas of vision casting, values clarification, leadership appointments, policies and procedures, ACNC reporting, property purchases and finances including remuneration of salaried staff through its Salaries Sub-Committee. Our CFC Board of Directors are accountable to our Advisory Council in the event of an unresolvable matter. This Advisory Council is authorized to resolve the matter in consultation with the Australian National Executive of our CRC Churches International denomination family. Our Senior Minister and Board of Directors Chairperson is Pastor Bill Vasilakis: [billv@familycentre.org.au](mailto:billv@familycentre.org.au)

## Lead Pastors

Each Lead Pastor is responsible to provide spiritual and pastoral leadership for local CFC Churches and outreaches according to our shared vision, values, ministry purposes and style, governance structure, policies and procedures. They outwork their leadership roles under the trust and delegated authority of the Senior Minister and CFC Board of Directors and are fully accountable to them, cooperating together to outwork CFC's multi-site church model

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<sup>1</sup> See Christian Family Centre Churches & Outreach locations across Australia, in Appendix 1

<sup>2</sup> See list of CFC Churches Board of Directors and their contact details, in Appendix 2.

## **Local Leadership Teams**

Each local leadership team is appointed by the local Lead Pastor to assist him / her to oversee and manage the various ministry departments and teams and equip employees and volunteers to outwork the policies, programs and procedures that operate at the local church / outreach site. The local Lead Pastor follows the principles for team appointments found within [CRC Churches Senior Minister and Eldership Guidelines](#) as it applies to our unique CFC governance context. Local Leadership teams serve under the governance of the Senior Minister and Board of Directors and are aware of how they can contact and call upon them when needed.

## **2. CHILD SAFE ENVIRONMENTS**

At Christian Family Centre Churches (CFC), we believe it is our biblical and lawful responsibility to provide a child safe environment to all children and young people who access our churches, outreaches and programs. A child is a person under 18 years of age.

### **What is a Child Safe Environment?**

A child safe environment is the result of a range of strategies and initiatives that include developing child safe policies, procedures and appropriate codes of conduct for employees, volunteers and participants/attendees. Along with these, CFC fosters openness so that <sup>2</sup>:

- children and young people know what to do if they have concerns or feedback about inappropriate behaviour.
- employees and volunteers can identify children and young people suspected to be harmed or at risk of harm.
- CFC Churches governance and leadership teams, pastors, child safety officers, staff and volunteers are aware of their duty to report children and young people suspected to be harmed or at risk of harm to the Child Abuse Report Line (13 14 78) in South Australia (and those at immediate risk to the SA Police on 000) or relevant reporting authority in their State/Territory; and, take other measures to establish, promote and ensure a child safe environment.

### What does 'at risk' mean? <sup>3</sup>

In South Australia, Section 18 of the *Safety Act* states that a child or young person will be 'at risk' if:

- they have suffered harm, or there is a likelihood that they will suffer harm, being of a kind against which ordinarily they should have been protected
- there is a likelihood they will be removed from the State for the purpose:
  - a medical procedure that would be unlawful in South Australia (including female genital mutilation)
  - of taking part in a marriage that would be void or invalid under the *Marriage Act 1961 (Commonwealth)*
  - of taking part in an activity that would be illegal in South Australia
- their parent or guardians are unable or unwilling to care for them, have abandoned them, cannot be found or are deceased
- they are of compulsory school age and are persistently absent from school without explanation
- they are homeless or of no fixed address

### What does 'harm' mean?

Section 17 of the S.A *Safety Act* defines 'harm' to mean *physical or psychological harm (whether caused by an act or omission), including harm caused by sexual, physical, mental or emotional abuse or neglect*. This reflects the lower threshold requirements for mandatory reporting in S.A. Most other State / Territories primarily use the language of 'abuse and neglect' in their Child Protection legislation.

### Child Protection Legislation Across Australia

Child protection legislation in each State and Territory across Australia differs according to local needs (Bromfield & Holzer, 2008; Fernandez & Atwool, 2013; Wise, 2017). However, legislation across all States and Territories has similar guiding principles in several key areas.<sup>3</sup> These principles include: the best interest of the child, early intervention, and the participation of children and young people in decision-making processes.

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<sup>3</sup> *Mandatory Notification Information Booklet*, Page 14 / Department of Human Services, South Australia

In addition to South Australian legislation, all relevant State/Territory legislation relating to Child Protection and Duty of Care will be adhered to by CFC Churches. CFC Lead Pastors and local leadership teams are required to stay up to date with current legislation Child Protection and Duty of Care changes and our CFC Board of Directors holds them responsible to outwork them faithfully.

### **Our Shared Responsibility**

We believe the best child safe environment exists within the boundaries of shared community responsibility. Effective child protection requires a holistic approach from government entities, non-government entities, parents and members of the community.

We believe it's our *collective* responsibility to care watchfully for children and young people in our care.

Our goal is for every Child/Youth Team Member and responsible adult serving in CFC ministry in any capacity: to be *made aware* of our Child Safe Policy and agree to abide by it, to participate in *ongoing education* as relevant to their role, and to *actively notice* and when required, *respond*, to what's going on around them.

### **3. CHILD SAFE POLICY**

#### **Our commitment to being a Child Safe Organisation**

As a child safe organisation, CFC Churches will create a culture, adopt strategies and act to promote child wellbeing and prevent harm to children and young people who access our church and programs.

We will champion a child safe and child friendly environment where all children and young people are respected, valued and encouraged to reach their full potential.

CFC Churches is committed to ensuring that we provide consistent and reasonable care for children and young people in all our churches, outreaches and programs.

#### **Child Safe Environments Compliance Statement**

In accordance with the *Child Safety (Prohibited Persons) Act 2016* and the *Children and Young People (Safety) Act 2017*, a child safe environments compliance statement (including this policy and the *Child Safe Code of Conduct and Procedures*) will be lodged with the Government of South Australia Department of Human Services.

- A new statement will be lodged when any changes are made, following an increase in the scope of services or a substantial change to the responsible/managing authority.
- A designated member of CFC Churches Board of Directors is responsible for lodgement of this statement and will be confirmed when this policy is next reviewed.

The CFC Churches Child Safe Policy covers safe environments for children and young people and is based on the *National Principles for Child Safe Organisations*.

These Principles detail key elements of child safe organisations with a planned and intentional approach to the safety and wellbeing of children and young people.

# National Principles for Child Safe Organisations

## PRINCIPLE 1 – Child safety and wellbeing is embedded in organisational leadership, governance and culture.

- Principle 1 is the leading standard with child safety and wellbeing embedded in CFC Churches from the Board of Directors and Lead Pastors and their leadership teams, down to Ministry Departments and Teams. The CFC Churches Board of Directors will ensure appropriate policies, procedures and a child safe culture is upheld.
- Good practice will include employment screening of staff and volunteers, volunteer management, training for people working with children or young people, and measures to keep programs and the physical location of activities as safe as possible.
- Risk management strategies focus on preventing, identifying and mitigating risks to children. Employees and volunteers are accountable through their Lead Pastor and their leadership teams and ministry area organisational structures.

### Child Safe Code of Conduct and Procedures

Physical, online and sex discrimination, harassment and bullying will not be tolerated at CFC Churches. Our *Child Safe Conduct & Procedures* includes our:

- *Code of Conduct*
- *Procedures for Relating to Children & Young People*
- *Procedures for Running a Children or Youth Program*
- *Procedures for Responding to Suspected Harm and Risk of Harm.*

These clearly outline what is expected from all our *Mandated Notifiers*, Staff and Volunteers and have developed to protect children and young people under age 18 within every program and ministry of CFC.



Our *Child Safe Conduct and Procedures* are designed to enable all those who work with children and young people under age 18 at CFC or are responsible for ensuring a Child Safe Environment (Child/Youth Team Members, CFC Pastors, CFC Board of Directors, CFC Staff Members, CFC Ministry Leaders, Child Safety Officers), to understand their roles and responsibilities.

When relating to children or young people that may be experiencing bullying or struggling with their mental health, CFC Churches adheres to the following requirements:

- [CRC Duty of Care & Child Protection Requirements](#)

CRC Churches guidelines that cover social media, sexual harassment and privacy also provide further information and can be viewed and downloaded from:

- [CRC CHURCHES MINISTERS MANUAL](#)

## **Mandated Notifiers**

*Mandated Notifiers* are legally required to notify the Child Abuse Report Line (C.A.R.L) 13 14 78 in South Australia as soon as practicable if they suspect on reasonable grounds that a child or young person is being harmed, or may be at risk of harm. Suspicion of harm or risk of harm can be based on verbal communication, hearsay, rumour or observance of behavior. Other State/Territories have varying legislation about who they define as *Mandated Notifiers*.

Department of Human Services S.A. provides the details for lodging a mandatory report in South Australia. All CFC Churches Mandated Notifiers in South Australia are provided copies of the following information booklet:

- [S.A CHILD SAFE ENVIRONEMENTS - Mandatory Notification Booklet](#)

Reporting Authorities in other State / Territories and contact details / links to further information on mandatory reporting can be found on page 20-24. <sup>4</sup>

## **CFC Churches has clearly identified *Mandated Notifiers*:**

- CFC Team Leaders and volunteers in Children's/Youth Ministries that work with or have access to children (including those with access to under 18's medical/contact details).
- CFC Child Safety Officers

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<sup>4</sup> See Appendix 3 – State / Territory Reporting Authorities.

- CFC Churches Board of Directors
- CFC Staff Members
- CFC Ministry Leaders
- All ordained CRC Trainee Ministers, Ministers and National Ministers

These *Mandated Notifiers* are required to report suspected risk of harm or actual harm occurring to a child or young person to their relevant Reporting Authority, even if their home State legislation does not identify them as *Mandated Notifiers*.

### **Junior Team Members / Mandated Notifiers**

It is important to note in South Australia and some other State/Territories of Australia, volunteers under 18 years of age who work in Children and Youth programs are also regarded as *Mandated Notifiers* and required to report risk or harm or suspected harm. All CFC Junior Team Members who volunteer in Children and Youth programs receive clear information and training from their Team Leader about the avenue of support available to them in the event they develop reasonable suspicion that a child or young person is at risk of harm, has been or is being harmed. Such support includes the option of having an adult Team Member present when contacting their relevant Reporting Authority, if they so desire.

All CFC Team Members are responsible to protect vulnerable children and young people at risk of harm and, make a mandatory notification to their relevant Reporting Authority in their State/Territory when they have reasonable grounds to suspect a child is at risk of harm, or that harm may be occurring.

### **What are 'reasonable grounds'?**

Reasonable grounds to form a suspicion that a child or young person may be at risk or is experiencing harm, may include:

- when a child or young person tells you they are at risk or have been harmed
- when your own observations of a particular child or young person's behaviour and/or injuries lead you to suspect they are at risk, or harm is occurring
- when a child or young person tells you that they know of someone who is at risk or has been harmed (they may be referring to themselves)
- when you hear about risk or harm to a child or young person from someone who is in a

position to provide reliable information, perhaps a relative or friend, neighbour or sibling of the child or young person.

Once reasonable grounds exist, it is imperative that a mandatory report is firstly made to C.A.R.L (13 14 78) in South Australia (or the relevant reporting authorities in other States / Territories.)

As per CFC Churches insurance company requirements, the Lead Pastor of a local church or a local Leadership Team Member and the police must also be notified where there is reasonable suspicion of sexual abuse. The Lead Pastor / Leadership Team Member will advise the Board Chairperson who will notify the insurance company. Employees and volunteers who are under investigation (either internally or by the police) for committing sexual abuse will be automatically suspended from work or other duties within CFC Churches.

### **Child Safety Officers**

Each local CFC Church will designate a *Child Safety Officer* who can provide support and further information regarding these policies and procedures.

## **PRINCIPLE 2 – Children and young people are informed about their rights, participate in decisions affecting them and are taken seriously.**

CFC Churches will inform, consult and empower children and young people to express their views and make suggestions. They will be provided with opportunities to contribute to decision making regarding CFC Churches activities that affect their lives.

Children can choose whether they participate in activities and are encouraged to report incidents or practices that make them feel unsafe.

The importance of friendships is recognised and support from peers is encouraged to help children feel safe and reduce isolation.

### **PRINCIPLE 3 – Families and communities are informed and involved in promoting child safety and wellbeing.**

CFC Churches engages in open, two-way communication with families and the community about our child safety approach and relevant information is accessible.

Parents and carers participate in decisions affecting their child such as permission forms for programs/events that include a section for parents/carers to identify possible risks to the safety of their child at CFC Churches (e.g., medical information, special or additional needs, custody arrangements, etc.).

CFC Churches meets statutory reporting obligations e.g., Australian Charities and Not-For-Profits Commission (ACNC). To comply with legal obligations, CFC Churches will, at the request of a parent or carer, produce for inspection a copy of the policies and procedures adopted at the relevant time.

### **PRINCIPLE 4 – Equity is upheld and diverse needs respected in policy and practice.**

CFC Churches will actively anticipate children's diverse circumstances and respond effectively to those with additional vulnerabilities. Our 'Values' include treating everyone with dignity and proactively anticipating needs, so we can respond in ways that are helpful, caring and respectful.

Services and programs aim to cater for and accommodate children's varied needs such as children with disability/additional needs, Aboriginal and Torres Strait Islander, and children from culturally and linguistically diverse backgrounds. Children have access to information, support and a complaints process.

### **PRINCIPLE 5 – People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.**

All applicants working or volunteering with children (including those managing people who work with children) are required to have a current, valid "not prohibited" Working With Children Check (WWCC), or equivalent for their State/Territory, and a current Safe Environments

Certificate (or child safe training). In accordance with the South Australian *Child Safety (Prohibited Persons) Act 2016*, this includes anyone over the age of 14 working with children and young people. Records (including method of training) will be kept by each local church. Other relevant State / Territories legislative screening requirements will be adhered to by CFC Churches.

As per legislative requirements CFC Churches will verify Working With Children Check (or equivalent for their State / Territory) in the DHS Screening Unit Portal in S.A (or equivalent State/Territory screening requirements) to ensure that the person is not prohibited from working with children and that the date on the WWCC is accurate. *Child Safety (Prohibited Persons) Act 2016* – section 17(1)(b).

The Department of Human Services in S.A (or the equivalent State/ Territory reporting authority) will be contacted immediately when we become aware of certain information regarding any person involved with CFC Churches, including any serious criminal offence, child protection information, or disciplinary or misconduct information. Please refer to the *Child Safety (Prohibited Persons) Act 2016* – section 19 for additional information.

The recruitment process, screening and training of employees and volunteers emphasises child safety and wellbeing. The volunteer application process includes a Volunteer Application Form, referee check/s and signed agreement.

Expected behaviours are communicated and promoted within a structure of support and accountability. An incident response plan and reporting procedure is in place, and incidents are reviewed.

Any person who has been deemed as a 'prohibited person' through their working with children check (WWCC in S.A or the equivalent for their relevant State/Territory) are not permitted to engage with children and young people in CFC Churches.

Any person who has prior convictions regarding sexually related offences is prohibited from working at CFC Churches.

Any person who has prior convictions regarding violent related offences is prohibited from working with under 18's at CFC Churches. Their involvement in working at CFC Churches will be assessed on a case by case basis and *CFC Churches Screening Policy* provides further detail regarding this.

## **PRINCIPLE 6 – Processes to respond to complaints and concerns are child focused.**

CFC Churches will maintain an accessible, child focused complaint handling system that can be understood by children, staff, volunteers and families. Complaints will be taken seriously and responded to promptly and thoroughly according to our *CFC Churches Grievance Policy*.

### **Raising Complaints / Concerns**

Any child, young person or Parent/Carer is encouraged to raise complaints or concerns with their local CFC church's designated Child Safety Officer, Children or Youth Coordinator, any CFC Pastor or Director who is part of CFC Churches Board of Elders. Any complaint or concern raised will be documented, responded to in a timely manner and a confidential record of details of the concern or complaint and the process undertaken will be stored securely.

South Australia's *Statutes Amendment (Child Sexual Abuse) Act 2021* ensures strict controls with significant penalties for Failure to Report suspected child sexual abuse and Failure to Protect a child from sexual abuse. The legislation includes information gained during, or in connection to, religious confession and applies to employees and volunteers in religious institutions.

- Failure to Report suspected child sexual abuse provisions require that a 'prescribed person' must report to CARL (Phone: 131 478) or the police if they know of, or suspect, or should have suspected that another person has sexually abused a child. When reporting to CARL, a report number will be requested as verification that the report was made.
- Failure to Protect a child from sexual abuse provisions require that a 'prescribed person' in a position of authority must not fail to protect a child where they know there is substantial risk that another person will sexually abuse a child.
- A 'prescribed person' includes anyone who is aged 18+ and provides religious, sporting, musical or other instruction to a child or young person under 18 years of age; or where the person is a religious official or spiritual leader (however described and including lay members and whether paid or unpaid) in a religious or spiritual group attended by a child or young person under 18 years of age.

Employees and volunteers who are under investigation for committing sexual abuse will be automatically suspended from work or other duties within CFC Churches. Automatic termination of employment or involvement with CFC Churches will occur if found guilty of sexual abuse.

In addition to our mandatory reporting requirements, please refer to *CFC Churches Critical Incident Management Policy*. Should harm occur in a CFC Church program, ministry or location, or an allegation of harm is made, CFC Leadership Teams and CFC Board of Directors are required to follow this pathway of response.

**PRINCIPLE 7 – Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.**

CFC Churches values training as a way of providing knowledge and skills to maintain a system of safety and care. *S.A Child Safe Environments training – Through Their Eyes* (or the equivalent in each State / Territory) is required for adults working or volunteering with children (with certificates renewed every three years).

Along with a valid working with children check, all 14-17 are required to have a current Safe Environments Certificate (or child safe training).

Ongoing training for staff and volunteers include: types of harm, indicators and behaviours of children at risk of or experiencing harm, grooming, child safe practices, discussion of scenarios relevant to CFC Churches, mandatory reporting requirements, critical incidence response and handling of complaints.

**PRINCIPLE 8 – Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.**

Risk management is practiced, and safety measures are in place to mitigate risk. Staff and volunteers are not permitted to run activities that are excluded from CFC Churches insurance cover. Examples of safety measures include screening, endorsement, ongoing training and supervision of staff and volunteers working with children or young people, risk assessments for high-risk activities, sign in/out procedures, children with children of similar age, effective and safe supervision of children in programs, regulations around toileting, illness, first aid, emergency evacuation, transportation and photography/video of children, etc.

Physical, online and sex discrimination, harassment and bullying will not be tolerated at CFC Churches. Our *CFC Churches: Discrimination, Harassment and Bullying Policy* clearly outlines this.

Our Child Safe Conduct and Procedures clearly outline what is expected from all our *Mandated Notifiers*, Staff and Volunteers.

### **Right to Refuse People**

CFC Churches reserves the right to refuse people with specific accusations/offences from attending church activities. This includes refusing entry to any church activity for people who have been found guilty of a sexual offence against children and applies to people who have current pending charges of this nature.

### **PRINCIPLE 9 – Implementation of the national child safe principles is regularly reviewed and improved.**

Review of systems and practices ensures continuous improvement and response to changing conditions. Changing conditions may include expansion of services offered to children and young people, a change to the CFC Churches management/reporting structure or following an event/incident where children or young people were (or could have been) at risk of harm.

The *Children and Young People (Safety) Act 2017* requires that review of policies and procedures must occur at least once in every 5-year period.

CFC Churches will regularly review and analyse child safe practices and implementation through regular child safe audits, event debrief meetings, any complaints, incident reports, and feedback from staff, volunteers, children, young people, families and the community. A special review will be conducted by the Board of Directors in the case of a major incident. CFC Churches will address new challenges and concerns that arise from reviews.

Any changes made to our *CFC Churches Child Safe Policy* will require CFC Churches to lodge a new child safe environment statement with the Department of Human Services in South Australia. Other Child Safe Environment statements or the equivalent required for relevant State/Territories by CFC Churches/Outreaches can be requested from CFC Churches Board of Directors via our Senior Minister/Board Chairperson, Pr. Bill Vasilakis: [billv@familycentre.org.au](mailto:billv@familycentre.org.au).



## **PRINCIPLE 10 – Policies and procedures document how the organisation is safe for children and young people.**

We will endeavour to ensure that policies and procedures address all child safe elements as outlined in the National Principles for Child Safe Organisations and they are accessible, user-friendly, include stakeholder input, championed by leaders, implemented and complied with, understood by employees and volunteers, and supported by training. Additional CFC Churches documents include the *Child Safe Code of Conduct and Procedures*, policies and forms. These documents support a proactive culture of compliance with agreed standards.

## **REFERENCES**

- *Child Safety (Prohibited Persons) Act 2016*
- *Children and Young People (Safety) Act 2017*
- South Australia Department for Child Protection
- South Australia Department of Human Services
- Royal Commission, Creating Child Safe Institutions (the 10 Standards), July 2016
- [www.childsafe.org.au](http://www.childsafe.org.au)
- <https://childsafe.humanrights.gov.au>
- *CFC Policies, Code of Conduct and Procedures*
- *CRC Churches Ministers Manual, Duty of Care & Child Protection Guidelines and Senior Minister and Eldership Board Guidelines* - [Document library | CRC Churches International](#)
- *Mandatory Notification Information Booklet*, Department of Human Services S.A  
[https://dhs.sa.gov.au/data/assets/pdf\\_file/0003/103179/CSE-Mandatory-notification-information-booklet.PDF](https://dhs.sa.gov.au/data/assets/pdf_file/0003/103179/CSE-Mandatory-notification-information-booklet.PDF)
- Australian Institute of Family Studies (AIFS)  
[Reporting child abuse and neglect: Information for service providers | Child Family Community Australia \(aifs.gov.au\)](#)

VERSION	EFFECTIVE DATE	FULL OR PARTIAL REVIEW	APPROVED
1	May 2012	Full	CFC Board
2	Jan 2021	Full	CFC Churches Board
3	May 2021	Partial	CFC Churches Board
4	30.11.21	Partial	Draft revision required
5	14.12.21	Full	CFC Churches Board
6	21.06.22	Partial	CFC Churches Board
7	12.12.22	Partial	CFC Churches Board

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## AGREEMENT

I have read and understood *CFC Churches Child Safe Policy* and agree to abide by the conditions.  
 I have read and understood *the SA Child Safe Environments – Mandatory Notification Booklet (or relevant Mandatory Notification information for my State/ Territory)* as required for CFC Churches Mandated Notifiers. I agree to outwork what is required of me as a Mandated Notifier.

Name:

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Signature:

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Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

## Appendix 1

# CFC CHURCH & OUTREACHES LOCATIONS

## METROPOLITAN ADELAIDE

*CFC SEATON*  
185 Frederick Rd  
Seaton SA 5023

*THE HILLS CFC*  
Southern Community Health Hub 13  
Laffers Road  
Belair 5052

*LE FEVRE CFC*  
Le Fevre Uniting Church 63  
Gedville Road  
Taperoo SA 5581

*CFC SOUTH*  
Reynella Primary School 55-63  
Concord Drive Old Reynella SA  
5161

## RURAL SOUTH AUSTRALIA

*KINGSCOTE (OUTREACH)*  
3 McLaren Street  
Kingscote SA 5223

## RURAL SOUTH AUSTRALIA

*BAROSSA CFC*  
16 Scholz Avenue  
Nuriootpa SA 5355

## NORTHERN TERRITORY

*CFC ALICE SPRINGS*  
37 Stuart  
Highway Alice  
Springs NT 0870

## CFC CHURCH DARWIN

Vibe Hotel  
7 Kitchener  
Drive Darwin  
City NT 0800

## TASMANIA

*CFC HOBART*  
550 East Derwent  
Highway Risdon Vale  
TAS 7016

## CENTRAL AUSTRALIA OUTREACHES

*Amata SA*  
*Ernabella SA*  
*Wanarn WA*  
*Docker River*

## Appendix 2

### CFC CHURCHES BOARD OF DIRECTORS

In any instance where a suspected offender (including a minor under age 18) is an attendee, participant, visitor, volunteer or staff member of any CFC church program or ministry, please inform a member of your local church Leadership Team after you have made a report to your relevant Reporting Authority. It will then be necessary for your CFC Lead Pastor or local Leadership Team member to refer this information to a CFC Board member immediately.

Each local leadership team will appoint a Child Safety Officer and provide regular reports on both the status and training provided by their CFC Church / outreach.

Any Board member below may be contacted regarding any incident of concern. They will treat your concern with utmost urgency and sensitivity and ensure that appropriate action is taken ongoing care and safety of children or young people.

Pr. Bill Vasilakis  
CFC Senior Minister (All CFC churches) &  
Board of Directors Chairperson  
Lead Pastor (CFC Seaton)  
Work: (08) 8356 6999  
Email: [billy@familycentre.org.au](mailto:billy@familycentre.org.au)

Pr. Cass Tompich  
5:30 Congregation Pastor (CFC Seaton)  
Senior Leadership Team Member, (CFC Seaton)  
Mobile: 0417 854 865  
Email: [casst@familycentre.org.au](mailto:casst@familycentre.org.au)

Pr. Tim Lochens  
Deputy Senior Minister of CFC Churches &  
Deputy Board of Directors Chairperson  
Lead Pastor (CFC South)  
Email: [timl@familycentre.org.au](mailto:timl@familycentre.org.au)

Dr. David Wabnitz  
Board Member  
Email: [damwab@hotmail.com](mailto:damwab@hotmail.com)

Milan Tompich  
General Manager (CFC Seaton)  
Mobile: 0416 267 107  
Email: [milant@familycentre.org.au](mailto:milant@familycentre.org.au)

Peter Crouch  
Board Member  
Mobile: 0414 440 087  
Email: [pcro2114@gmail.com](mailto:pcro2114@gmail.com)

Dan Potter  
Board Member  
Mobile: 0402 111 757  
Email: [dan.potter@gmail.com](mailto:dan.potter@gmail.com)

## STATE / TERRITORY REPORTING AUTHORITIES

Australian Capital Territory		
Reporting authority	Further services/information	Contact details
<a href="#">Child and Youth Protection Services</a>	<p><a href="#">Child and Youth Protection Services</a> is responsible for facilitating coordination across government for the care and protection of children and young people in the Australian Capital Territory.</p> <p>If you are concerned about a child and want further information on mandatory reporting, refer to <a href="#">Keeping Children and Young People Safe</a>.</p>	<p><b>Phone:</b> General public Ph: 1300 556 729 (24 hours)</p> <p>Mandated reporters Ph: 1300 556 728 (24 hours)</p> <p><b>Online:</b> For less serious concerns, <a href="#">complete an online child concern report</a>.</p> <p><b>Email:</b> For less serious concerns, <a href="#">contact Child Protection Reports</a>(link sends e-mail).</p>

## New South Wales

Reporting authority	Further services/information	Contact details
<a href="#">Department of Family and Community Services</a>	<p>The Department of Family and Community Services is responsible for handling reports of child abuse and neglect in New South Wales. Information about the process of reporting child welfare concerns can be found on the department's <a href="#">Reporting a Child at Risk</a> webpage.</p> <p>For information about mandatory reporting, refer to the <a href="#">Mandatory reporters</a> webpage.</p>	<p><b>Phone:</b> Child Protection Helpline Ph: 13 21 11 (24 hours) (TTY/voice calls: 133 677; Speak &amp; Listen: 1300 555 727; SMS: 0423 677 767)</p> <p><b>Online:</b> Mandatory reporters with less serious concerns can use <a href="#">eReporting</a>.</p>

## Northern Territory

Reporting authority	Further services/information	Contact details
<a href="#">Territory Families</a>	<p>In the Northern Territory, every person is required to report suspected child abuse and neglect.</p> <p>For further information about the process of reporting concerns about a child's welfare in the Northern Territory, refer to the <a href="#">Report Child Abuse</a> page of the department's website.</p>	<p><b>Phone:</b> Child Abuse Hotline Ph: 1800 700 250 (24 hours)</p>

## Queensland

Reporting authority	Further services/information	Contact details
<a href="#">Department of Child Safety, Youth and Women</a>	<p>Child Safety is the lead child protection agency in Queensland. For information about the process of reporting concerns about a child's welfare in</p>	<p><b>Phone:</b> For a list of contact numbers during business</p>

## Queensland

Reporting authority	Further services/information	Contact details
	<p>Queensland, refer to the <a href="#">Protecting Children</a> webpage of the department's website.</p> <p>For more information about mandatory reporting, refer to the <a href="#">Mandatory Reporting in Queensland</a> webpage.</p>	<p>hours, go to: <a href="#">Regional Intake Services</a>.</p> <p>Child Safety After Hours Service Centre Ph: 1800 177 135 or (07) 3235 9999.</p>

## South Australia

Reporting authority	Further services/information	Contact details
<a href="#">Department for Child Protection</a>	<p>The Department for Child Protection works to keep South Australia's children safe by protecting them from abuse and neglect.</p> <p>For information about the process of reporting concerns about a child's welfare in South Australia, refer to the department's <a href="#">Report Child Abuse</a> webpage.</p> <p>The Department for Child Protection provides additional information for mandatory reporting, including <a href="#">Mandated Notifiers and Their Role</a> and <a href="#">Preparing to Report Child Abuse</a>.</p>	<p><b>Phone:</b> Child Abuse Report Line Ph: 13 14 78 (24 hours)</p> <p><b>Online:</b> Less serious concerns can also be <a href="#">reported online</a>.</p>

## Tasmania

Reporting authority	Further services/information	Contact details
<a href="#">Department of Communities Tasmania</a>	<p>The role of the Child Safety Service is to protect children and young people who are at risk of abuse and neglect in Tasmania.</p>	<p><b>Phone:</b> Child Safety Service 1800 000 123 (24 hours)</p>

## Tasmania

Reporting authority	Further services/information	Contact details
	<p>For information about the process of reporting concerns about a child's welfare in Tasmania, refer to the department's <a href="#">Child Safety Service</a> webpage.</p> <p>Information about mandatory reporting and making a notification can be found on the department's <a href="#">Child safety notifications</a> webpage.</p>	<p><b>Online:</b></p> <p>Mandatory reporters with less serious concerns can <a href="#">report online</a>.</p>

## Victoria

Reporting authority	Further services/information	Contact details
<a href="#">Department of Health and Human Services</a>	<p>The Child Protection Service is specifically targeted to those children and young people at risk of significant harm in Victoria.</p> <p>For information about child protection and mandatory reporting requirements in Victoria, refer to the department's <a href="#">Child Protection</a> webpage.</p>	<p><b>Phone:</b></p> <p>For a list of regional and metropolitan phone numbers: <a href="#">Child Protection Contacts</a></p> <p>After hours child protection emergency service Ph: 13 12 78</p>

## Western Australia

Reporting authority	Further services/information	Contact details
<a href="#">Department of Communities, Child Protection and Family Support</a>	<p>The Department of Communities, Child Protection and Family Support offers a range of services to support children and families in Western Australia.</p>	<p><b>Phone:</b></p> <p>Central Intake Team Ph: 1800 273 889</p> <p>After hours Ph: (08) 9223 1111 or</p>



## Western Australia

Reporting authority	Further services/information	Contact details
	<p>For further information about the process of reporting concerns about a child's welfare, refer to the department's <a href="#">If You are Concerned About a Child</a> webpage.</p> <p>Information about mandatory reporting in Western Australia can be found on the department's <a href="#">mandatory reporting information</a> webpage.</p>	<p>Country Freecall: 1800 199 008</p> <p><b>Online:</b> Mandatory reporters with less serious concerns can use the department's secure <a href="#">Mandatory Reporting Web System</a></p>