

Given how many predators have made their way past screening processes and into churches, camps, ministries, schools, and human services organizations, how can such organizations do a better job of protecting the children in their care?

How do you know if your church or human services organization has received the best level of training on Child Sexual Abuse Prevention, Predator Identification, and Survivor Support?

Are there measurable differences in the quality of the training programs currently marketing themselves to churches and other human service providers on child abuse & predator identification?

Given the plethora of organizations offering child protection trainings (which often pour tremendous resources into eye-catching marketing materials and compelling websites), how do you know if you have chosen the best program?

At Church Protect, we have categorized the various types of trainings into 5 Levels. These Levels are based upon:

- (1) the breadth and depth of content presented,
- (2) the degree of unique and insightful content,
- (3) the qualifications and backgrounds of those developing and presenting the training materials, and
- (4) the training's overall ability to provide the participants with an adequate understanding of serial child sexual predators and sexual abuse survivors.

We encourage you to familiarize yourself with the following content, in order to determine what constitutes excellent training. Use this information to help you compare and contrast training programs currently on the market, to determine what you will be receiving or have received in your training, and, to ensure you can responsibly interview the companies, in order to determine:

- (1) the background and qualifications of those who developed the training materials,
- (2) the background and qualifications of the presenter(s),
- (3) the content areas to be covered in training you will be receiving, and
- (4) the extent to which on-going consultation is provided as a part of the cost of the training.

Not all trainings are alike. And, there is simply too much at stake to accept anything less than training from a program that is at the highest level... one that we consider to be at the Gold Standard Level.



Church Protect Inc.'s
Levels of Effectiveness
of
Child Sexual Abuse Prevention Training Programs©

***Differentiating Between the Quality of Available
Child Abuse Prevention Training Programs***

There are essentially 5 Levels of training currently available. Below, we review the components of each Level of training program, and provide an overview of what will be covered, the typical qualifications of those who designed and present the training, and our assessment of the strengths and weaknesses of each level of training.

For a training to be considered in the “Best of” category (Level 5: The Gold Level), it should not only should it include ALL the components of the Silver Level of training, but also include:

- * role play, scenario analysis, and corresponding assessment of the degrees of sociopathy and psychopathy,
- * skill-development designed to help with setting boundaries with those who may NOT necessarily fit the profile of a predator,
- * practical ways to enable the leadership to discern the degree to which a “person of concern” may pose a threat,
- * a professional and clinically-sound assessment tool, as the basis of analysis and understanding the kinds and degree of boundaries that need to be implemented within the church’s and organization’s policies and practices.
- * a primer on the stages and process of grief and loss unique to both the sexual abuse survivor and their non-offending family members
- * an overview of the unique and important qualitative differences between the traumatic effects of sexual abuse and ritualistic sexual abuse,
- * a blue print of the kinds of services and groups the church or organization can develop to effectively support and minister to the sexual abuse survivor and their non-offending family members, toward the ultimate end of helping them move through the unique stages and process of healing.

Level I. (Minimum Level, Non-training)

- A) Finger printing
- B) Criminal background clearance as mandated by law

Overview

This level of “preparation” simply meets the bare minimum standards, as it solely focuses on meeting the state requirements for Mandated Reporters. To NOT fulfill this basic level is to actually place the church or organization in violation of the law.

Qualifications of the Instructor

None required

Strengths

None, as there is no training provided with respect to genuine predator identification or survivor support.

Weaknesses

No training is provided to help with even a rudimentary understanding of the profile of either a predator or a sexual abuse survivor.

Level II. (Basic Level, Non-training)

- A) Finger prints
- B) Criminal background clearance as mandated by law
- C) The implementation of a Church Child Protection Policy

Overview

This level of “preparation” meets the bare minimum state requirements, and informs each employee and volunteer what they held to in terms of standards and expectations.

Qualifications of the instructor

None required.

Strengths

None, as there is no training provided with respect to genuine predator identification or survivor support.

Weaknesses

No training is provided to help with even a rudimentary understanding of the profile of a predator. Church policy can provide the false sense of security that such a document will serve as an effective deterrent against all child predators. Please remember, the more sophisticated child predators have NO problem signing such a policy.



Level III. Bronze Level Training

- A) Finger prints
- B) Criminal background clearance as mandated by law
- C) Training on the mechanics of Reporting
- D) The development & implementation of a Church Child Protection Policy, and
- E) Training on the common characteristics of the average, impulsive, and unsophisticated “lone wolf” child molester.

Overview

This level of training usually offers an overview of the prevalence of sexual abuse and presents the most commonly understood “red flags” when it comes to identifying potential sexual predators.

Qualifications of the Trainer(s)

At this level, the trainings are often conducted either by attorneys, (who have spent time either dealing with class action law suits against churches, or have spent time in criminal court, either representing the families of victims in civil suits, or within the DA’s office prosecuting sex offenders), or by someone who has counseled survivors in a lay capacity. Little time has been spent getting to know how the predator became a predator, so little can be shared with respect to what emotional damage has been inflicted upon the survivors by the perpetrator, or where different kinds of sexual perpetrators are in terms of ability to be reconciled, rehabilitated, or allowed back into the church.

Strengths

This level of training usually offers an overview of the prevalence of sexual abuse and presents the most commonly understood “red flags” when it comes to identifying potential sexual predators.

Weaknesses

Simply having court room experience or personal interactions with predators is insufficient to afford the necessary insight and understanding into the mind of the predator. Additionally, a trainer who has only counseled survivors in a lay capacity will lack the clinical knowledge and experience necessary to fully grasp the depths of pain underlying the trauma experienced by the survivor. Without the necessary degree of insight and understanding of both predators and survivors, the training will not afford the participants with the tools necessary to truly protect their church or organization, and to support survivors in the most effective and strategic way.

As this is the most common level of training being afforded, churches are at risk of being lulled into believing that the training they have had has afforded them with adequate information to identify the majority of child predators. Unless the training helps the participants to differentiate between the likes of what we call the “snatch and grab” perpetrator, the “opportunistic perpetrator,” “the trafficker,” the “gaming” perpetrator, and the “Super Predator,” then the training has actually left the participants with false sense of security with regard to being able to protect their church or organization from the most dangerous predator they are most likely to encounter... and not even know it!

Additionally, there is no training to help with an understanding of the effects of trauma in the lives of abuse survivors, and no education directed on how the church or organization can best encourage survivors to disclose about the abuse they have suffered, and how best to support them throughout the healing process.



Level IV. Silver Level Training

- A) Finger prints,
- B) Criminal background clearance as mandated by law,
- C) The development & implementation of a Church Child Protection Policy,
- D) Training on how to make a report, and how to deal with the implications and aftermath of reporting,
- E) Training on the common characteristics of the average, impulsive, and unsophisticated “lone wolf” child molester,
- F) Training to help differentiate between the likes of what we call the “snatch and grab” perpetrator, the “opportunistic perpetrator,” “the trafficker,” the “gaming” perpetrator, and the “Super Predator,”
- G) Training on the little-understood personality profile and methods of the Child Sexual Super Predator, and
- H) Training on the survivor’s perspective of the impact of abuse, and the need for the church or organization to create a climate of support for the survivor.

Overview

Overview: This training will provide an accurate look at the characteristics and methods of the serial pedophile most likely to target churches and social service oriented organizations. It will seek to help participants distinguish between the "snatch & grab" pedophile and the more dangerous types, most likely to involve themselves in positions of ministry and leadership. Unmasking the predator, in terms of the subtle methods most often employed, is introduced at this Level. Role playing is integrated as a means of reinforcing the concepts presented. Additionally, the issues of victim awareness, victim impact, and victim support are introduced and broadly covered.

Qualifications of the Trainer(s)

At this level, fewer people would meet the recommended level of qualifications, as it is most effective when delivered by someone who has personal “hands-on” experience with both perpetrators and survivors. Simply having court room experience will not be sufficient to provide the degree of insight necessary to conduct this level of training. At this level of training offers a more in-depth degree of knowledge and understanding, it necessitates that the trainer(s) have: (1) actual “behind the scenes” experience dealing with Super Predators, and (2) time spent with survivors.

Strengths

This is a higher level of training, as it presents a well-informed description of the “disguises” or masks of the real child predators, a behind-the-scenes look at who they are when no one is watching them, and an understanding of the little-understood “sleight of hand” techniques used by the most sophisticated of pedophiles. Additionally, the church or organization is presented with information on the effects of abuse, and offered some practical steps on how survivors can be encouraged to disclose, and ways to support them once disclosure does happen. This level of training will also include some degree of role playing and practical skills development to help with setting boundaries with those who may fit the profile of a predator.

Weaknesses

The church or organization will lack the necessary understanding and perspective of the process by which the predator devolved into a reprobate state of mind, so as to have the wisdom to discern who may or may not actually be a super predator. The trainer(s) may have personal experience is dealing with a few sex offenders, may have read a fair bit on the subject, and may have even been able to create a helpful non-clinical assessment tool designed to help the congregation with identifying characteristics of the serial pedophile, they will likely lack the necessary forensic clinical background to adequately highlight how the most dangerous of predators think. Thus, the church or organization will be left at risk of unintentionally permitting a higher-ordered and sophisticated predator to enter and/or remain within the life of the ministry or organization.

While, at this level, the participants will be awakened to the reality that there are survivors in their midst, and while they will gain an awareness of some of the issues with which survivors and their non-offending families wrestle, they will sadly be left with a lack of meaningful understanding of the dynamics involved in trying to be of help and assistance to sexual abuse survivors. The congregation or organization will have been awakened to that fact that there are likely survivors sitting close to them who have never disclosed, but they will tend to be left without the necessary understanding and tools to know how to be of help or support to those survivors. For all the benefits of the Silver Level Training, this would be considered one of the unfortunate deficits of this level.

Lastly, the training and trainer(s) are usually not professionally equipped to provide the clinical understanding necessary to help the participants apprehend the best approach to most effectively address the most important dynamics underlying the various degrees of sexual perpetrators (which varies depending upon (1) the nature and focus of the sexual behavior, (2) the degree of sexual offending, (3) the kind of sex offending, (4) the proclivity toward re-offending, and (5) the extent to which the particular offender can be rehabilitated, etc.), and to address the most prominent needs of support survivors (which includes an (1) understanding of the emotional injury incurred by survivors, (2) the stages and process through which the survivor must necessarily progress if healing is to be experienced, and (3) what types of supports and programming would be most beneficial and applicable to implement in order to meaningfully and strategically minister to the survivors and their non-offending family members).

As such, this unfortunately risks leaving the participants unable to determine the most effective and applicable boundaries to implement with particular sex offenders, while also leaving the participants with a lack of knowledge sufficient to help them know how to meaningfully support the survivors in their midst.



Level V. Gold Standard Training

At this level, on-going consultation is included in the price of the training.

- A) Finger prints,
- B) Criminal background clearance as mandated by law,
- C) The development & implementation of a Church Child Protection Policy,
- D) Training on how to make a report, and how to deal with the implications and aftermath of reporting,
- E) Training on the common characteristics of the average, impulsive, and unsophisticated “lone wolf” child molester,
- F) Training to help differentiate between the likes of what we call the “snatch and grab” perpetrator, the “opportunistic perpetrator,” “the trafficker,” the “gaming” perpetrator, and the “Super Predator,”
- G) Training on the little-understood personality profile and methods of the Child Sexual Super Predator,
- H) Training on the survivor’s perspective of the impact of abuse, and the need for the church or organization to create a climate of support for the survivor,
- I) Training on the common myths about the Super Predator
- J) Training on the spectrum of sexual perpetrators, and how to differentiate between them,
- K) Training on the little-understood personality profile and methods of the Child Sexual Super Predator,
- L) Training on the Mind of the Child Sexual Super Predator
- M) Training on the Motives of the Child Sexual Super Predator
- N) Training on the clinical differentiation and distinctions between personality disordered individuals, narcissists, sociopaths, and psychopaths
- O) Training on the Super Predator’s:
 - 1. Degrees of psychopathy
 - 2. Darkened frame of mind,
 - 3. Permanently warped mindset and internal orientation,
 - 4. Moral disposition,
 - 5. Clinical personality traits and diagnostic assessment,
 - 6. Process of becoming twisted in his internal orientation,
 - 7. Deviant in his sexual proclivities, and
 - 8. Reprobate in his affections,
- P) Training on how the criminal justice system works when it comes to sentencing sex offenders
- Q) Training on the current approaches to sex offender assessment and treatment currently being used within the criminal justice system,
- R) Training on the types of approaches Predators will use to gain consistent access to children and youth in your church or organization,
- S) Training on how to interact with a “repentant” predator who is either revealed to be in your church, or makes himself known,
- T) Training on the survivor’s perspective of the impact of abuse, and the need for the church or organization to create a climate of support for survivor,
- U) Training on the clinical and holistic impact and effects of sexual abuse and trauma,
- V) Training on the basics of “Mental Health First Aid”
- W) Training on an over-view of trauma-informed care for survivors,
- X) Training on how to enlist the help of professional clinicians
- Y) Training on the impact of abuse on the family system, and the best ways to help the non-offending family members

Z) Training on how to create the best environment within your church and organization for survivors to receive the maximum degree of help possible, including training on how to establish survivor support groups,

Overview

This top-of-the-line level of training is intended to provide knowledge and insight for the participants not only in both Predator Identification and Protection, but also is intended to provide a proper foundation from which a church or organization can strategically and meaningfully support and help abuse survivors and their non-offending family members.

At this "Best of" Level, significant time and attention is given to helping participants:

- (1) identify the profiles and warning signs of the most sophisticated of predators,
- (2) identify the profile of those being sexually abused,
- (3) identify the moral degeneration leading to a state of child sexual psychopathy,
- (4) understand and apprehend the process by which the mind, nature, methods, and motives of the child sexual predator become forever fixed, (5) identify the potential risk and threat level posed by various degrees of perpetrators who find their way into the church or organization,
- (6) prepare to deal with the mental and verbal tactics used by predators intent upon remaining within the life of the congregation of organization,
- (7) understand the impact and effects of the various ranges of sexual abuse upon the victim (emotionally, psychologically, and spiritually),
- (8) identify ways the church or organization can cultivate a culture conducive to helping survivors finally disclosure about their victimization, and
- (9) create a protective culture and meaningful programs, best suited to helping survivors and their families.

Qualification of the Trainer(s)

At this level, the training should be delivered by someone who not only has personal "hands-on" experience with both perpetrators and survivors, but also someone who has extensive professional clinical experience with both survivors of sexual abuse AND convicted pedophiles (including Low Risk, High Risk, and Sexually Violent Predators) within a prison setting. The clinical experience with Survivors should include both outpatient and inpatient, and should include extensive working knowledge of Ritual Abuse.

Strengths

This level of training offers participants an in-depth degree of knowledge and understanding on the subjects of predators AND sexual abuse survivors. It also provides skills-based experiential training for the participants, in matters related to predator identification, predator protection, policy implementation, and survivor support. As such, it necessitates that the trainer(s) have: actual "behind the scenes" experience dealing with Super Predators, and time spent with survivors. Thus, it is best delivered by someone with: (1) actual "behind the scenes" experience dealing with Super Predators, (2) time spent with survivors, (3) a professional clinical background in both forensic treatment of sex offenders & working intensively with survivors of both sexual abuse and ritual sexual abuse.

Weaknesses

None. This Level affords a thorough understanding of sexual predators, how best to identify and protect against predators, AND a thorough understanding of the impact of trauma on the lives of survivor, and how best to help them.