

**GOOD SHEPHERD LUTHERAN CHURCH
OF PLOVER, WISCONSIN**

SAFE SANCTUARY POLICY

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INTRODUCTION

Good Shepherd Lutheran Church of Plover, Wisconsin (“Good Shepherd” or “Church”) desires to be a welcoming, spiritual, and safe place for all who gather with us. We are mindful that children, youth, and vulnerable adults are less able to protect themselves in our society and may be subject to abuse and harm. Therefore, we are called to provide policies to promote a safe environment.

We acknowledge that there are risks in society today and we intend that this Safe Sanctuary Policy constitutes a practical plan to address those risks. The purpose of this Policy and the procedures contained herein includes each of the following goals:

- To provide a safe and secure environment for children, youth, and vulnerable adults.
- To provide a process and procedures to evaluate a person's suitability to supervise, oversee, and/or interact with the activities of children, youth, and vulnerable adults.
- To address the concerns of parents and Church leaders that appropriate policies are in place and are followed.
- To reduce the possibility of false accusations of misconduct made against staff and volunteers.
- To provide a system to respond to accusations of abuse or misconduct.
- To provide guidelines for reporting and responding to incidents.

We will continue to answer the Gospel’s call to minister to all, including our children, youth, and vulnerable adults, to make a difference in their lives.

Jesus taught us, *“Whoever receives one such child in my name receives me; and whoever receives me, receives not me but him who sent me.”* Mark 9:37.

We will do this with joy and with care.

I. DEFINITIONS

In addition to terms that are defined elsewhere in this Policy, the terms below shall be defined as follows:

- 1.1 “Child” means a person who is in sixth grade or younger.
- 1.2 “Youth” means a person who has completed sixth grade and is under age eighteen years (except that an 18 year old who is still attending high school as a student shall be considered a Youth until such person is no longer a student in high school).
- 1.3 “Adult” means a person who is eighteen years or older (except that an 18 year old who is still attending high school as a student shall not be considered an Adult until such person is no longer a student in high school).
- 1.4 “Vulnerable Adult” means an adult at risk as defined Section 55.01(1e) of the Wisconsin Statutes as: “any adult who has a physical or mental condition that substantially impairs his or her ability to care for his or her needs and who has experienced, is currently experiencing, or is at risk of experiencing abuse, neglect, self-neglect, or financial exploitation.”
- 1.5 “Vulnerable Person” means a Child, Youth, and/or Vulnerable Adult (defined above).
- 1.6 “Family Member” means all persons who are related by blood, marriage, or adoption and who live in the same residence. Anyone who is under the legal guardianship of another person is also considered their family member.
- 1.7 “Lead Pastor” means the lead or senior pastor who is under active call to the Congregation when there are two or more pastors serving, or the sole pastor under active call to the Congregation when one pastor is then serving.
- 1.8 “Church” means Good Shepherd Lutheran Church of Plover, Wisconsin.
- 1.9 “Congregation” means the congregation of the Church.
- 1.10 “Council” means the then serving Church Council elected by the Congregation.
- 1.11 “Council President” means the then serving President of the Council elected by the Council.
- 1.12 “Executive Team” means the then serving executive committee of the Council. At the adoption of this Policy, the Executive Team consists of the Pastor(s), President, Vice President, Financial Secretary, Treasurer, and Council Secretary.

1.13 “Staff” means the paid rostered leaders (pastors and deacons) and paid employees (whether full-time or part-time, and including temporary employees) of the Church.

1.14 “Volunteer” means any unpaid person at our Church who is directly, intentionally, and regularly involved (four times or more per program year) in activities during which the volunteer is entrusted with the care and supervision of, or who exerts direct control over, Vulnerable Persons.

1.15 “Volunteer Helper” means anyone under 18 or an Adult who occasionally volunteers and does not fit the definition of a Volunteer (above).

1.16 “Roamer” means an Adult who has been screened pursuant to this Policy and who is able to provide additional oversight and observation of the safety policies of this Policy.

1.17 “Parent/Guardian” means a parent or guardian of the Child or Youth or a guardian or conservator of the Vulnerable Adult.

1.18 “Abuse” means abuse as defined in Wis. Stats. Section 48.02, a copy of which is attached hereto and marked Exhibit A. In this Policy the term “Abuse” includes not only abuse to children but also applies to abuse of any Vulnerable Person. Abuse also includes neglect through intentionally not providing a reasonable level of care for a Vulnerable Person who is under your supervision or control.

II. SCREENING

2.1 Screening Protocols. After the adoption of this Policy, prior to hiring any person to join the Staff and prior to adding a Volunteer to work directly, intentionally, and regularly (four times or more per program year) with Vulnerable Persons (other than a Volunteer Helper), the Church shall follow the protocols below:

- a. Application. The Staff or Volunteer applicant shall complete an application. Background check screening will be conducted pursuant to Section 2.2 below.
- b. Interviews.
 - i. Staff. The applicant for a Staff position will be interviewed by at least two people, including the Lead Pastor and by one or more others in Church leadership selected by the Lead Pastor or Executive Team (for example, another pastor or deacon, a representative of the Council, or the chair of a ministry team). In the absence of a Lead Pastor the interview will be conducted by the Council President and one or more others in Church leadership selected by the Executive Team.

- ii. Lead Faith Formation Volunteers. The applicant for the positions of Confirmation Lead, Sunday School Coordinator, Senior High Youth Leader, or Vacation Bible School (VBS) Coordinator, will be interviewed by at least two people, including the Lead Pastor, and/or Executive Team member(s) designated by the Lead Pastor, and a member of the Faith Formation Team.
- iii. Other Volunteers. The applicant (a) for a Confirmation small group leader will be interviewed by the Lead Pastor, and/or Executive Team member(s) designated by the Lead Pastor, and one or more others (which would include the Confirmation Lead if separate from the Lead Pastor), (b) for a Sunday School teacher, the Sunday School Coordinator would conduct the interview, (c) for a VBS teacher, the VBS Coordinator would conduct the interview, and (d) for Senior High Youth Team members, the Senior High Youth Leader would conduct the interview. For other Volunteers, the interviews shall be conducted by a person or persons directly involved in the ministry team for which the Volunteer will provide services.
- d. References. Each Staff applicant shall provide at least two references and at least two references shall be contacted by a person conducting the interview. A reference may not be a relative of the applicant and the two references may not be related to each other. Applicants will be asked about their prior experience and history working with Vulnerable Persons and it is preferred, but not required, that the references come from those prior experiences.
- e. Get to Know You Time. A Volunteer who will be working directly with Vulnerable Persons must be 1) a member of Good Shepherd, 2) a member of an affiliated congregation/organization partnering with the event, or 3) have served as a volunteer assistant for four or more events prior to being eligible to become a volunteer.

2.2 Background Checks.

- a. The following persons are required to be subject to a Required Background Check:
 - i. All Staff of the Church.
 - ii. The Executive Team of the Council.
 - iii. The Sunday School Coordinator(s), the Vacation Bible School Coordinator(s), the Confirmation lead, the Confirmation small group leader(s), the Senior High Youth Leader, and the Youth Choir Conductor(s) (if any).
 - iv. Volunteers who wish to serve as Sunday School and VBS teachers.

- v. Staff nursery attendants and any Volunteer nursery attendant who has agreed to serve in that role on a regular and continuous basis (other than a Parent/ Guardian watching their own immediate family).
 - vi. Chaperones for any Vulnerable Persons (other than watching their own immediate family) regarding any Church organized and conducted trip or outing.
 - vii. Drivers for Church organized and conducted travel events where the driver will be transporting Vulnerable Persons (other than only the driver's immediate family) unless a Parent/ Guardian of those Vulnerable Persons waives the background check requirement.
- b. Background Recheck. The background check shall be updated and run again for any Staff or Volunteer described in Section 2.2(a) above who is still serving and whose prior background check is two or more years old.
 - c. Confidentiality. Background check results shall be kept strictly confidential and archived in a secure location at the Church for at least ten years.
 - d. Review. Each background check shall be reviewed by the Lead Pastor and/ or by an Executive Team member designated by the Lead Pastor, except that:
 - i. the Lead Pastor's background check shall be reviewed by the Council President;
 - ii. in the absence of a Lead Pastor serving the Congregation the background checks shall be reviewed by the Council President; and
 - iii. in no event shall a person be responsible for reviewing a background check of an immediate family member, and in that case if the people in Subsections i and ii above are not able to do the review, the Executive Team (excluding the person who is related to the candidate) shall review the background check.
 - e. Persons Under Age 18. No background check is required for a Staff person, Volunteer, or Volunteer Helper under age 18 since court records are generally sealed until age of majority. Instead, the Church will interview the minor applicant for a Staff or Volunteer position and consult with the applicant's Parent(s)/ Guardian(s), and the minor applicant will provide at least two references from a nonrelative.
 - f. Unacceptable Background Checks. The Lead Pastor and/or the Executive Team has the discretion to determine if any information listed in the background check

is considered unacceptable for the person to be hired as Staff person or approved as a Volunteer for the Church.

- g. Background Check Services. The Church will use a reputable, third-party background checking service company. The background search will include, at a minimum, the following:
 - i. A national criminal background check
 - ii. A national sex offender search.
 - iii. Verify social security number and identity.
 - iv. Driving record, for a Staff or Volunteer driver for Church organized and conducted travel. A driver will not be allowed to drive non-family members for Church conducted travel if the driver has had an operating while intoxicated (OWI) violation in the prior five years; and any other OWI violations more than five years prior or other driving violations will be subject to the Church's discretion based on their frequency, gravity, and the dates the violations occurred.

III. SAFETY PROCEDURES

3.1 Two Adult Rule. It is preferred that there be two Adults who are screened Staff or Volunteers present for activities with Vulnerable Persons. However, if this is not possible or practical due to limited Staff or insufficient Volunteers, then:

- a. There shall be at least one Adult present who is screened or one Youth Volunteer who is screened and at least four years older than any Child that they are working with, and the door should be open or the door should have a clear window, to ensure line of sight visibility. Furthermore, in this event, a Roamer is encouraged to periodically monitor the rooms.
- b. Volunteer Helpers shall always be under supervision (within eyesight and/or ear shot) of a Staff person or Volunteer when working with Vulnerable Persons.
- c. All rooms used as classrooms or for activities with Vulnerable Persons shall either have a door open, a half door open, or have a clear door window to avoid secrecy.

These rules are to not only minimize the risks of Abuse but also any perception of opportunities for Abuse.

3.2 Diaper Changing. All Children attending Sunday School or Vacation Bible School shall be potty trained to use the bathroom. For any infants or Children in the nursery who are not potty trained, the Volunteer should page or buzz the Parent/ Guardian in Church (using our buzzers) for the Parent/ Guardian to change their own Child's diaper. For Vulnerable Youth or Adults, if this assistance is needed, it will be handled on a case-by-case basis.

3.3 Physical Contact. Each individual has their own personal boundaries and personal space bubbles. We respect that some individuals don't want physical contact with others. Personal boundaries are to be respected by all. If someone does not want to be touched, they should not be touched. If there is physical contact, it should be the Vulnerable Person who initiates the contact. Side hugs are preferred to frontal hugs and fist bumps, high fives, and handshakes are preferred to hugs. It is preferred that no one sit on a non-family member's lap without Parent/ Guardian permission.

3.4 Medicine and Emergencies. Church Staff and Volunteers are not trained to administer or regulate medicines or provide healthcare for others. When possible, a Parent/ Guardian should administer medicine to their Vulnerable Person during Church activities. When this is not possible, Parents/ Guardians are responsible for sufficiently teaching an appointed Adult Staff or Volunteer when and how to administer medication. A medication administration form shall be completed by the Parent/ Guardian of the Vulnerable Person which documents medication name, administration frequency and dosage, and any additional administration notes. The Adult Staff or Volunteer will log the time and dosage of any medications provided to the Vulnerable Person. All medications shall be kept in a secure location and given back to the Parent/ Guardian upon completion of the Church activity. Parents/ Guardians should accurately complete the registration form for a Vulnerable Person regarding any health conditions that the Church should be aware of (such as allergies - e.g., peanuts or bee stings, or other conditions like asthma or hemophilia). Staff and Volunteers will use their good faith efforts to respond when they perceive an emergency is occurring, which may include calling 911 and/ or calling the emergency contact(s) indicated on the registration form.

3.5 Discipline. Church Staff and Volunteers should never engage in any physical discipline of a Vulnerable Person. Physical intervention should only be used where it is reasonably necessary to prevent the Vulnerable Person from causing imminent harm to themselves or to another individual; Parents/ Guardians of any Vulnerable Persons involved in such an incident will be immediately contacted. A Parent/ Guardian should be informed if verbal corrective behavior management was utilized towards their Vulnerable Person to control behavior that is extreme in nature and/ or continues to persist across multiple sessions/ settings. If the disruptive behavior is repeated, a Parent/ Guardian may be required to attend the event to help the Vulnerable Person maintain expected behavior and self-control.

3.6 Vulnerable Person Behavior. Verbal or physical harassment directed at Vulnerable Persons by other Vulnerable Persons will not be tolerated. Any report of harassment will be addressed following the steps outlined in Section V. of this policy.

3.7 Overnight Events at Church. Overnight events, sleep-ins, or so-called lock-ins are not allowed at Church unless the Council approves the event upon receipt of a satisfactory written plan of safety precautions to be utilized throughout the event (e.g., sufficient screened Adult supervision, reasonable Adult to Vulnerable Person ratios, proper sleeping arrangements, etc.).

3.8 Driving and Other Traveling. This Policy does not apply when families make their own travel arrangements or choose to carpool or drive their own Vulnerable Person family members; they are responsible for their own safety and care. If the Church is in charge of the driving or other travel arrangements, then the driver shall be subject to a background check which will include the driver's driving record. Also, the driver must provide evidence that the driver has vehicle insurance in effect. In addition, the driver shall follow all traffic laws and rules of the road.

3.9 Overnight Events Away From Church. There shall always be at least two screened Adults (Staff or Volunteers) at any overnight event that the Church has organized and is in charge of. At least one of the screened Adults of the same gender as the Vulnerable Person must be present. The person in charge of the trip shall carry Parent/ Guardian permission forms, including permission for emergency medical care. There shall be separate sleeping areas for Adults and Vulnerable Persons, except that a family may share a sleeping space together. An Adult may never share a bed with a Vulnerable Person, unless they are both in the same family. The screened Adult should be positioned in order to maintain proper supervision of any Vulnerable Persons. Two Adults together should make random monitoring hall trips and room checks at night with at least one Adult of the same gender as those being checked.

3.10 Communications. Staff, Volunteers, and Volunteer Helpers shall never communicate one-on-one with a Vulnerable Person via email, text, letters, social media (e.g., Facebook Messenger), or other communication. Advance written permission may be given by the Parent/Guardian of a Vulnerable Person who is also a member of Staff when it is deemed necessary for effective completion of job duties. In all other instances, when Staff or Volunteers communicate with Vulnerable Persons, they should either (a) direct the communications to the Parent/ Guardian of the Vulnerable Person, (b) include the Parent/ Guardian of the Vulnerable Person in the communication so the Parent/ Guardian can see exactly what the Vulnerable Person receives, (c) send the message to multiple Vulnerable Persons at once (such as notice of a Confirmation assignment), or (d) include at least one other Staff or Volunteer related to the team/ activity in the communication.

3.11 Social Media. Staff and Volunteers shall never (i) send any inappropriate content to a Vulnerable Person, (ii) “friend” or “follow” (social media terms, or similar) a Vulnerable Person without the permission of a Parent/ Guardian, unless the Vulnerable Person is a member of their own family, and (iii) post pictures or videos of or “tag” a Vulnerable Person without the permission of a Parent/ Guardian, unless the Vulnerable Person is a member of their own family or unless the picture or video is of a group (such as livestreaming the Church service which includes the children’s sermon, the Sunday School Christmas program, or a picture of a Sunday School or Confirmation Class on the Church website). A media opt-out option will be made available to any parent/ guardian who chooses not to allow their Vulnerable Person’s photo or video to be shared online.

3.12 Vulnerable Person Dropoff and Pickup. Parents/ Guardians are responsible for dropping off and picking up their Vulnerable Person at the classroom door. If Parents/ Guardians drop off their Vulnerable Person in the parking lot, or rely on their Vulnerable Person to get from the class to their vehicle in the parking lot (especially in bad weather or when dark), the Parents/ Guardians are responsible for giving their Vulnerable Person proper instructions and determining if the Vulnerable Person is mature and capable enough to safely follow the instructions. Two Confirmation leaders are to stay until all Confirmation Youth are picked up (for example, to prevent a Youth from being left outside alone if their Parent/ Guardian forgets to pick them up or is delayed).

3.13 First Aid Kits and Defibrillator. The Church has four first aid kits, which will be updated annually. They are located as follows:

- a. One in the nursery on the wall.
- b. One in the kitchen cabinet to the right of the roll-up door.
- c. One in the maintenance room by the sink.
- d. One in the Large Group Room (LGR).

There is a defibrillator mounted on the wall between the sanctuary and welcome area (below one of the televisions).

IV. ONBOARDING AND TRAINING

4.1 Onboarding. An applicant for a Staff or Volunteer position, as applicable, will complete an application form providing contact information and answering other questions pertaining to the position applied for. The applicant will be provided a copy of this Policy.

4.2 Annual Training. All individuals who are subject to a Background Check will review this policy annually and sign the acknowledgement page, which will be stored in Church records. A copy of this Policy will be provided to anyone who requests it.

V. ENFORCEMENT AND REPORTING

5.1 Intervention and Assistance. Anyone who observes Abuse of a Vulnerable Person should take appropriate steps to intervene and provide assistance, if able.

5.2 Incidents and Policy Violations. The Church will have available for use “Incident Report” forms that anyone may complete and return either to: (a) the Lead Pastor, (b) a member of the Executive Team, and/or (c) a response box located in the Welcome Area, which shall be checked at least weekly by the Office Manager and delivered via email to both the Lead Pastor and Council President. The form will ask for a summary description of the incident, a copy of any contemporaneous notes, the date or dates the incident(s) occurred, the names of the parties involved (to the best of their knowledge), the names of any witnesses to the incident, and the name of the person completing the form. Reports may also be made by completing a digital form found on the Church’s website at www.eflock.org. Submissions of this form will automatically be sent to the Lead Pastor and the Council President. Allegations regarding the Lead Pastor or members of the Executive Team may also be reported to the Bishop of the East Central Synod of Wisconsin via email: ecsw@ecsw.org, phone: 920.903.9679, or mail: PO Box 655, Appleton, WI 54912-0655. All incident reports will be taken seriously.

5.3 Allegations of Abuse. **Level One** incidents are those that may include:

- a. Violations of this Policy that do not result in direct harm or Abuse. For example, a teacher and student one-on-one in a room with a closed door for an extended period of time or a driver using a cell phone while driving non-family Vulnerable Persons during a Church organized and conducted travel event.
- b. Concerns regarding behavior that should be recorded for the file. For example, a Parent/ Guardian reports that a member of the Congregation who is not a family member of the Vulnerable Person has been showing too much attention to the Vulnerable Person in a way that is concerning; or a person is acting out and misbehaving toward Vulnerable Persons.

These incidents will be investigated by a person in Church leadership by talking to the person whose conduct has been questioned or an admonishment that the concerning behavior be changed. A repeat of objectionable behavior will be either referred to the Lead Pastor or to the Executive Team for handling.

If an investigation is recommended by the Lead Pastor or Executive Team, the investigators will include the (a) Lead Pastor (or the Council President if the Lead Pastor’s conduct was questioned), (b) the Faith Formation Team Council liaison or Team Chair, or (c) one or two person(s) appointed by the Lead Pastor (or the Council President if the Lead Pastor’s conduct was questioned) who may include a Church member or

nonmember (for example, an attorney) who can help investigate the incident in a way that is fair to all involved.

Any allegations of Abuse shall be considered Level Two incidents and shall be handled pursuant to Section 5.4.

5.4 Potentially Reportable. **Level Two** incidents are potentially reportable events and incidents that include the following:

- a. Reasonable suspicion of Abuse/maltreatment of a Vulnerable Person.
- b. Disclosure of Abuse by a Vulnerable Person.
- c. Witness of Abuse of a Vulnerable Person.
- d. Criminal activity or behavior involving a Vulnerable Person.

Level Two incidents will be investigated by external professionals (e.g., law enforcement or child protective services, as appropriate to the circumstances), not by the Church.

In responding to the incidents:

- i. Make sure the scene is safe and get help if needed.
- ii. With dignity and respect for the sacred worth of the accused, remove the accused from further involvement with any Vulnerable Persons until a determination is made following an investigation of the circumstances.
- iii. Inform the Lead Pastor. If the Lead Pastor is accused of wrongdoing, then inform a member of the Church Executive Team.
- iv. If a Vulnerable Person comes forth with an accusation, listen to them with empathy, and believe what you hear. This Vulnerable Person may have a Parent/ Guardian or other advocate present during any interviews. The Church's job is not to investigate or judge, as others will be investigating and will be recommending or determining an outcome. It is recommended that the person(s) meeting with the Vulnerable Person involved have had victim sensitivity training and trauma-informed care training.
- v. Check with the Lead Pastor (or if the Lead Pastor's conduct is alleged to be involved, then the Council President, who will be in consultation with the Executive Team) to determine if the incident is reportable.
- vi. Complete an incident form (within 24 hours, if possible). Any incident form is a legal document.

- vii. Seek or offer pastoral care as appropriate.

Making Vulnerable Persons aware of their ability to report an incident is a sensitive topic because of factors such as the Vulnerable Person's age, maturity, and cognitive abilities, how Parents/ Guardians would like the subject discussed, and the context in which the matter is explained. Therefore, Parents/ Guardians are responsible for assisting their Vulnerable Person in incident reporting options under this Policy.

Under Wisconsin law, clergy are required to report Abuse. Any concerned individual can report suspected Abuse by contacting the county in which the Vulnerable Person resides. For minors under 18, contact information is available on the Wisconsin Department of Children and Families website at: dcf.wisconsin.gov/reportabuse. For suspected Abuse of a Vulnerable Person over age 18, contact information is available on the Wisconsin Department of Health Services website at: <https://www.dhs.wisconsin.gov/aps/ear-agencies.htm>. Reports can also be made to local law enforcement offices. State law protects reporter confidentiality.

5.5 If a Report is Made. If there is a reportable incident, then the Lead Pastor (or the Council President if the incident involves the Lead Pastor) will contact the Synod Bishop to inform the Synod of the circumstances and obtain assistance in proper handling. The Church's insurance agent shall be promptly notified that a reportable event has occurred along with the information the insurance company needs so the Church satisfies its reporting obligation under the policy. The Church will cooperate with law enforcement or government agencies investigating allegations of Abuse. Only one person designated by the Executive Team should be in charge of distributing information and statements to the Congregation and/or the public and answering questions, as appropriate, in a prudent manner to avoid compromising the ongoing investigation and to respect the privacy of the individuals involved.

VI. MISCELLANEOUS

6.1 Policy Review and Updates. This Policy shall be reviewed at least annually by the Council and any other person(s) or teams the Council deems appropriate. Any amendments or changes to this policy must be authorized by a majority vote of the Council.

6.2 Posted on Online. A current copy of this Policy shall be posted on the Church website.

Adopted by the Good Shepherd Lutheran Church Council on July 17, 2023.

ACKNOWLEDGEMENT

I acknowledge receiving a copy of the Good Shepherd Lutheran Church of Plover Safe Sanctuary Policy and I have read and agree to abide by the Policy.

Dated: _____, 202_____

(Signature)

Print Name: _____

Section 48.02 of the Wisconsin Statutes

Child Abuse Defined

48.02 Definitions. In this chapter, unless otherwise defined:

(1) "Abuse," other than when used in referring to abuse of alcohol beverages or other drugs, means any of the following:

(a) Physical injury inflicted on a child by other than accidental means.

(am) When used in referring to an unborn child, serious physical harm inflicted on the unborn child, and the risk of serious physical harm to the child when born, caused by the habitual lack of self-control of the expectant mother of the unborn child in the use of alcohol beverages, controlled substances or controlled substance analogs, exhibited to a severe degree.

(b) Sexual intercourse or sexual contact under s. 940.225 [Sexual assault], 948.02 [Sexual assault of a child], 948.025 [Engaging in repeated acts of sexual assault of the same child], or 948.085 [Sexual assault of a child placed in substitute care].

(c) A violation of s. 948.05 [Sexual exploitation of a child].

(cm) A violation of s. 948.051 [Trafficking of a child].

(d) Permitting, allowing or encouraging a child to violate s. 944.30(1m) [Prostitution].

(e) A violation of s. 948.055 [Causing a child to view or listen to sexual activity].

(f) A violation of s. 948.10 [Exposing genitals, pubic area, or intimate parts].

(g) Manufacturing methamphetamine in violation of s. 961.41(1)(e) [refer to this section of the statutes for the detailed methamphetamine provisions].

(gm) Emotional damage for which the child's Parent, guardian or legal custodian has neglected, refused or been unable for reasons other than poverty to obtain the necessary treatment or to take steps to ameliorate the symptoms.