

# YOUTH/CHILDREN'S WORKER SCREENING POLICY

## Grace Community Church – Glen Rose, TX

### PURPOSE OF THE POLICY

Every applicant for nursery, children's and youth work in the church must be familiar with this policy and satisfactorily complete our screening procedures. This policy is motivated by several concerns:

1. We believe that it will help us to guard the honor, reputation, and name of our Lord Jesus Christ.
2. Recognizing God's tender love and concern for children (see Luke 18:16), we want to do all that we can to protect our children and youth from any kind of mistreatment including physical or sexual abuse.
3. Our church is not immune to the effects of sin, and it would be presumptuous for us to assume that this problem could never occur in our body. Therefore, while we should strive to be as "innocent as doves" we must also be as "shrewd [prudent, sensible, and practically wise] as serpents" (Matt. 10:16), especially with regard to the children God has placed under our care.
4. We want to protect our youth and children's workers from being suspected or falsely accused of wrongful behavior toward a child.
5. We want to protect our church from the scandal and trauma that an incident of abuse could bring upon our congregation.

### THE POLICY

- All applicants desiring to work with children/youth 12<sup>th</sup> –grade and under (including nursery) must have completed applications for youth/children's work on file in the church office.
- All applicants are required to have satisfactory references from at least three people who are not relatives or employees.
- All applications will be reviewed by a qualified representative of Grace Community Church.

### THE SCREENING PROCESS

We view the screening process as an opportunity to promote teamwork (1 Cor. 12:12-31), to demonstrate mutual submission (Eph. 5:21), and to get to know one another better. By learning more about each other's gifts, abilities, and ministry goals, we can better encourage workers in their ministry to the children and youth of Grace Community Church (Heb. 10:24-25).

- **Personal Questions:** A few of the questions we ask in the screening process deal with unpleasant issues, such as the use of pornography and sexual misconduct. (You may answer these questions either in writing or during a private interview with an elder/staff member involved in the oversight of the children.) Furthermore, God has used these questions to move some people to talk with an elder/staff member about painful past experiences or embarrassing sin problems, which have opened the way for pastoral counseling, leading to a new freedom in the Lord. Answering 'yes' to any of these questions may, but does not necessarily, disqualify a person for ministry with our children and youth.
- **Background Investigations** are conducted on all applicants for paid and volunteer positions. This investigation may include: (1) contacting churches or other organizations where the applicant has served; (2) contacting employers for whom the applicant worked within the past five years; and (3) requesting a criminal record check in this state and, if feasible, in states where the applicant has lived during the past seven years.
- **Confidentiality:** All information acquired during the screening process is treated as confidential and will not be disclosed to others outside the immediate staff involved in the screening process unless the elder in charge of screening, or the elder board, deems that limited disclosure is necessary to protect a young person from possible harm.
- **Final approval** to work with children and youth shall be made by the elder/pastor responsible for children's/youth ministry.

We appreciate your cooperation in this screening process to ensure that our youth and children's workers are well qualified for ministry to the youth and children of our church. We look forward to working with you as you use your gifts and talents to nurture the children God has placed under our care. If you have any questions about this process, please feel free to talk with an elder or pastor.



## Application for Ministry to Children and Youth

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### Confidential Information

Name \_\_\_\_\_

*The following questions are designed to help us provide a safe, loving, and secure environment for the volunteers and children who participate in our programs.*

*Answering "yes" to any of the following questions will **not** necessarily disqualify you for youth work. An elder or staff member may talk with you in private, however, to see whether you need any pastoral assistance regarding the matter and to learn whether that issue has a bearing on your ability to work with children or youth.*

*If you prefer not to answer any of these questions in writing, you may leave them blank, and an appropriate leader will talk with you personally and privately.*

1. Have you ever been convicted of or pleaded guilty to a crime (other than minor traffic violations)?  No  Yes  
 I would like to discuss this

*Comments or Explanations:*

2. Have you ever touched a child in a sexual manner? (Do not include child-to-child contact that occurred more than ten years ago.)  No  Yes  I would like to discuss this

*Comments or Explanations:*

3. Have you deliberately and repeatedly viewed pornography in the past three years? (This includes reading, watching, listening to, or in any other way using pornographic material, including books, magazines, television shows, movies, Internet programs, or telephone services.)  No  Yes  I would like to discuss this

*Comments or Explanations:*

4. Many people have experienced abuse at the hands of others. Most of these people abhor such behavior and are especially alert and sensitive to the need to provide a safe and caring environment for children. At the same time, residual effects may remain in some people's lives, including a hesitancy to report suspected child abuse. Although we will not ask if you have ever been abused or molested while a minor, we want to offer pastoral assistance. Please make an appointment with any elder if you are concerned that a past experience of this nature may have a bearing on your ministry or if you need assistance in dealing with any after-effect.

I would like to discuss this.

## Reference Information

1. Please list all churches you have regularly attended during the past five years:

Church	City	State	Yrs. Attended
1.			
2.			
3.			

2. Please list all employers from the past five years beginning with the most recent:

Employer	Supervisor	Phone	Dates Worked
1.			
2.			
3.			

3. Please list any volunteer or paid positions you have held in any church in the past five years:

Position	Supervisor	Phone	Dates Worked
1.			
2.			
3.			
4.			

4. Please list the names of three people, other than family members, who know you well:

Name	Address	Phone
1.		
2.		
3.		

## Commitment

Should my application for children/youth work be accepted, I agree to be bound by this church's Constitution, Bylaws, and policies for children/youth workers. I also agree to refrain from any unscriptural conduct in the performance of my services on behalf of the church.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of parent or guardian if applicant is a minor

\_\_\_\_\_  
Date

### For Office Use Only:

GCC Member	Yes	No		Personal references satisfactory	Yes	No
Former church record satisfactory	Yes	No	N/A	Criminal record check satisfactory	Yes	No
Personal interview satisfactory	Yes	No	N/A			
Application form satisfactory	Yes	No	N/A			

Approved for children/youth work by \_\_\_\_\_ on \_\_\_\_\_,