

TRIAD BAPTIST VACATION BIBLE SCHOOL



THIS STAFF INFORMATION PACKET BELONGS TO

VBS Is More Important Than Ever: Debunking the Myths

Some churches question whether VBS is still effective, but the numbers tell a different story. Every year, **over 2 million kids attend VBS, and 65,000 decide to follow Jesus**. That's not just an event—it's a life-changing movement. If we're serious about sharing the Gospel and engaging our communities, VBS isn't optional—it's essential. Let's tackle some of the biggest misconceptions head-on.

MYTH #1: VBS Is a Time & Resource Drain

Some say that VBS takes too much planning, too many volunteers, and too much money. But isn't anything worthwhile an investment?

Instead of viewing VBS as a one-time event, think of it as a launchpad.

VBS...

- ☒ **Engages kids in faith early**—often their first introduction to church
- ☒ **Bridges the gap between church and home**—sending biblical truths home
- ☒ **Mobilizes volunteers**—creating fresh energy in your church

VBS isn't just about one week—it **sparks relationships and discipleship that continue all year long**.

MYTH #2: The Impact Is Short-Lived

Sure, VBS is a high-energy, week-long event, but does that mean its impact fades away? Not at all.

Kids **remember VBS for a lifetime**—the songs, the friendships, the Bible truths. Many **first encounters with Jesus happen at VBS**, and those seeds of faith grow over time.

VBS is one of the **best ways to reach unchurched families**. Many parents sign their kids up simply for a fun summer activity, but what they **get in return is an introduction to faith**. Families who wouldn't normally walk through your church doors come because of VBS—and many *stay* because of it.

 **Fact:** A recent study found that **10% of American adults say they first came to church because of a VBS invitation!**

Instead of writing VBS off as a “temporary experience,” **use it as a powerful bridge to ongoing discipleship**.

MYTH #3: There Are “Better” Ways to Engage Kids

Yes, ongoing discipleship matters. Yes, creative new outreach ideas are awesome. But **VBS isn't an either-or choice—it's a foundational tool**.

VBS...

-  **Is a proven, effective outreach event** that **brings kids in** who wouldn't otherwise hear about Jesus.
-  **Focuses on biblical truth**—giving kids a structured week of faith-building.
-  **Reaches whole families**—leading to church growth and deeper community relationships.

Could you try other outreach ideas? Absolutely! But **why not do both?** VBS is a **springboard for deeper engagement**, giving families a reason to return long after the week is over.

The Truth: VBS Transforms Lives

Let's stop treating VBS like it's an outdated tradition and start recognizing it for what it is—**one of the most impactful ways to share the Gospel**.

Every year:

- ✦ **2 million+ kids hear about Jesus**
- ✦ **65,000 kids make decisions for Christ**
- ✦ **Countless families connect with the church for the first time**

VBS isn't just a fun event—it's **kingdom work**.

So, thank you for saying “Yes!” to VBS this year! **It truly is an opportunity to lead kids and families closer to Jesus**. As a team, let's make it even **better, stronger, and more intentional, this year and in the years ahead!**

ROAD TRIP

God is our Great Guide

Key verse- Phil 1:6 - "And I am sure of this, that he who began a good work in you will bring it to completion at the day of Jesus Christ."



Pack your bags and get ready to explore the great american west on a Road Trip through God's creation! On the adventure, we'll see how God is the "driving" force on our spiritual journey, and learn that the One who called us will surely deliver us in the end. Our lessons will follow the "road trip" that Israel took through the wilderness on the way to the promised land. Despite bumps in the road and many wrong turns, God kept good on His promises and delivered His people to the end.



Night 1

- Title: Hittin' the Road
- Bible Story: Exodus 13:17-22
- Learning Goal: God calls us out from where we were
- Key Verse: Rev 18:4
- "Big Idea": GOD CALLS



Night 2

- Title: Pit Stop
- Bible Story: Exodus 16:4-8
- Learning Goal: God provides exactly what we need for the journey
- Key Verse: Matt 6:26
- "Big Idea": GOD PROVIDES



Night 3

- Title: Road Map
- Bible Story: Exodus 20
- Learning Goal: God shows us the right path to take
- Key Verse: Psalm 119:105
- "Big Idea": GOD GUIDES



Night 4

- Title: Wrong Turn!
- Bible Story: Num 14:1-35
- Learning Goal: God disciplines us when we stray
- Key Verse: Job 5:17
- "Big Idea": GOD DISCIPLINES



Night 5

- Title: Destination: Home
- Bible Story: (Josh 5:10-12)
- Learning Goal: God will deliver us to Himself
- Key Verse: 1 Cor 1:8
- "Big Idea": GOD DELIVERS



THE GOAL IS...

for these lesson skeletons to be a "jumping-off" point for every age group, preschool to 5th grade. The biggest elements to include are the Bible stories and the "Big Idea" slides. These will be reviewed and discussed in the opening and closing assemblies.

The visual design of the ROAD TRIP theme is drawn from the wilderness desert that Israel spent decades wandering through. Our setting, therefore, is the vast mountains and deserts of the American southwest. Warm oranges, blue-greys, and pale browns make up a palette for blue skies, dry deserts, and snow-capped peaks. When thinking of skits, lesson sites, and general decorations, use these as a guideline to build the style of our VBS experience.

For those who are putting together the lessons for junior lesson sites, consider some different ways you can use the extended lesson time to enrich the experience. Interactive memory verse games, review trivia, or extended visual illustration can help break up the longer teaching time while still reinforcing the values of that day's lesson.

PRESCHOOL NIGHTLY SCHEDULE

	3's - G+B	4A'S	4B'S	5A'S	5B'S	
6:30	OPENING ASSEMBLY (All meet in Worship Center) Class Guides & Assistants transport classes to assigned sites.					6:30
⚡						⚡
6:50						6:50
6:55	LESSON	SNACK	GAMES	CRAFT	SPECIAL EVENT	6:55
7:15	SPECIAL EVENT	LESSON	SNACK	GAMES	CRAFT	7:15
7:35	CRAFT	SPECIAL EVENT	LESSON	SNACK	GAMES	7:35
7:55	GAMES	CRAFT	SPECIAL EVENT	LESSON	SNACK	7:55
8:15	SNACK	GAMES	CRAFT	SPECIAL EVENT	LESSON	8:15
8:35	Buddies take 3's from SNACK ROOM	Class Guides transport these classes back to WC CLOSING ASSEMBLY (Worship Center) CHILDREN DISMISSED (Parents come into WC to get these classes.)				8:35
⚡						⚡
8:45						8:45

PRESCHOOL SITE LOCATIONS (& Rotation)

LESSON	Room G-216
SPECIAL EVENT	Room G-214 / Kids Street Foyer (Adventure Ride Day)
CRAFT	Three's Classroom (next to Activity Center)
GAMES	Activity Center
SNACK	Youth Room

PRESCHOOL "SPECIAL EVENT" SCHEDULE

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
MUSIC ACTIVITY CLASS (1 of 3)	MUSIC ACTIVITY CLASS (2 of 3)	MUSIC ACTIVITY CLASS (3 of 3)	ROAD TRIP Adventure Ride (or "Mr. Jonnie's Illusions", if raining)	"Illusions" with Mr. Jonnie (or Adventure Ride, if rained out Thurs)

JUNIOR NIGHTLY SCHEDULE

	GRADE K-2 GIRLS	GRADE K-2 BOYS	GRADE 3-5 GIRLS	GRADE 3-5 BOYS	
6:30	VBS OPEN ASSEMBLY (Worship Center)				6:30
6:55					6:55

JUNIOR GROUPS MOVE TO THEIR FIRST SITES (5 MINUTES FOR TRANSPORT)

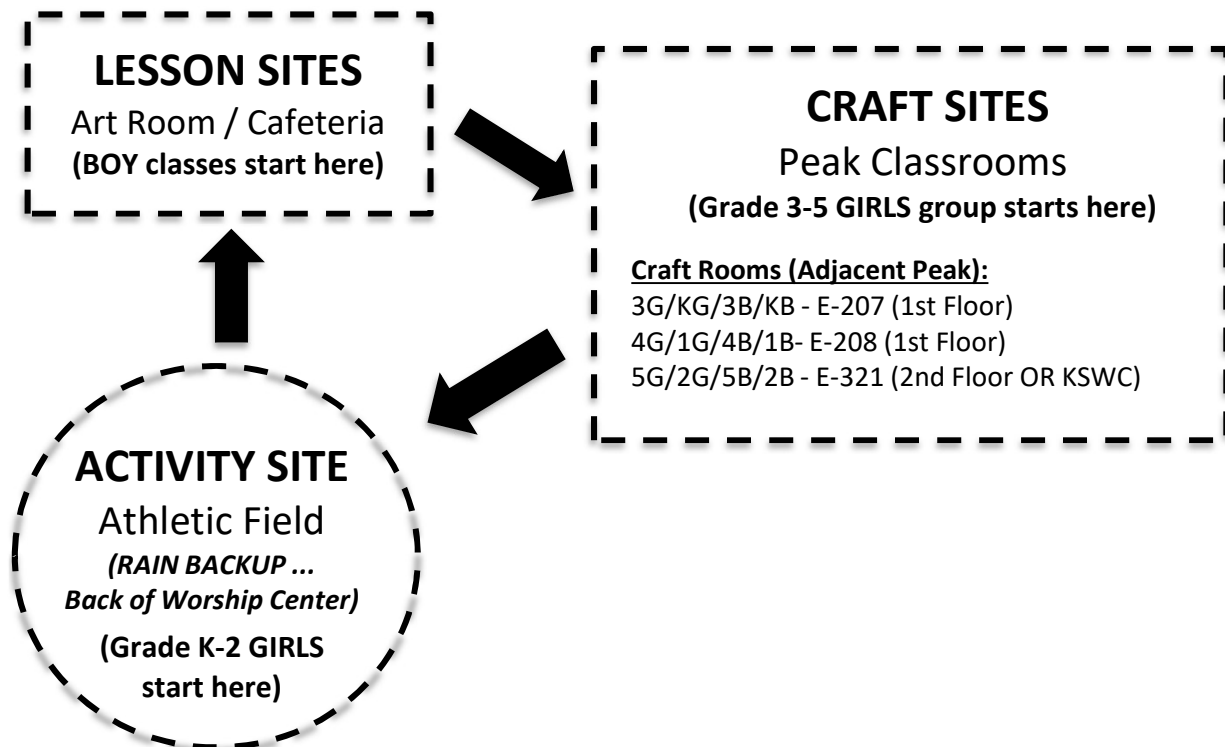
7:00	ACTIVITY (Athletic Field)	LESSON (Art Room)	CRAFT (Peak / KSWC)	LESSON (Cafeteria)	7:00
7:18					7:18
	TRANSPORT		TRANSPORT		
7:22	CRAFT (Peak / KSWC)	SNACK	ACTIVITY (Athletic Field)	SNACK	7:22
7:40					7:40

JUNIOR GROUPS MOVE SITES (5 MINUTES FOR TRANSPORT)

7:45	LESSON (Art Room)	ACTIVITY (Athletic Field)	LESSON (Cafeteria)	CRAFT (Peak / KSWC)	7:45
8:03		TRANSPORT		TRANSPORT	8:03
		CRAFT (Peak / KSWC)		ACTIVITY (Athletic Field)	
8:07					8:07
8:25	SNACK		SNACK		8:25

JUNIOR GROUPS MOVE BACK TO WORSHIP CENTER (5 MINUTES FOR TRANSPORT)

8:30	VBS CLOSING ASSEMBLY (Worship Center)				8:30
8:45					8:45



VBS 2026 - DATES TO REMEMBER:

Monday, June 1	6:30-8:30pm	Staff Orientation IN KSWC (6:30pm: Overall Mtg; 7:30pm: Break into groups)
Tuesday, June 9	6:30-8:30pm	Staff Workshop 1/2 in KSWC (6:30pm: Overall Mtg; 7:00pm: Break into groups)
Monday, July 6	6:30-8:30pm	Staff Workshop 2/2 in KSWC (6:30pm: Overall Mtg; 6:50pm: SETUP BEGINS!!)
Tues-Sat, July 7-11	Tues-Fri 6:00-9:00pm; Sat 10:00am-6:00pm	Church Open (Info Center Door Unlocked) - Continued VBS Preparation
Sunday, July 12	9:00am & 10:30am Worship Services	VBS Staff Dedication
Mon-Fri, July 13-17	6:30pm-8:45pm	NIGHTLY Vacation Bible School

VBS DEVELOPMENT STAFF - 2026

ASSEMBLY MUSIC	Audra Locklear	SETUP/DECORATION	Mallory Mast, Travis Marshall
GAMES	Michelle Hailey, Kim Hawley, Jessica Rock	DESIGN/STAGE CREW	Jeremy Chandler, Marisa Chandler, Jacob/Maria Cole, Mia Creed, Zoey Creed, Kaye Hunter, Lisa Ledwell, Amber Lottes, Neil/Kim/Matt Maready, Travis Marshall, Jimmy McDonald, Angela Rogers, Mike/Marilyn Sheerer
LESSONS	Heather Osborne (PRE), Zach Maready (JR)		Harold Simcox, Amy Speer, Chris Virgilio, Wayne Welch, Wayne Welch, Wesley Whitehurst, Dawn Williams, Amy Woodall
CRAFTS	Gina McGraw (PRE), Alison Bennett (JR)		
SNACK MENU	Janet West		
PRESCHOOL MUSIC	Hope Ginn		
REGISTRATION/CHECKPOINT	Angie Cook, Jennifer Holladay, Kim Hittell	AGE/GRADE MARKERS	Amy Woodall
GUIDE MANAGER/TRAINER	Angie Cook	PRE LESSON SITE DÉCOR	Kaye Hunter
PENNY CAPTAINS	Jeremy Chandler	ADV. RIDE DESIGN/BUILD	Steve Kluk, Wendy Kluk
LOGO/PUBLICITY/SIGNAGE	Jeremy Chandler	WC FOYER DECORATION	Lisa Ledwell, Neil Maready
STAFF NAME BADGES	Jamie Marshall	COSTUMES	Cheryl Manuel
STAFF ID/SHIRTS/CDS	Tammy Thompson, Kim Gerber	PROPS	Barb Blink
PIC MANAGER/HIGHLIGHTS	Andrew Rock		

VBS LEADERSHIP STAFF - 2026

VBS DESIGN / DÉCOR	Mallory Mast, Travis Marshall	JR LESSON SITES	Jeff Chandler, Zach Maready
STAFF NURSERY COORD.	Julaine Ferry	JR CRAFT DIRECTOR	Alison Bennett, Heather Fortune (helper)
PRE CRAFT DIRECTOR	Gina McGraw	JR CRAFT FACILITATORS	Marilyn Sheerer, Charlene Peele (3G/3B/KG/KB)
PRE GAMES DIRECTORS	Michelle Hailey, Kim Hawley		Kelsey McDonald, Monique Howerton, Mia Moser (4G/4B/1G/1B)
PRE MUSIC FACILITATORS	Melissa Beck, Hope Ginn, Desiree Shuler, Joanna Yates		Natalie Thompson (Mo-Th), Selina Thomas (5G/5B/2G/2B)
PRE SPECIAL EVENTS	Jonnie Manuel (Illusions), Wayne Welch (Adv Ride)	JR GAMES FACILITATORS	Jessica Rock, Jeremy So, Stephen Mast
PRE PICTURES (SU-MO)	Davanna Millier	JR PICTURES (SU-MO)	Kevin Carden (photographer), Susan Sink, Fran Anthony
REGISTRATION	Angie Cook, Jennifer Holladay, Kim Hittell	JR LESSON TECH	Andrew Rock, Robert Hittell
PARKING	Gary Locklear	PENNY CAPTAIN PREP	Jeremy Chandler, Cheryl Manuel, Melissa Beck
PLEDGE ASSIGNMENTS	Aidan Brooks		Angela Rogers, Barb Blink
WORSHIP CENTER TECH	Chris Virgilio, Kelly Linville, Caleb Horton,	PENNY COUNTERS	Charles McPeak
	Braxton Tyndall, Noah Chandler	FIRST RESPONDERS	Atlas Brooks, Mike Chieffo, David Inthisane
SNACK OVERSIGHT	Janet West	AWAKE COFFEE SHOP	Cindy Johnson, Stacy Lewis, Eli Lewis, Olivia Tyndall
PRAYER TEAM	D Brown, MA Schultz, T Simpson, C/K Sloan, J Eaton, E West, B Swaim, S Douglas, G Park, R/W Murphy, CD McGee, D Bibb, R/L Calcutt, C Lancaster		

VBS SUPPORT STAFF - 2026

STAFF NURSERY	Julaine Ferry, Jade Brendle, Kaylin Heldt, Sarah Sexton, Harper Reed, Sydnye Hawkins	JR LESSON TEAM	Jeff Chandler, Andrew Rock, Paul/Linsey/Riley Huffman
PRE CRAFT HELPERS	Andrew Lerro, Zaida Newkirk, Starla White		Zach Maready, Jason Bennett, Ethan Shuler, Jason Collins
	Donna Smith, Analise Nehnevajsa, Jeanne Thomas	JR GAME HELPERS	Krissy Cruz, Caila Ridge, Marc Ingersoll, Julia Ingersoll
PRE GAME HELPERS	Neil/Matt Maready (MWF), Kimberley Westmoreland,		Braden Peel, Bethany Smith, Chloe Woodall, Levi Pitcher, Rhyan Sapp
	Nathan Holladay, Liam Harrelson, Nathan Horton,	JR CRAFT HELPERS	Ethan Constable, Marisa Chandler, Solomon Sexton, Jude Everett
COUNSELING (ON CALL)	Isaac Sexton, Lillie Wetzell, Landon Locklear, Brayden Lethco		Dana Pack, Chantelle Wallin, Ewnet Teffera (3G/3B/KG/KB)
	Dan Parsons, Kaye Hunter, Diane Brown, Lincoln Sanders		Amber Perry, Lily McDonald, Dakota Connelly (4G/4B/1G/1B)
PENNY COUNTERS	Charles McPeak, Wayne Thompson, Steve Woodall, Dan Parsons, Danny Miller, Ron McGraw, Dave Pack		Erin/Harper Bray (M-W), Lori Applegate, Addison Peel (5B/5B/2G/2B)
GENERAL PHOTOGRAPHY	Kevin Carden, Brett Constant, Zander Houston, Cheyenne Woods, Davanna Miller, Erin Ferguson, Dillon Shull, Cannon Bray (M-W)		
FIRST RESPONSE TEAM	Wayne Welch, Wesley Whitehurst, Mia Creed, Johnny Mitchell, Jeremy Griffith, Jon Smith, Danny Liverett, Jimmy Whited		
WELCOME CENTER	Jennifer Holladay, Kaylin Heldt, Mary Ann Schultz, Dan Parsons, Diane Brown, Beth Moore		
SNACK HELPERS	April Brooks, DJ Perry, Debbie Fain, Pat Kelly, Regan Long, Pam Norman, Owen Austin, Loretta Hill, Edith McPeak, Nathan Church-Long, John Cortez, Bryn Prioleau, Nala Rosario		
PARKING TEAM	Gary Locklear, Steve Church, Eric Sauls, Dustin Mabe, Bryan Osborne, Jimmy McDonald, Don Howerton, Jacob Cole, Nathan Wallin		
PENNY CAPTAINS	Madi Arnette, Morgan Harrelson, Riley Huffman, Savanna Royal, Caleb Horton, Tyler Mullins, Aaron Petty, Bryce Townsley		

2026 PRESCHOOL DEPARTMENT

TEACHERS (Teach lesson 5x on assigned night)				
Monday Night	Tuesday Night	Wednesday Night	Thursday Night	Friday Night
HEATHER OSBORNE	KIM MAREADY	HEATHER OSBORNE	KIM MAREADY	HEATHER OSBORNE
AMANDA CARDEN	NEIL MAREADY	AMANDA CARDEN	NEIL MAREADY	AMANDA CARDEN
	MATT MAREADY		MATT MAREADY	

CLASS GUIDES (Lead Guides in bold print)				
3's (w BUDDIES)	4A's	4B's	5A's	5B's
KIM PETTY	TONYA CRUMP	RACHEL MANOLOVICH	PAULETTE TILLEY	HOLLY MULLINS
	SUE LEVESQUE	BRIAN FREEMAN	AMBER LOTTES	TRAVIS MULLINS
	WILL BENTON	KYLE VERES	BRIEANNE PERUSSE	JASON TILLEY
	KERRI BENTON	DANIEL STEELE	LUKE LEDWELL	GRETA TILLEY
	SANDRA PRATER (Tu-F)	ANGIE STEELE	ASHLEIGH SMITH	JANICE SIMCOX
	KATIE GRIFFIN	GRETA SHULER	KAM SINGLETON (Tu-F)	Katelyn Oberlin
	Avery Collins	Tegan Braun, Karis Garner	CHARLOTTE HENDERSON (M-W)	Carolyn Smith
	Willow Hildebrand	Katie Stroud	Arabella Henderson (M-W)	Carleigh Smith
	Alyxa Watson	Serenity Jackson	Sophie Thompson	Rachel DeHart
	Jennabeth Doss	Spencer Holton	Katie Denny, Peyton Tilley	Cydney Mounce
	Madi Arnette, Hannah Ellis	Gabby Cirone	Charlie McCormick	Bella Mayton

2026 JUNIOR GUIDES

GRADE K-1 GUIDES (Lead Guides in bold print)			
K Girls	K Boys	Grade 1 Girls	Grade 1 Boys
MEGAN HOUSTON	LINDSEY KENNEDY	KIM HUNTER	KIM WHITT
MICHELLE MABE	TERRESI WELCH	MEGAN JOHNSON	TONY WHITT
ADRIA DENNY	KATIE ELLIS	KATHRYN VIRGILIO	ANDREW MCCOLLUM
TONYA RIDGE, CAILA RIDGE	NATHAN PHELPS	REBECCA MABE	TIFFANY SHARP
MELODY CHANDLER	ROBIN HARRELSON	KAM SINGLETON	ERICA PEEL
Marissa Perry	LOGAN BROOKS	Sofia Constable	Bradley Peel
Kennedy Thomas	Ethan Harrelson	Eliana Horton, Lauren Caldwell	Parker Cox, Jackson Hittell
Kinsley Marshall, Ava Moodie	Natalie Royal, Ava Vernon	Madison Royal, Abbey Griffith	Noah Moodie, Ethan Moodie

GRADE 2-3 GUIDES (Lead Guides in bold print)			
Grade 2 Girls	Grade 2 Boys	Grade 3 Girls	Grade 3 Boys
EMILY GRIFFITH	APRIL HORTON	EMILY AUSTIN	JOE THOMPSON
BRITTANY FREEMAN	SAMMY TURNER	DANA AUSTIN	BEN ROMINE
LINDA SHELTON	LORY TURNER	ANGELA INTHISANE	BART CLEWIS
ABBIE LEDWELL, BETH PYRTLE	HEATHER HARDING	DIANE PEARSON	AMY CLEWIS
SHELIA KIRKMAN	JUDE VERNON	ELIZABETH VERES	DRU THOMAS
Amber Bennett	KRISTY GREENE (Tu-Fr)	NATALIE MCGHEE	AJ Ellis, Daniil Fomenko
Susan Bischer, Charlotte Wetzel	Aaron Thompson, Mason Mabe	Karlie Oberlin, Kate Vernon	Ryan Whited, Chandler Stroud
Morgan Harrelson	Mason Harding, Will Browning	Peyton-Leigh Cox	Rennen Holton

GRADE 4-5 GUIDES (Lead Guides in bold print)			
Grade 4 Girls	Grade 4 Boys	Grade 5 Girls	Grade 5 Boys
AMANDA FLANAGAN	ANGELA ROGERS	ASHLEY MARSHALL	AIDAN BROOKS
SARAH FLANAGAN	TYLER MULLINS	JAMIE MARSHALL	STAN CRUMP
JESSICA BROWNING	MERILEE BAKEWELL	AMY SPEER	JOSH AUSTIN
HAILEY DILLARD	ERIC CHURCH	MARSHA THOMPSON	DUSTIN HODGES
MICHELLE CALLAHAN	LANDON TILLEY	JENNIFER HODGES	SCOTT WILLIAMS
PEYTON COLENZO	Hunter Arnette	CARLA KEECH	NORMAN / DJ HAMILTON
Emily Hoppe	Kenzie Welch	Peyton Hodges, Zoey Creed	Jake Doss, Kenan Garner
Savanna Royal, Reese Willard	Nolan Landreth, Ethan Cloer	Lilly Rogers, Gracie Freeman	Mason Osborne, Eli Harding

**TRIAD BAPTIST CHURCH
1175 SOUTH MAIN STREET
KERNERSVILLE, NC 27284
(336) 996-7573**

Dear Children's and Youth Ministry Leaders,

Because of the increasing volume of reports of child abuse and false accusations of abuse in recent years, public awareness of this problem has never been higher. This, coupled with the growth we have seen recently in our ministry, has increased the need to ensure the practical and legal protection for both the children as well as the workers in our children's ministry and youth ministry.

Because of the size of our church and the amount of liability coverage we must have, we are required by our carrier to develop and implement a formal screening program, which would include the following guidelines and information form. Their purposes are to assist the church in evaluating a worker's suitability, to assist in the legal protection and support of workers (and the church) should a problem ever arise, and to satisfy the concerns of parents and staff members for a screening process.

Legally speaking, the church has the right to ask any question related to the application and screening process, and the applicant has the right to refuse to answer any question.

Please take a moment to complete the enclosed Information Form, and then return it to the church office. It can either be delivered in person to me, or mailed to my attention. Once again, this form for service will be kept strictly confidential.

If you have further questions concerning our abuse prevention policy, please don't hesitate to ask. Thank you for your cooperation in this process and we hope you will understand the need for this in our society.

Sincerely in Christ,
TRIAD BAPTIST CHURCH

A handwritten signature in black ink, appearing to read "Tim Gerber", written in a cursive style.

Tim Gerber
TBC Administrative Pastor

TRIAD BAPTIST CHURCH

Statement of Purpose and Procedure Safeguarding the Well-Being of All Children and Youth

The members and staff of Triad Baptist Church (TBC) are committed to the safety, welfare, and protection of all children and youth participating in the activities and programs of TBC from abuse or harassment of any form: physical, mental, or sexual. No child or youth shall be subjected to the preventable risk of any form of abuse or harassment by TBC employees, teachers, or volunteers while on the TBC property or while engaged in TBC activities or programs located elsewhere.

The disturbing and traumatic rise of physical, mental, and sexual abuse of children has claimed the attention of our nation and society. Unfortunately, churches that have nursery, preschool, children, and youth programs are not insulated from this alarming trend. The following policies have been established in response to this trend and reflect our commitment to provide protective care of all children and youth attending any programs at the church, as well as any church-sponsored programs or activities. ***These policies are for the protection of the workers as well as the children.***

All employees and volunteers working with TBC children and TBC youth must complete and submit an information form, which includes a release section, allowing the church to request a records check from authorized authorities. (The church may check these references and do a background check or criminal records check, but is under no obligation to do so.)

Individuals who have committed either sexual or physical abuse, whether or not convicted, will not be allowed to serve or be employed in any church-sponsored activity or program for children or youth.

Workers should observe the “two person” rule at all times. This means that when working with children or youth, workers will avoid one-on-one situations with pupils. For example, if a worker must leave the room to accompany children to the restroom or to obtain supplies, therefore leaving a worker alone with children in a classroom, the door (or top half of the door) will remain open at all times.

Youth under the age of 16 should be used as helpers but not supervisors. An adult age 16 or older should be present in the room at all times.

Classroom Procedures:

- ◆ Physical contact with children should be minimal and only in the presence of other adults. Appropriate touching should be limited to handshakes, “high fives”, fist bumps, a pat on the back or head, or a brief “side hug”. Inappropriate touching includes the prolonged holding of preschool children on your lap, kissing, tickling, “front hugs” or extended “side hugs”.
- ◆ At least two workers should be present at all times. No child should be alone with a worker. If a child arrives before other members of your teaching team arrive, the door (or top half of the door) should be left open.
- ◆ Window blinds are to be kept open and observation windows are to be kept clear at all times, unless it is necessary to darken the room (ex: for showing slides or a video). If the room must be darkened, the classroom door should be left slightly open.
- ◆ No child should be released to anyone other than his/her parent (with the proper matching “Checkpoint” security tag) unless the parent of authority has given direct permission for the child to be released to someone else.

Restroom Procedures:

- ◆ Diaper changing should occur only in the presence of other workers.
- ◆ It is recommended that workers should accompany more than one child at a time to the restroom.
- ◆ If male and female workers (husband and wife, no exception) are serving in a classroom, the male worker should accompany the boys and the female worker the girls.
- ◆ Children ages 4 and older should be able to use the restroom without assistance. Therefore, if the worker determines that the restroom is empty, he or she should remain in the hall outside the restroom door so that they will not be in a situation where they are alone with the child/children. This is for the protection of the worker as well as the child/children. If the worker determines that there are older children or adults in the restroom, he should enter the restroom with child/children. Children should have as much privacy as possible. Enter a bathroom stall only under the rare circumstance that is absolutely necessary to assist the child, keeping the stall door open.

Suspected Abuse at Church:

All paid and volunteer workers must immediately report to the ministry leader of that program (e.g. Nursery Coordinator, Sunday School Coordinator, AWANA Director, Ministry Pastor, etc.) any behavior or other incident which seems abusive or inappropriate or any action which violates any of these stated policies and procedures. The ministry head is responsible for making sure that the appropriate staff member is immediately informed of the situation. This staff person will be designated as the person responsible for the communication between the persons involved in the incident and the parents, church, media, etc.

Suspected Abuse Outside of Church:

If you suspect that a child involved in any of the programs at TBC is being abused at home, the following steps are to be followed:

- ◆ Report the suspected abuse to the leader of the ministry under which you are working. This leader should relay this information to the appropriate staff member at once.
- ◆ Do not interview the child regarding the suspected abuse.
- ◆ Do not discuss the suspected abuse with other workers, parents, etc. All information regarding the child should be kept confidential between you, your ministry leader, and the proper authorities.

(over)

Information Form For All Who Work With Children and Youth
TRIAD BAPTIST CHURCH
CONFIDENTIAL

Today's Date

____/____/____
Month Day Year

Submitting this information form is required for any position (volunteer or compensated) involving the supervision or care of children and youth. It is being used to help the church provide a safe and secure environment for those children and youth who participate in our programs and use our facilities. The information you provide will not be used for any reason other than its stated use, and will be kept confidential within the pastoral and professional staff related to the recruiting process.

PERSONAL INFORMATION (Address not needed if you are a TBC member)

Full Name _____ Date of Birth: _____
First Middle Last Month Day Year

Address _____
Street Address City State Zip

BACKGROUND CHECK RATIONALE AND PROCEDURE: *If you are over 16 years of age (have a driver's license), then we need EITHER your driver's license number OR your Social Security number. ONE of these is needed in order to do an accurate background check. In this day and age of identity insecurity, we certainly respect the concern you may have about releasing your private information. In fact, we share the same concern. This information will NOT be entered into any electronic format. For your security, a hard copy of this form will be kept in a secure location at all times. If you would prefer to give this information to your ministry pastor or the administrative pastor directly or discuss this matter further, please feel free to do so. **Knowing that the safety and security of our children is paramount, this is information we must collect, but pledge to protect.** Thanks for your understanding in this matter. If you are not yet 16 years of age, please skip the shaded part.*

Do you have a Driver's License? Then we need EITHER of the following pieces of information about you ...
Driver's License # _____ **AND / OR** Social Security # _____ - _____ - _____

PERSONAL HISTORY CONCERNS

Have you ever been convicted of child abuse or a crime involving actual or attempted sexual molestation of a minor? _____ If yes, please explain: _____

Have you ever been the subject of an official investigation for allegations involving or related to a minor? _____
If yes, please explain. _____

Have you ever had your driver's license suspended or restricted in any way? _____ If yes, please explain. _____

CHURCH HISTORY

Are you a member of Triad Baptist Church? _____ If so, when did you join? _____

List names and addresses of other churches you have attended regularly during the past five years: _____

List all previous church work involving children or youth: _____

(over)

PERSONAL REFERENCES (cannot be former employers or relatives)

(Addresses / Phone Numbers not needed if these references are TBC members)

Name _____ Address _____ Phone _____

Name _____ Address _____ Phone _____

PERSONAL STATEMENT

The information contained in my statements above is correct to the best of my knowledge. I authorize any references of churches listed in this information sheet to offer opinions and/or comments that they may have regarding my character and fitness for children/youth work. I release all such references from any liability for furnishing such evaluations to you, provided they do so in good faith and without malice. I waive any right that I may have to inspect references provided on my behalf.

I release Triad Baptist Church to obtain a criminal history records check if it is thought to be important, so long as the results are kept confidential. This criminal history record as received from the reporting agencies may include arrest and conviction data. I understand that this information will be used, in part, to confidentially determine my eligibility for a volunteer or staff position with this ministry.

Should I be accepted to serve, I agree to be bound by the bylaws and policies of Triad Baptist Church (including the Statement of Purpose and Procedure Safeguarding the Well-Being of All Children and Youth) and to refrain from unscriptural conduct in the performance of my services on behalf of the church.

Triad Baptist Church is committed to supporting you in your appointment with affirming supervision and ongoing training, as together we serve Jesus Christ and teach our children and youth.

Signature _____ Date _____

Witness _____ Date _____