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Church Underwriters, Inc.

October 2006 Newsletter: Setting Up an Employee/Volunteer Screening Program

Our September newsletter discussed the need for screening procedures for all employees and volunteers interacting with children. In this issue we discuss the implementation process.

Screening procedures should include these preparatory steps:

- Involve all ministerial staff, church leaders and appropriate committees in researching and educating themselves about the need for screening
- Consult your church's attorney for help in all aspects of the screening process, including the questions you are permitted to ask, the correct forms to use and the confidential records you maintain
- Build church awareness and support through presentations and printed information
- Document official church action regarding policies and procedures
- Encourage all ministers and staff members to undergo the screening process to set a positive example for others

Steps in the screening process include the use of screening forms, personal interviews, and background checks:

- Release forms should be signed by all employees/volunteers permitting you to conduct reference, background and criminal checks
- Contact references and complete the background checks prior to the personal interview. You will need written documentation of contacts you make with references and information you discuss in the personal interview
- During the personal interview, document the person's responses regarding his special interest in working with children, past teaching and volunteer experience, interest in receiving training and other related information
- All this information is confidential and must be kept filed in a secure area

If you would like to research this further, please click the following link and select the topic you are interested in at the bottom of the page <u>click here for more information</u>.