

Your Children's Ministry Safety & Security Guide

Keeping Kids
Safe at Church



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Your Children's Ministry Safety & Security Guide

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A Ministry Foundation

Thanks for all you do!

You're Jesus' hands and feet. You willingly wipe noses, wipe tears, tie shoes, and tend broken hearts. You jump at any opportunity to dance and do motions to kid-friendly praise music. You're a loving presence in the oft-tumultuous lives of today's kids. You create a welcoming space for kids to grow in friendship with each other and with Jesus.

- ❓ But is that welcoming place *safe*?
- ❓ Are you prepared for kids with allergies?
- ❓ Is your meeting space large enough for the number of kids you have?
- ❓ What will you do in case of a medical emergency?
- ❓ Have you screened each volunteer?

Ministry leaders and security team members need to work together to make sure that plans are in place and every child has a safe and enjoyable time at your church.

Think of safety procedures like a foundation—something that supports and solidifies all the children's ministry fun. The guidelines in this resource will give you the tools to lay that foundation, keeping kids, leaders, and you safe and secure.

Contents

- A Ministry Foundation 1
- First, set up your programming with safety in mind 2
- Know your capacity 3
- Insist on background checks 4-6
- 5 Common Myths About Background Checks 7
- Shepherd's Watch Background Checks 8
- Train your team 9-10
- Make it easy to identify your staff . . . 11
- Have clear and easy check-in and check-out procedures 12
- Be informed about kids' health issues 13-14
- Get your facility in shape 15-16
- Children's Ministry Safety Checklist 17
- Background Screening Checklist 19
- Volunteer Interview Questions . . . 21-22
- Reference Interview Questions 23



While these are recommendations, it is always good to check with your legal counsel or insurance provider for their recommendations.



First, set up your programming with safety in mind.

- **Choose curriculum wisely.**

The curriculum you choose matters when it comes to keeping kids safe. While you may find free resources online or ones written by another church, be sure they're created by someone who knows kids and shares your safety and security values. What may be acceptable at one church may *not* be a best practice in your ministry.

- **Keep a low kid-to-leader ratio.**

As you look over curriculum, be on the lookout for ones that promote (or are easy to modify for) a low kid-to-adult ratio. While we all know it's a challenge to get volunteers, kids' safety is manageable when working with smaller groups of kids. Leaders will have an easier time keeping tabs on a few kids rather than a classroom of 20. And it's harder for kids to wander off and get lost when leaders have a small group of kids they know. For example, Group's Simply Loved "crew" model allows small-group Crew Guides to build relationships...*and* keep kids safe. Lower kid-to-leader ratios make it easy to keep track of kids' allergies, check-in/check-out systems, and overall security.



- **Minimize room-to-room travel.**

Some churches gather all kids in one room for large-group teaching, then send smaller groups off to other classrooms. If at all possible, minimize room-to-room travel. Not only does this eat up valuable class time, but it inserts opportunities for kids to wander off or interact with unscreened individuals.

Know your capacity.

- **Identify how many kids your building can safely accommodate.**
We all love the idea of having a church bursting with excited kids, growing in friendship with Jesus! But be sure to check with your facilities team to find out the capacity of each classroom. Packing a room full of kids makes it hard for kids to focus and engage, and it can be a safety hazard.
- **Identify how many kids your staff can safely accommodate.**
Check with your state or your church insurance provider to learn mandated or recommended child-to-adult ratios. *Then stick with those ratios!* This can be hard, particularly on holidays when you may have a tidal wave of families dropping off their kids. After all, it's no fun to turn a child away from your ministry or tell a family they can't leave their toddler in your nursery. But remember that ratios are there to protect kids *and* your church. Overwhelmed volunteers simply can't give kids the attention they need...and that's when safety and security incidents occur.

For holidays or special events, be sure to recruit and screen as many additional volunteers as possible.

This can actually be a fantastic recruiting opportunity! As you publicly share your vision for special events (and places people can jump in), share the number of kids you can currently accommodate: "We'd love to have 75 kids attend our Fall Festival, but right now we only have enough staff to safely handle 50. Where can you step in so more kids can join us?"

Capping your program may sound harsh and unfriendly. After all, would Jesus turn kids away? Look at it this way: Part of sharing Jesus' love is creating a safe and loving environment for every child. Remember, you're responsible for the safety and security of every child who walks through the doors of your church. If your staff is overwhelmed, kids (and your church) may be at risk. In an attempt to reach more children, you can actually compromise the safety of the ones who come.





Insist on background checks.

You have your staff signing up—way to go. Now it's time to be sure everyone on the team is approved to work with kids. But are background checks really worth the expense? How can you get volunteers to see the need—without offending their good intentions? And what kind of background check should you run and how often?



- **Yes, they're worth it. There are risks from not running background checks.**

A survey conducted by Church Law and Tax Report found that church volunteers commit 50 percent of all incidents of sexual abuse in churches, paid staff commit 30 percent, and other children commit 20 percent. Many risk-consultant professionals agree that the church and other nonprofits are the predator's last refuge. Perpetrators are looking for easy access to the vulnerable, such as children. Often, just knowing that a screening process is in place protects vulnerable people.

- **You put your church welfare at risk.**

The Volunteers for Children Act signed in 1998 states that you can be sued for negligent hiring if you have an incident with one of your volunteers or employees and you didn't conduct a national search to look for a previous criminal record. Anyone who works with children at your church, paid or unpaid, should be on your list for mandatory background checks.

- **Your church becomes a potential target.**

When volunteers call in sick or you get an unexpected flood of kids, it can be tempting to bypass the screening process. Unfortunately, predators are masters at their trade. They look for vulnerabilities and holes in safety and security practices, and they're good at being a wolf in sheep's clothing.



While these are recommendations, it is always good to check with your legal counsel or insurance provider for their recommendations.

• **Here's how to get started**

According to the Nonprofit Risk Management Center, a basic screening process for every volunteer should include an application, interview, and reference check. For those volunteer positions that work with vulnerable people (children, youth, or the elderly), additional screening, including a background check, is a necessary step in the screening process.

1. At minimum, perform a national check.*

All 50 states can be searched for criminal activity, and for their sexual offenders registries, through electronic reporting online. If you just check an applicant for criminal activity in your home state, you may not be viewed by the courts as having performed your “due diligence.” Consult with your attorney or insurance provider to discuss everything you should include in your screenings.

Important Fact

*There's no central source for a national check. Every background check company compiles their own proprietary database. This is why you should select your background check company carefully and seek to understand the complexities behind background checks.

2. Determine whom to check and what type of check each position requires.

Realize that not every volunteer in your children's ministry requires the same scrutiny. Mrs. Jones, who updates the attendance records from her home, and the 80-year-old shut-in who helps with those craft cutouts probably don't need their criminal backgrounds checked. But if the volunteer position involves making contact with children, use the strictest screening procedures you can realistically implement.

It's a good idea to review questions you may have about screening with your church's insurance agent or attorney.



Create a list of positions and the type of background checks you will require for each position.

3. Identify mandatory screening positions.

Determine if you operate any programs that require mandatory screening. Your children's ministry may be considered mandatory in your area because kids are involved. You may need to check with a local attorney, as these laws vary from state to state and can change at any time. Your insurance provider may also require background checks for you to carry standard liability coverage.

4. Add the screening requirement to ministry descriptions.

Once you've established which positions require a background check, add it to the ministry description. A written ministry description in itself is a risk-management tool because it can state the qualifications needed to get the job done. Clearly state that a criminal background check is required to serve in the position. Not only does this help manage the risk, but it contributes to changing your culture by stating your expectations up front.



5. Start at the top.

Lead by example. Your senior pastor should be the first in line for a background check, the other paid staff members should follow, and then the volunteers in leadership positions.

6. Consider your budget.

Depending on the size of your children's ministry, you may require a large number of background checks. Group's Shepherd's Watch offers background check packages starting at only \$9.

7. Keep records.

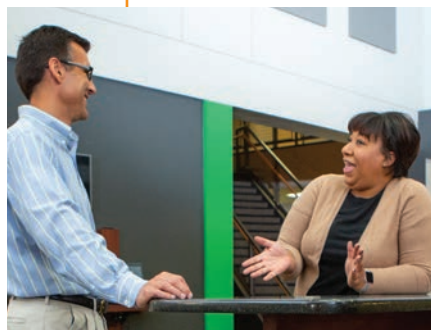
As you begin this process, you'll also need to establish a record-keeping system of who's been checked—and who hasn't. A good rule is to check your volunteers every two years. Many volunteer management software programs now have a place to input this information, which would include "Date of Check" and "Result." A Microsoft Excel spreadsheet or a good paper filing system can also serve this purpose.

Document every screening effort. Typically, one question raised in court is whether your church has met "due diligence" in the screening process. A file on every volunteer will show this to be the case. According to the Fair Credit Reporting Act, a signed consent form is required to run a background check. Keep the consent form, background check report, and other documents in your files—and keep files secure.

5 Common Myths About Background Checks

Myth #1 **We know everyone, so checks aren't essential.**

There are countless stories of criminals pulling the wool over the eyes of close friends and family. Statistics show that the majority of child abuse is caused by someone known to the child or the organization. Background checks uncover information you may not know, give you and parents peace of mind, and show that you exercised due diligence should an incident arise.



Myth #2 **All background check providers pull data from the same place.**

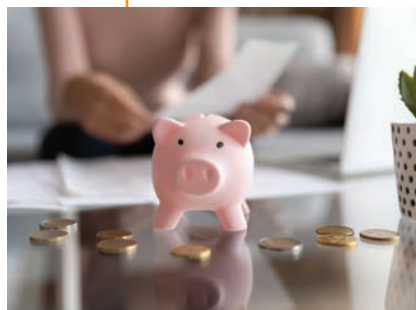
This is not true! Background check companies compile their own proprietary databases. Shepherd's Watch is partnered with First Advantage, the leading global background check company, to give churches access to one of the most comprehensive databases in the industry. Their proprietary National Criminal File searches millions of criminal records, with 6,000-8,000 new records added daily.

Myth #3 **A state background check is all you need.**

A state background check only shows records from one state. Research shows that people with a criminal record frequently move. A national database search is essential to truly know a person's background.

Myth #4 **Background checks are expensive.**

They don't have to be! Shepherd's Watch background checks start as low as \$9 each. Because of our long-term relationship with First Advantage, we can offer the highest quality, most comprehensive background checks at low prices.



Myth #5 **You only need to run a background check once.**

Your church's insurance company or even your state may have requirements for how often you are required to rescreen. So be sure to exercise due diligence and check.



Quality and affordable
background checks
starting at just \$9!



Keep your VBS safe and secure...screen your team!

When you choose Shepherd's Watch, you get...

- ✓ **Quality and affordable** background checks starting at just **\$9**
- ✓ **Expertise** from the top background check company, First Advantage
- ✓ **Easy-to-use** online consent forms
- ✓ **Fast access and turnaround times**
- ✓ **Peace of mind** knowing you're running your background checks through one of the most comprehensive databases in the world

FREE MEMBERSHIP!

Join Shepherd's Watch for FREE today...
a \$29.99 value

As a member you'll have access to run your background checks through First Advantage, the leading global background check company.

Visit group.com/shepherdswatch and use Promo Code: **SWCMFREE** to start your FREE membership today!

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Train your team.

- **Be vigilant—and proactive—when it comes to abuse.**

Child abuse can take many forms. While you may feel sure that no one in your church would physically or sexually abuse a child in your program, emotional abuse or neglect can be harder to detect. Prevent child abuse by enlisting only staff members that you know and trust and by discussing your concerns and expectations with them ahead of time.

Require volunteers to go through a short class, seminar, or workshop on appropriate actions when working with children. This is an excellent idea, especially if less-experienced teenagers and adults will be helping out. Check with your church leaders to see if they know of (or have led) a class that would be helpful to you. Or check out childrensministry.com, and search “church safety.” There you’ll find articles previously found in Children’s Ministry Magazine, on making your church a safe place.



Remember to make training a priority. Offer several meeting times and insist that each volunteer attend before working with kids. Online training can be helpful, but in-person training gives you the opportunity to personally connect with each volunteer.

- **Set your team up for success...and safety.**

It’s likely that your programming is designed so that children are always supervised by several volunteers and leaders. You may want to point this out to parents who are concerned about adequate supervision. To avoid even the appearance of impropriety, encourage staff members to avoid spending time alone with a child. Suggest that staff members escort children in pairs or small groups for bathroom and drinking fountain stops. A good rule for safe touching is to never touch a child where his or her bathing suit would cover.

- **Share options for discipline and re-direction.**

Have a clear, easy-to-implement plan for discipline. Talk with your staff about how you’ll handle situations that might arise. Discuss appropriate and inappropriate staff responses to situations that require discipline. Remind staff members that you expect them to model God’s love in all they say and do.

- **Set clear guidelines and expectations.**

Let staff know your policy for taking kids to the restroom or being alone with a child. While you want your team to build relationships with kids, it’s a good idea to direct them on what constitutes safe and appropriate touch. For example, a good



guideline is to not allow kids to sit on your lap—or the lap of other children. Give clear directions on what to do or who to call if a child shares information that indicates abuse at home.

- **Include emergency procedures in training time.**

During staff training, walk through what staff should do in case of a medical emergency, lockdown, or evacuation. Keep your instructions simple and easy-to-remember. These are rare occurrences, but it's important that staff know you have a plan... and what their role is!

- **Put procedures in writing.**

Your training time will be a whirlwind of information for your team. So be sure procedures are in writing and included in materials you hand off to staff. Post simplified procedures in classrooms, so leaders have them easily accessible.

- **Keep kids off-camera.**

Guide your staff to avoid taking pictures of children. Prohibit them from posting kids' photos on social media. If you're hosting a special event or taking pictures and video to highlight children's ministry, clearly specify to parents *who* will be capturing the footage. Be sure parents are aware that you'll be filming, and have them sign a photo release form.



While these are recommendations, it is always good to check with your legal counsel or insurance provider for their recommendations.

Make it easy to identify your staff.

- **T-shirts or colorful lanyards are a good start.**

It's important to identify who's on your team. Consider bright colors for staff T-shirts or lanyards so your staff members really stand out. Make name badges easy to read with a first name. You may even consider a photo name badge, reassuring parents that volunteers have been thoroughly screened.

- **You'll put parents at ease.**

When new families visit your church for the first time, they're on high-alert that their kids will be safe. Put yourself in parents' shoes as they drop off their kids. Who is in charge? Who can I ask if I have a question? Who am I leaving my child with?

When staff have easily identifiable T-shirts and name badges, parents instantly feel empowered and at ease. Show visitors that you take the safety of their kids seriously.



- **It gives you an instant picture of kids and adults.**

Sunday mornings can be overwhelming and hectic. Volunteers call in sick or simply don't show up, supplies suddenly disappear, and there's a reported case of head-lice in a classroom! Sometimes you need a quick, at-a-glance way to know who is where. When team members have matching T-shirts or other "gear," it helps you easily spot staff if you need a hand.

- **Hand out staff gear personally.**

Here's a tip from our team! During one VBS, we had a lot of additional staff coming in to help, as well as middle schoolers who were coming in to volunteer. To make it easy on our busy VBS Director on Day 1, we put the staff shirts in a side room. As volunteers arrived, we directed them to that room, with instructions to grab a T-shirt in their size, change, and head to their assigned spot. Easy, right? Here's what our VBS Director recalls:

"About an hour into the morning, I looked around and realized...I don't think we had this many staff signed up. People were just taking the shirts, so it looked like everybody was on our staff! That was a 'bad' on our part! From then on, we kept the shirts under lock and key and were sure to hand them to volunteers as they arrived and checked in."





Have clear and easy check-in and check-out procedures.

- **Find a system that fits your ministry setup.**

Consider programs such as Planning Center, Kidcheck, or Fellowship One. Not sure? Ask local churches what they're using and what they like about it. Ask how it works to see how it can best fit the way your children's ministry works on a typical weekend.

- **Make check-in and check-out easy for parents.**

Add simple, clear, and *large* signage for parents so they know how to check their kids in, and how to reunite with them at the end of service. Many programs require parents to keep a sticker with a number that matches the one on a child's name badge. Give this info up front so parents know to keep the sticker they get at check-in.



It's also good to staff the hallways of your children's ministry area with check-in team volunteers to welcome and confirm pickup stickers before parents get to their children's classroom doors. That keeps pickup less stressful for classroom teachers.

- **Communicate.**

Let staff know who is approved to pick up each child. Put this in writing and be sure appropriate staff have the names. This gives you a double-check in place. Be sure parents *clearly* know who to call or how to communicate if they have an emergency or if someone else will be picking up a child. Even more important, be sure to gather information about who should *not* be picking up a child. Parents may be involved in custody situations or caring for kids as foster parents, for example. It's critical that you're aware of adults with whom kids can't have contact.



Important Tip:

Having clear check-in and check-out procedures will help build trust with new and existing parents, and prevent mishaps like this...

A parent shared about a scary church experience where her 2-year-old son left the CM room without staff or volunteers noticing and he was walking toward her and her husband as they came out of church.



Be informed about kids' health issues.

- **Ask about allergies.**

Be sure you have a place in your check-in process or on a registration form to find out if kids have food allergies or other sensitivities, such as latex (which would impact your use of balloons).

Pay special attention to any allergies severe enough for the child to carry an EpiPen. Talk to parents about the child's needs and whether or not the child knows how to use the EpiPen himself.



- **Let parents know about snacks.**

Clearly post a sign outside classroom doors, sharing any food that will be served that day—whether it's in a snack or as a special part of the day's lesson. This way, parents can proactively communicate with volunteers if a food item might be an issue with their child.

- **Ask about health issues or special needs.**

Provide the opportunity for parents to share any additional health issues or special needs. You may be welcoming kids with sensory, autoimmune, or vision challenges. Do kids need accommodations during physical activities? How can your staff best serve a child who may need a quiet area? How can you make your program special for a child with hearing loss?



- **Communicate with your team.**

Clearly identify any allergies kids have, ideally on a child's nametag (this makes mishaps at snack time less likely). Talk with staff about kids who have any physical needs so they can be aware and make modifications. If you have kids with physical challenges, be sure your facility is set up to accommodate them.

- **Communicate with parents.**

Create an easy-to-use form for classroom teachers to use in case of non-emergency incidents. (One ministry friend calls these an "Ouch Report.") These can be used if a child gets a paper cut, gum in his or her hair, or a bruised elbow during a game. You can even use these to communicate that a child seemed to need a little extra care or attention.

Note what happened, who was involved, and anything parents might need to know. Ideally, have a team member share the form, along with a conversation, when parents arrive to pick up the child.



While these are recommendations, it is always good to check with your legal counsel or insurance provider for their recommendations.

Get your facility in shape!

- **Set up a first-aid station.**

Maintain a first-aid kit in a central location. Stock your first-aid kit with adhesive bandages of different sizes, first-aid cream, antibacterial ointment, sterile gauze pads, and insect repellent. Keep children's registration forms readily available so you can call parents or caregivers in case of illness or injury. A good check-in system will help you quickly page parents during worship services when needed.



- **Keep germs at bay.**

Germs and kids go hand in hand (literally!). Stock up on tissues, wet wipes, and hand sanitizer. If possible, make hand-washing stations available before and after snack. You may even provide teachers with antiseptic wet wipes so they can wipe down high-touch surfaces at the end of each day (or service).

Have cleaning supplies on hand to sanitize toys in classrooms where babies, toddlers, and preschoolers meet. Be sure to keep cleaning supplies locked and up high where the kids can't reach. (Many churches have a bin or laundry basket where volunteers toss any toy used by kids during a service. Then those items get sanitized after children leave.)



Be sure your diaper-changing area has an abundance of extra diapers, child-safe sanitizing spray, and antibacterial wipes. Post procedures for cleaning the changing area—and volunteers' hands—after changing diapers.

Connect with your facilities team and be sure trash cans are emptied and restrooms are cleaned each week. Before kids arrive, check to see that there are plenty of paper towels and toilet paper.

- **Make sure doors are locked.**

Be sure classroom doors lock from the inside. If possible, it's good practice to lock main doors into a children's ministry area once services have begun, then unlock when it's time for pickup. Keep track of who holds keys to these doors. Caution volunteers against propping doors open or admitting anyone other than designated staff members.

- **Maintain a clutter-free facility.**

Keep floors clutter-free. Tape down rugs or floor coverings so they're not a tripping hazard. Store a broom and dust pan or inexpensive floor sweeper or vacuum in each classroom.

If floors are uncarpeted, be sure you have supplies for cleaning up spills that may get slippery.

- **Keep classroom items kid-friendly.**

Many accidents can be prevented by well-maintained facilities. Check each classroom for potential hazards. Remove broken or dangerous items, and be sure to lock storage areas that contain chemicals, cleaning solutions, or other toxic materials. Be sure electrical outlets are covered.

Check toys and supplies weekly to ensure that they're not broken. Toys with sharp edges or loose pieces may be a hazard to kids. Check out www.cpsc.gov (Consumer Product Safety Commission) for a list of toy recalls. Visit the site periodically to be sure none of your nursery toys have been added to the list.

It's oftentimes easier to have kids sit on the floor. However, if you're using tables or chairs, be sure they're kid-size.



- **Clean it up!**

It's a good idea to have extra trash cans set out and easily accessible. You'll also want to spot-check hallways, lobbies, and meeting rooms for trash and lost-and-found items.

- **Review your insurance policy**

Your church probably already has an insurance policy or policies that are intended to protect you from loss as a result of fire, theft, injury, or lawsuits. Your program is probably covered by your regular insurance, but you should double-check with your insurance agent to be sure. You're not likely to have serious injuries, but you'll want to be prepared, just in case.



Children's Ministry Safety Checklist

- Review church safety policies as it relates to volunteers, child-abuse prevention, emergency situations, and so on
- Run background check or rescreen on all volunteers 18+
- Collect safety-related details on children
 - Allergies
 - Medical conditions/special needs
 - Emergency contact info
- Stock first-aid supplies
- Stock cleaning and sanitizing supplies in classrooms
- Train team on safety protocols and procedures (at least once a quarter)
 - Take a walk-through building. Show and practice; don't just tell. Be sure to include things like where to find first-aid supplies, fire extinguishers, evacuation plans, lockdown procedures, who to contact in case of emergency, and so on
 - Communicate allergy and medical conditions/special needs to appropriate staff
 - Review policies on taking children to bathroom, being alone with a child, and so on
 - Share procedures for releasing kids to parents after services
 - Share procedures for when someone gets hurt
 - Ensure you have a system for keeping kids safe and accounted for
- Ensure all cleaning supplies are out of reach of children
- Ensure child check-in procedure is organized and ready
- Disinfect tables, toys, and other high-touch surfaces when children leave
- Be available for parent and caregiver's questions and concerns

BACKGROUND SCREENING CHECKLIST

Use this checklist to review your background screening process for staff and volunteers. For items needing attending, complete the recommendations section identifying ways to address the item.

1. Do we require all staff and volunteers to consent to a background screening before being hired or serving?

Yes Needs Attention Recommendations: _____

2. Do we require that individuals attend our church for a minimum of six months before applying for a volunteer role?

Yes Needs Attention Recommendations: _____

3. Do we conduct different background screenings based on the ministry role being served?

Yes Needs Attention Recommendations: _____

4. Do our background screenings include at least the four basics: a nationwide criminal-records database search, an address history, Social Security number verification, and county court records searches in counties where the applicant has lived?

Yes Needs Attention Recommendations: _____

5. Do we require a background screening authorization from the candidate, and is the language of that form clear and easy to understand?

Yes Needs Attention Recommendations: _____

6. Do we require all staff and volunteers sign a release granting consent to call references?

Yes Needs Attention Recommendations: _____

7. Do we have clear policies for what would disqualify a candidate from being able to serve?

Yes Needs Attention Recommendations: _____

8. Do we have written procedures for responding to candidates that do not pass the background screening process?

Yes Needs Attention Recommendations: _____

9. Do we store all confidential staff and volunteer documentation in a locked file for at least a period of three years?

Yes Needs Attention Recommendations: _____

10. Do we permanently maintain in a locked, confidential file all documents pertaining to volunteers who work with children or youth?

Yes Needs Attention Recommendations: _____

VOLUNTEER INTERVIEW QUESTIONS

Name: _____

Address: _____

City: _____ State: _____ ZIP code: _____

Email: _____ Primary phone: _____

Desired role: _____

Note: Explain to the candidate that the following interview questions are not intended to be overly intrusive or in any way accusatory. ALL individuals wishing to serve are asked the same questions.

How long have you been attending our church?

Why do you wish to serve in this role?

Do you have a time frame in mind when you can start?

(If applicable) Why are you interested in working with children?

(If applicable) Are there certain children or types of children whom you prefer not to work with and why?

Have you volunteered in the past at another church? If so, in what capacity?

What did you enjoy the most about serving as a volunteer? Enjoy the least?

VOLUNTEER INTERVIEW QUESTIONS ...CONTINUED

Do you have any physical limitations that may preclude certain activities in this role?

When it comes to conflict resolution, tell me about a time that you had a disagreement with a co-worker or leader. How was it resolved?

What strategies do you use to respond to challenging behaviors?

Have you ever been accused of, plead guilty to, or been a party to any child abuse, neglect, or any other crime against a minor?

Have you ever consumed alcohol or drugs while you were caring for or working with children?

Do you have any questions for me?

May I have the names of three references who aren't family members that we can contact?

Name _____ Relationship _____ Phone _____

Name _____ Relationship _____ Phone _____

Name _____ Relationship _____ Phone _____

REFERENCE INTERVIEW QUESTIONS

This can serve as a telephone conversation guide when calling references.

Reference's name: _____

We have recently received a request from _____ to join our _____ team. As part of our process, we ask each person to provide three references, and you are one who was listed.

How long have you known this person?

What is your relationship to them?

Have you ever worked with them in this ministry role before? If so, in what way?

In your opinion, is this person qualified to work in this ministry?

Please let us know one or more areas of strength you believe this person would bring to this ministry.

Do you have any concerns about this person being involved in our ministry? If so, please share them.

On a scale from 1 to 5 (5 being outstanding) how would you rate this person in:

Attendance _____ Productivity _____ Teamwork _____ Cooperation _____

Reliability _____ Communication _____ Handling conflict _____ Initiative _____

Do you have any additional comments or explanations you can offer regarding this person?

Name of caller: _____ Date of call: _____



QUIZ: HOW PREPARED IS YOUR CHILDREN'S MINISTRY?

Find out today with this 5 minute quiz.

We know you are dedicated to the safety and security of the children in your care. But are you fully prepared for the most common challenges facing your ministry this week?

Discover how prepared your children's ministry is in less than five minutes through just 10 questions. You'll receive a final score at the end, including personalized suggestions to help protect your ministry.



Take the 5 Minute Quiz today at www.group.com/cmsafetyquiz



FREE LIFETIME MEMBERSHIP OFFER FOR SHEPHERD'S WATCH BACKGROUND CHECKS

After serving churches for more than 48 years, Group knows a lot about your needs. And we know keeping kids safe is a big concern. That's why Group helps churches stay safe by partnering with a leading background check provider to provide you the highest quality background checks at low prices.



When you choose Shepherd's Watch, you get...

- ✓ **Quality and affordable** background checks **starting at just \$9**
- ✓ **Expertise** from the top background check company, First Advantage
- ✓ **Easy-to-use** online consent forms
- ✓ **Fast access and turnaround times**
- ✓ **Peace of mind** knowing you're running your background checks through one of the most comprehensive databases in the world



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