

## **I. Mission Statement**

*The purpose of the First Evangelical Free Church Child Protection System is to promote the safety and well being of the children and youth in all the church's ministries and activities.*

## **II. Screening:**

A. All matters relating to the screening process of the *Child Protection Committee (CPC)* shall be strictly confidential.

B. Before applying for child/youth ministry, every worker (paid or volunteer) from our church must be a regular adherent (*attend at least 3 of 4 services per month and have other involvement in the life of the church*) for 6 months or be a church member.

C. Requirements for all volunteer workers from other churches:

1. *He/she must be a believer in Jesus Christ as personal Savior.*
2. *He/she must be a member of another Bible-teaching church for one year.*
3. *He/she must complete the Child and Youth Ministry Disclosure Statement (Disclosure Statement) and the Application for Child/Youth Ministry (Application).*
4. *He/she must have a referral from the home church pastor concerning the specific question "Do you have any concerns or reservations about \_\_\_\_\_(name) working with children or youth in a church ministry? If yes, please explain."*
5. *He/she must be interviewed by the CPC.*
6. *He/she must sign a document attesting that he/she has read and agreed to our Child Protection policies and procedures.*
7. *He/she must complete our church Child Protection training.*

D. Every adult (age 18+) worker involved in child/youth ministry must complete the *Disclosure Statement* and the *Application*. These must be turned in to a pastor.

E. A pastor shall review the *Disclosure Statement* and the *Application*. The pastor's decision whether or not to continue the process is final and without appeal.

F. The *CPC* will review each forwarded *Application* and will contact the references; any member of the committee may research references on the *Application*. Each reference conversation shall be recorded on the Reference Contact Form and shall be kept in a secure file by the pastors. All committee members will jointly review the reference reports.

G. The committee or a pastor may deem a police background checks necessary.

H. Upon satisfactory review of the references, the committee will interview the applicant.

I. Committee approval of an applicant must be unanimous. The committee's decision is final and without appeal.

J. Approval by the committee only certifies the applicant as "safe for child/youth ministry". Upon approval, the candidate will be referred back to the appropriate ministry leader for specific ministry competence evaluation and/or training.

## **A Biblical Understanding Of Childcare**

### **I. God's View of Children:**

#### **1. Each child is a gift from God.**

<sup>3</sup>*Behold, children are a heritage from the Lord, The fruit of the womb is a reward.*

<sup>4</sup>*Like arrows in the hand of a warrior, So are the children of one's youth.*

<sup>5</sup>*Happy is the man who has his quiver full of them; they shall not be ashamed, but shall speak with their enemies in the gate. - Psalm 127:3-5*

#### **2. The Lord Jesus Christ desires a relationship with each child to bless that child.**

#### **3. Jesus commands us to make that relationship possible.**

#### **4. Jesus is greatly displeased with anyone who hinders a child from coming to Him.**

<sup>13</sup>*People were bringing little children to Jesus to have him touch them, but the disciples rebuked them. <sup>14</sup>When Jesus saw this, he was indignant. He said to them, "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. <sup>15</sup>I tell you the truth, anyone who will not receive the kingdom of God like a little child will never enter it." <sup>16</sup>And he took the children in his arms, put his hands on them and blessed them. **Mark 10:13-16***

### **II. God's Requirements of Care-givers:**

#### **1. God the Father and His angels care so much about each child that God does to great lengths to bring each little lamb home to Himself.**

#### **2. Whoever receives a child in Jesus' Name is credited with treating Jesus that same way.**

#### **3. God promises a terrible punishment for whoever causes a**

**child to stumble in his/her relationship with God. Jesus advises us to brutally eliminate anything in our lives that will lead us to be such a stumbling block.**

<sup>2</sup>He called a little child and had him stand among them. <sup>3</sup>And he said: "I tell you the truth, unless you change and become like little children, you will never enter the kingdom of heaven. <sup>4</sup>Therefore, whoever humbles himself like this child is the greatest in the kingdom of heaven.

<sup>5</sup>"And whoever welcomes a little child like this in my name welcomes me. <sup>6</sup>But if anyone causes one of these little ones who believe in me to sin, it would be better for him to have a large millstone hung around his neck and to be drowned in the depths of the sea.

<sup>7</sup>"Woe to the world because of the things that cause people to sin! Such things must come, but woe to the man through whom they come! <sup>8</sup>If your hand or your foot causes you to sin cut it off and throw it away. It is better for you to enter life maimed or crippled than to have two hands or two feet and be thrown into eternal fire. <sup>9</sup>And if your eye causes you to sin, gouge it out and throw it away. It is better for you to enter life with one eye than to have two eyes and be thrown into the fire of hell.

<sup>10</sup>"See that you do not look down on one of these little ones. For I tell you that their angels in heaven always see the face of my Father in heaven. <sup>11</sup>

<sup>12</sup>"What do you think? If a man owns a hundred sheep, and one of them wanders away, will he not leave the ninety-nine on the hills and go to look for the one that wandered off? <sup>13</sup>And if he finds it, I tell you the truth, he is happier about that one sheep than about the ninety-nine that did not wander off. <sup>14</sup>In the same way your Father in heaven is not willing that any of these little ones should be lost. **Matthew 18:2-14**

**4. We are commanded to raise children up in the way God would raise them.**

<sup>4</sup>Fathers, do not exasperate your children; instead, bring them up in the training and instruction of the Lord. **Ephes. 6:4**

**5. Jesus says that even evil people treat their children well. How would He describe those who mistreat their children?**

<sup>13</sup>If you then, though you are evil, know how to give good gifts to your children, how much more will your Father in heaven give the Holy Spirit to those who ask him!" **Luke 11:13**

**IV. God's concern for victims of abuse or neglect:**

**1. God cares about each child even when parents and other caregivers fail in their duty.**

<sup>10</sup>Though my father and mother forsake me, the LORD will receive me. **Psalms 27:10**

<sup>15</sup>"Can a mother forget the baby at her breast and have no compassion on the child she has borne? Though she may forget, I will not forget you! **Isaiah 49:15**

### **Questions**

Please refer any questions to your Ministry Leader. If the Ministry Leader is not available, refer questions to any member of the CPC who are the Pastor of Christian Education and Family Ministries, the Chairperson of Christian Education and one appointed Deaconess.

# *Child Protection Worker Screening Policy Manual*

*As the Father has loved me,  
so I have loved you ...*

*John 15:9*

