



**VINEYARD CHURCH OF
ANN ARBOR**
2275 Platt Road,
Ann Arbor, MI 48104

***POLICY AND PROCEDURES
EMPLOYEES AND WORKERS
CHILDREN & YOUTH PROGRAMS***

POLICY: In order to provide a safe and secure environment for our church family and to minimize the church's, employees' and workers' vulnerability to accusation, we have adopted the following procedures.

PROCEDURE: To further this policy, and to reduce the likelihood of false accusations against employees and workers, the following procedures will be **strictly enforced** by the Vineyard Church of Ann Arbor.

Worker Screening

- (a) Prior to consideration for appointment any candidate who would be working with children or youth will complete and return a 'Children & Youth Worker Initial Application'.
- (b) The 'Children & Youth Worker Initial Application' will be carefully reviewed by a pastoral representative or designate to make certain that the worker will be appropriate for the ministry position, based on the information provided. The 'Initial Application for Children and Youth Worker Screening Process' shall be followed.
- (c) If the person would be appropriate for the ministry work, then at least two references will be checked to confirm the information provided on the 'Children & Youth Worker Initial Application'. A record of the reference check will be maintained on the 'Record of contact with a reference or church identified by and applicant for children & youth work' form.
- (d) In addition, a criminal background check may be performed through our state law enforcement agency with respect to all candidates. The motor vehicle driving record of candidates reasonably expected to drive vehicles containing children or youth will be reviewed. Other candidates will NOT be permitted to drive motor vehicles containing children or youth.