

Toronto Jaffray Chinese Alliance Church

Children & Youth Ministry

Police Reference Check Recruitment Policy

Updated: August 2005

Rationale

Children and Youth ministry is a vital ministry to the growth and future of Jaffray. There are huge demands for helpers and counselors for the Nursery & Toddler ministry, Children Sunday School, Promiseland (children), Hosanna, (youth), Timothy and Aletheia (university / college) fellowships.

It is the church's responsibility, however, to make sure that those who come into contact with our children and youths, while under the said ministries, are not at risk to harm them in any way. Therefore we have implemented a police reference check program for all of Jaffray's children / youth workers - volunteered and employed, in accordance with the Christian & Missionary Alliance's "Plan to Protect" guidelines. In other words, all volunteers, part-time and full time staff that want to serve in these areas of ministries must now go through a police reference check.

Police reference check will become part of the church's consideration as to whether a person is suitable for working with children and youths. It will give parents (especially newcomers) a greater confidence in entrusting their children and youths to our ministries.

Recruitment Policy

Toronto Jaffray Chinese Alliance Church will not allow anyone, however distant past, who has been charged with an offence(s) that is in anyway associated with children or minors, to serve in the Children and / or Youth ministry.

Toronto Jaffray Chinese Alliance Church will, however, allow someone who has in the past committed minor offences that is unrelated to children or minors, to serve in the Children and Youth ministries as long as this person has genuinely repented, sought forgiveness and have since demonstrated Christ-like characters in his / her life. However, the pastors, Children Ministry Committee, English Ministry Committee or the Board of Elders reserve the right to decide whether this person will be permitted to serve in the Children and / or Youth ministries.

If someone were to have a clear police reference, the pastors, Children Ministry Committee, English Ministry Committee or the Board of Elders reserve the right to decide whether this person will be permitted to serve in the Children and / or Youth ministries. Jaffray's pastors, the pastors, Children Ministry Committee, English Ministry Committee or the Board of Elders are not under any obligations to reveal to the applicant why he / she is not allowed to serve.