



Children First, Inc. Board of Directors
Board Member Screening Policy

- All applicants for Board membership are required to:
 - Submit a written application with résumé or summary of professional/civil/personal experience.
 - Submit the names of three references—two professional, one personal. *(Included in written application.)*
 - Authorize the program to perform a check of national, state and local criminal history and crimes against children screening.
 - Agree to and sign a confidentiality agreement.
 - Disclose any conflicts of interest.

- Prior to accepting any Board Member, the Children First will:
 - Conduct a thorough review of the applicant's application and résumé/summary of professional/civil/personal experience.
 - Have at least one in-person interview.
 - Contact each of the applicant's three references, by mail or telephone, or email to ascertain appropriateness for the Board.
 - Perform and review a check of national, state and local criminal history and crimes against children screening, and conflicts of interest.

- Current Board Member Screening
 - Conduct a complete re-check on all background checks, crimes against children screening, and conflicts of interest disclosures every 2 years for all active board members.

- Former Board Members Returning After Hiatus*
 - Submit a written application, indication intent to reinstate active status.
 - Authorize the program to perform a check of national, state and local criminal history and crimes against children screening.
 - Agree to and sign a confidentiality agreement.
 - Disclose any conflicts of interest.

Any applicant who does not agree to the application requirements above will be rejected for further consideration for Board membership.

** Hiatus, for the purpose of this policy, is defined as being in inactive board status with no voting rights for six (6) months or longer.*