

Thank you for volunteering.

All volunteers need to submit:

1. Volunteer application form.
2. Doctrinal statement for HAEFC
3. Verification of CPP training – video or live

You should have received these forms and Child Protection Policy training from your ministry leader. All information is confidential. A meeting may be called at the discretion of your ministry leader to discuss any questions that may arise in this process. Thank you for your understanding as we seek to offer safe, quality ministries for our children.

I have conscientiously watched the CPP training video and agree to its behavior guidelines.

Signed

Date

Any questions, please see
your ministry leader or Pastor
Jason Wilson
Children & Youth Pastor

Policy Concerning Behavior of Youth

We desire to create a comfortable and enjoyable environment that allows students to grow in their relationship with Christ and each other. The guidelines listed below are intended to provide acceptable boundaries to accomplish this goal.

Physical:

- Tickling, hugs and other appropriate forms of physical contact are acceptable between members of the same sex as long as both persons consent.
- Physical contact between members of the opposite sex is limited to brief side hugs (at shoulder height,) high fives and other appropriate forms of physical contact.
- Kissing, prolonged physical contact and other inappropriate touching is unacceptable.
- Violent or potentially harmful behavior is not permitted at youth functions.
- Alcohol, tobacco, or other controlled substances as well as firearms, fireworks or any other weapons are not permitted at youth functions.

The youth leader reserves the right to prohibit any physical contact that he/she deems inappropriate.

Emotional:

- Verbal attacks, belittling, inappropriate joking, derogatory comments, inappropriate sexual references or gesturing and foul language are not permissible.
- Words of encouragement, compliments clean humor and other positive statements are welcomed and appreciated.

Spiritual:

- We acknowledge that students grow spiritually at different paces and we desire to aid in the development by accepting each at his/her respective level of spiritual maturity.
- Words or actions that degrade a person for their beliefs or views are not acceptable.
- Students are strongly encouraged to support Biblical viewpoints through clear and constructive means.

Any violation of the above standards will be dealt with according to the following disciplinary measures.

Disciplinary Measures:

- Any inappropriate behavior observed or experienced by a student should be reported directly and immediately to the youth director.
- Discipline due to a violation of the above standards will be dealt with on an individual, case-by-case basis according to the church constitution and child protection policy.
- Students violating the above standards may be warned, removed from an activity, asked to leave for the remainder of the evening, or asked not to return for a specified length of time, depending both upon the severity and frequency of the violation. In the case of a youth retreat or trip, a student may be asked to go home at the expense of his/her parent/guardian.
- Disciplinary actions will be taken under the authority of the youth director. In the case of the absence of the youth director from a youth function, a substitute may warn, remove a student from an activity or send a student home for the remainder of the event. All disciplinary actions taken by a substitute must be reported to and discussed with the youth director.
- Any serious disciplinary actions taken that involve removal for an event or a period of time or inappropriate physical contact must be reported to the senior pastor, the CYM chair and the youth sponsors.

The goal of the above measures for the entire group is to ensure a safe environment and an opportunity for each youth to grow. The primary goals for those placed under disciplinary action are the correction of behavior and the restoration of fellowship.

I agree to abide by the above rules and penalties.

Signature

Date

Harvard Avenue Evangelical Free Church
Children/Youth Ministry
VOLUNTEER APPLICATION

Thank you for taking the time to let us know about yourself. We want you to know that the following information will be restricted to the Ministry Leader, the Child Protection Officer and the Elder Board. This form, along with the Child Abuse Prevention Policy, is being used by HAEFC for the following purposes: to provide a safe and secure environment for all children and youth who participate in our programs and use our facilities, and to protect all volunteers and staff who work with the children. Please fill out both sides.

PERSONAL

Name _____ Last _____ First _____ Middle _____ Drivers License _____
Social Security Number _____

Present Address _____
Number _____ Street _____ City _____ State _____ Zip Code _____

How long at present address? _____ Telephone Number (____) _____

Former Address _____
Number _____ Street _____ City _____ State _____ Zip Code _____

PERSON TO BE NOTIFIED IN CASE OF EMERGENCY Name _____
Address _____
Telephone (____) _____ Relationship _____

YOUR PREFERENCE

Please indicate the type of youth or children's work you prefer and why: _____

Please indicate the date you would be available: _____

What is the minimum length of commitment you can make? _____

PREVIOUS EXPERIENCE

Please list other churches you have attended during the past five years, if any: _____

Please list all previous work involving children and/or youth: _____

List any talents, training, education, or other factors that have prepared you for children's and youth work: _____

Have you ever committed or been convicted of an act of domestic violence or perpetrated or engaged in child pornography, child abuse, child molestation or any other crime related to persons? Yes No

If yes, please explain on separate sheet all such convictions.

Have you ever been a victim of an act of domestic violence or child pornography, child abuse, child molestation or any other crime related to persons? Yes No

PERSONAL REFERENCES

Non-relative, employers, supervisors, or church co-workers may be included

Reference #1

Name _____

Relationship _____

Address _____

Telephone _____

Reference #2

Name _____

Relationship _____

Address _____

Telephone _____

Reference #3

Name _____

Relationship _____

Address _____

Telephone _____

The information contained in this screening form is correct to the best of my knowledge. I authorize the listed references to give you any information (including opinions) they have regarding my character and fitness for youth work. I waive any right I may have to inspect any information provided about me by any person identified in this screening form.

Upon consideration of this screening form, I release any individual, church or church official, employer, reference or organization from any and all liability for damages of whatever kind or nature which may at any time result to me, my heirs, or family on account of compliance or any attempt to comply with this authorization.

I have carefully read the foregoing release and know the contents thereof and I sign this release of my own free will. This is a legally binding agreement which I have read and understood.

Should my application be accepted, I agree to be bound by the Constitution, Bylaws, and policies of Harvard Avenue Evangelical Free Church, and to refrain from unscriptural conduct (as defined by church leadership) in the performance of my services on behalf of the church.

Signature _____

Date _____

TELEPHONE REFERENCE CHECK

To be completed by the Screening Committee

Reference

Screeners Name _____ Date _____

How long have you know this person? _____

What are his/her primary known responsibilities? _____

Have you ever observed this person interacting with children? Please describe _____

How do you describe this person's ability to follow through on his/her commitments? _____

Do you have personal knowledge, or have you ever heard of this person having problems with the abuse of drugs, or alcohol, sexually inappropriate behavior, or anything else? _____

Can you recommend that this person be in a position of caring for children without any concern, reservations, or hesitation? Yes No

Is there any additional information that you think is important for our church to know about this person? _____

Reference

Screeners Name _____ Date _____

How long have you know this person? _____

What are his/her primary responsibilities? _____

Have you ever observed this person interact with children? Please describe _____

How do you describe this person's ability to follow through on his/her commitments? _____

Do you have personal knowledge, or have you ever heard of this person having problems with the abuse of drugs, or alcohol, sexually inappropriate behavior, or anything else? _____

Can you recommend that this person be in a position of caring for children without any concern, reservations, or hesitation? Yes No

Is there any additional information that you think is important for our church to know about this person? _____



**EFCA Statement of Faith
Adopted by the Conference on June 26, 2008**

The Evangelical Free Church of America is an association of autonomous churches united around these theological convictions:

God

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

The Church

7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

9. We believe in the personal, bodily and premillennial return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Response and Eternal Destiny

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.