Christ the Redeemer Church

**Child Protection Policy**

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 *Revised 07/2023*

The Gospel of Mark records that when people brought little children to Jesus, he took them in his arms, put his hands on them and blessed them. It is our desire to bring children to Jesus, too. Because we recognize that we are a reflection of God’s love to those in our care, we take seriously our responsibility to them. The following guidelines are set forth to provide a safe and nurturing environment in which we can bring our children and youth to the Savior.

We view ourselves as partners with parents, seeking to provide safe, quality care and instruction in all our ministries. All of our guidelines are designed to protect and promote growth in God for each person involved. Everyone who teaches, helps or cares for others under the sponsorship of Christ The Redeemer, whether paid or volunteer, must follow these policies and procedures. Be aware that the document that follows represents minimum requirements. Individual programs may impose additional guidelines as appropriate to their ministry setting.

**STAFFING GUIDELINES FOR CHILDREN AND YOUTH MINISTRIES**

**A. Screening Process**

All volunteers working with children and youth should be regular attenders of Christ The Redeemer for at least six months (some exceptions granted on an individual basis by a Pastor); have completed a Volunteer Profile Form and been approved by pastors or designated approval group. In addition, volunteers will go through a screening process, which shall include:

— Interview

— Reference Check

— Conviction/Criminal History Check

— Notification of Approval

**B. Child Supervision**

**1.** Children and youth should be under adult supervision during the scheduled ministry program time. Parents should be made aware of the time period during which the church is responsible for their children.

**2.** Two-deep leadership is essential. Teachers should serve in teams so that at least two workers are in the room at all times.

**a.** At least one adult (18+ years old) should be in each room at all times.

**C. Proper Display of Affection**

Touch is essential in nurturing lives. Physical contact with children should be age and developmentally appropriate. Be aware of and sensitive to differences in children’s development, family backgrounds, individual personalities and special needs. The following guidelines will help promote pure, genuine and positive displays of God’s love:

**1.** Hugs & Kisses: Younger children are especially affectionate. Use discretion in initiating full contact, body-to-body hugs. Kissing on the lips is inappropriate. One arm side hugs or hand-to-arm hugs are appropriate, especially for the older children/students.

**2.** Lap Sitting: Appropriate sitting on laps may occur with younger children.

Discourage lap sitting with older children. Rather, encourage them to sit next to you.

**3.** Casual Touch: Gentle contact during activities may be on children’s heads, shoulders, arms and hands. Rough-housing and physical discipline should never be used.

**D. Special Events/Overnights**

**1.** **Field Trips and Special Events**

**a.** Church-sponsored off-campus activities must be pre-approved by the

appropriate pastor. Parents will be notified at least one week prior to the outing.

**b.** Proper written consent and medical release forms are required for each child participating in off-campus activities (See Appendix F). These forms are available in the church office.

**c.** Appropriate adult/student ratios will be ensured by the staff member in charge. Two-deep leadership is essential for any excursion.

**d.** When transportation is involved in an activity, all drivers must have a valid driver’s license and current automobile insurance. The number of persons per car should not exceed the number of seat belts.

**e.** If a parent has disclosed information about their child in regards to behavior difficulties (issues that may affect the group) this information should be made known to all leadership involved in the activity/event.

**2. Overnight Policy**

**a.** All overnight activities must be pre-approved by the appropriate pastor.

**b.** No overnight activities for children younger than grade 3 will be allowed

(except for parent/child outings).

**c. 1.** Two-deep leadership is required.

 **2.** One of the leaders must be an adult. Each leader will be assigned a group of children that they will be responsible for during the duration of the overnight event.

**d.** If overnight is mixed gender there must be gender specific separation for all sleeping arrangements.

**II. DISCIPLINE POLICY**

The Christian Education program desires to encourage, stimulate and foster the Christian growth of all participants. Because of this, students will not be allowed to disrupt the classroom and/or hinder the growth and learning of others. The purpose of discipline is not punishment for wrongdoing, but assistance in doing what is right. All interaction regarding discipline needs to carefully consider a child’s dignity and fragile life. Physical punishment or intimidation will not be used.

**III. SPECIAL CONCERNS IN CHILDREN’S MINISTRY (Birth-5th Grade)**

**A. Nursery**

**1.** Rooms for children under age four use gates or Dutch doors to help keep

children contained.

**2.** Nursery changing tables are in full view.

\* For additional information see Nursery policy

**B. Drop-Off Policy**

Children should never be dropped off in a classroom without at least two leaders present. Generally, supervision will be provided 10 minutes before a program starts.

**C. Registration Policy**

**1.** Programs for infant up to preschool-aged children will maintain individual registration cards for each child. Parents are required to complete the information requested.

**2.** Parents shall fill out a registration card for any child who attends any of the regular church programs (see Appendix C). These forms are available outside each classroom/nursery and the teacher will forward to the Department Coordinator.

**3.** Children should be registered and attend the class at their age, grade or

development level. Individual exceptions may be made with the approval of parents, department coordinators and classroom teacher.

**D. Security System (Infants and Preschoolers, i.e. nursery)**

**1.** All nursery children will be issued either a security number or some sort of claim tag. The claim tag is used to release children back to their parents. The security number is used to call a parent from the sanctuary if necessary.

**2.** A child will be released only to the person with the child’s security tag.

**3.** If the security tag is lost, verification of a person’s identity will be needed before the child can be released. A supervisor, director, or Pastor will be

responsible to verify an identity.

**4.** Parents are advised not to enter the nursery/classroom when picking up their child unless requested to do so.

**5.** All volunteers should wear an identifying nametag.

**E. Child Release (Preschool-3rd Grade, i.e. Sunday School/Children’s Church)**

In our preschool through third grade programs, we require that (custodial)

parents or (immediate family) pick up their children at their classroom following any CTR program, unless the parent has authorized independent release of the child (see Appendix C).

**G. Diaper Changing Policy**

For information, see the Nursery Guidelines (Appendix B).

**H. Bathroom Policy**

**1. Preschoolers**

If a classroom for preschoolers does not have a bathroom, an adult, (preferably a female), should escort a child/children to the hallway bathroom. The supervising adult should remain outside the bathroom door and then escort the child/children back to the classroom. If a child is taking longer than seems necessary, the supervising adult should open the bathroom door and call the child’s name. If a child requires assistance, the supervising adult should prop open the bathroom door (using the garbage can) and leave the stall door open as the child is assisted.

**Remember,** a teacher should never be alone with a child in a bathroom with the door closed or go into a bathroom stall with a child and shut the door.

**2. Grade Schoolers**

Any time a child is out of the classroom for any reason, he or she should be

escorted or supervised by a teacher at all times. Teachers are required to keep track of any student in their care. Follow the guidelines outlined above for hallway bathroom use.

Parents are strongly encouraged to take their children to the bathroom prior to class.

**I. Incident Reports:** If a child is involved in any sort of accident, whether injured or not, an incident report form must be filled out by the supervising leader.

**IV. SPECIAL CONCERNS IN YOUTH MINISTRY**

**(Kids Club - Junior High - Senior High)**

**A. Backrubs:** Although backrubs may seem harmless, it is best to refrain from the practice so it is not misconstrued.

**B. Dating:** At no time shall anyone working with youth pursue a dating

relationship with a student. Staff should always be sensitive to students with ‘crushes’.

**C. Driving:** When a staff member (volunteer or paid) is driving students home, he/she should never be alone with a student of the opposite sex. Additionally, the driver must have a valid driver’s license and current automobile insurance. The number of persons per car should not exceed the number of seat belts.

**D. Lunches:** One-on-one lunch appointments should be in public places with the parent’s prior approval.

**E. Open Door Policy:** Leaders should refrain from meeting with youth one-on one in a private, non-visible place. For everyone’s protection, the door should be kept at least partially open if the room does not have a window and sight line into it.

**F. Incident Reports:** If a child is involved in any sort of accident, whether injured or not, an incident report form must be filled out by the supervising leader.

**V. OUR READY RESPONSE TO ABUSE WHICH OCCURS IN THE**

**MINISTRY SETTING OF CHRIST THE REDEEMER AND TO ABUSE THAT OCCURS ELSEWHERE BUT OF WHICH WE ARE MADE AWARE**

**A. Suspicion of Abuse**

Anyone working with children/youth (ages 0-18) in the ministries of Christ The Redeemer shall immediately report to an identified leader, (i.e. Pastors

 Youth leaders, teachers), any suspicions of child abuse or neglect which may indicate a need for further investigation. It is not the responsibility of

the reporting person nor the designated leader to substantiate any allegations or suspicions.

Possible indications of abuse or neglect can include:

— pattern of injuries not typical for everyday childhood accidents (i.e., marks or bruises on the back, buttocks or abdomen, symmetrical or patterned bites or bruises, skin markings or welts in the shape of a hand, belt or rope)

— very poor hygiene or obvious lack of medical care

— sexual knowledge or speech not appropriate for the child’s age

— overtly sexual behavior or demonstrations

— extreme reluctance to go to a particular place or be with a particular
 person

— withdrawal and depression

— allusion to incidents in writing/drawing or through prayer request

**B. Confidentiality**

At all times keep the information confidential. Do not pass the information on to anyone besides those who would need to know.

**C. Communication with the Child/Student**

Sometimes a child may approach a trusted adult with testimony of abuse. In such a case, be sure to take the child’s word seriously. Listen attentively and calmly, reassuring the child that he/she is not at fault and was right in telling you about the problem. Do not promise the child you will not tell anyone.

**D. Report Form**

Immediately contact one of the Pastors, leaders/teachers. Together fill out a Suspicion of Child Abuse Report Form (see Appendix D).

**E. Summary of Steps**

**1.** Gently affirm the child.

**2**. Report to the appropriate director of ministry.

**3.** Immediately fill out report form with the director of ministry.

**F. Assessing the Report**

The Pastor will make every effort to make an assessment within 24 hours of the report. A review committee may also assist in assessing the report.

If after the review it is determined that the investigation should continue, the Elders will be immediately informed. The Elders, Pastors and the review committee will determine how best to proceed.

**VII. CONTINUING THE INVESTIGATION - RESPONDING TO**

**ALLEGATIONS**

**A. Initial Response** (The following steps should be handled by the Pastoral Staff and/or Elders in a timely manner).

**1.** Document all your efforts at handling the incident, including names of
 those consulted.

**2.** Notify the parents.

**3.** Report the incident to the church’s insurance company and lawyer.

**4.** Report the incident to the proper authorities.

**5.** Notify the accused after the safety of the child is secured.

**6.** Appoint a spokesperson for the church position.

**7.** Prepare a public statement to answer the media and to convey the news
 to the congregation.

**B. Responding to Alleged Victim**

**1.** Do not minimize or deny the allegation or assess blame.

**2.** Assure victim that the church is taking allegations seriously.

**3.** Make sure the care and safety of the victim is the first priority.

**4.** Provide ongoing support and assurance of acceptance to victim and the

 victim’s family.

**5.** Help the family find professional counseling if wanted.

**6.** Commit to helping the victim and the family toward full restoration.

**C. Responding to Alleged Perpetrator**

**1.** Treat the accused with dignity and support.

**2.** If the perpetrator is in a leadership position he/she must be immediately
 removed from his/her position until the investigation is finished.

**3.** Put in place a process of healing and restoration.

**4.** Future restoration to church fellowship should be handled with great
 care, taking the feelings of the victim and the victim’s family into
 consideration.

**5.** If the accused confessor is convicted, concern and support should be
 given, with the goal of forgiveness and restoration. However, no

 convicted child abuser should ever be placed in a position to work with
 children or youth. Other appropriate places of service should be
 encouraged.

**Protection Policy Sources:**

Better Safe Than Sued by Jack Crabtree. Loveland, CO: Group, 1998.

The Focus on the Family Complete Book of Baby and Child Care by The Focus on the Family Physicians Resource Council. Wheaton, IL: Tyndale, 1997.

It Should Never Happen Here by Ernest J. Zarra III. Grand Rapids, MI: Baker,

1997.

Reducing the Risk of Child Sexual Abuse in Your Church by Richard Hammar,

Steven Klipowicz, and James Cobble. Matthews, NC: Christian Ministry

Resources, 1993.

When Child Abuse Comes to Church by Bill Anderson. Minneapolis, MN:

Bethany House, 1992. Facing the Issue of Child Sexual Abuse in the Church by Christian Service Brigade.

**APPENDIX A Doctrinal Statement/Articles of Faith**

*The doctrinal basis of this Church shall be the fundamental truths of Christianity, as revealed in Holy Scripture, including:*

1. The Godhead. The Father, the Son and the Holy Spirit are one in the Godhead.
2. The Sovereignty of God. God is sovereign in creation, revelation, redemption and final judgment.
3. The Person of Christ. The Lord Jesus is fully God, his incarnate Son; he was born of a virgin, his humanity real and sinless; he died on the cross, rose bodily and is now reigning in heaven and earth.
4. The Bible. The Bible is inspired by God (God-breathed) and infallible, as originally given, and is the supreme and sufficient authority in all matters of what to believe and how to live.
5. The Radical Corruption of Man. At the fall, human nature was radically corrupted by sin, resulting in spiritual death, whereby everyone willfully rebels against God’s rule, making us guilty and subject to God’s just wrath and condemnation.
6. The Work of Christ. We are redeemed from the guilt, penalty and power of sin only through the sacrificial death once and for all time of our representative and substitute, Jesus Christ, the only mediator between God and sinners.
7. Justification by Faith in Christ alone. Sinners are pardoned all their sins, and accepted as righteous in God’s sight, only because of the righteousness of Christ, credited to them; this justification is God’s act of undeserved mercy, to be received solely by trust in him.
8. The Work of the Holy Spirit. The Holy Spirit must apply the work of Christ to individual sinners enabling them to turn to God from their sin and to trust in Jesus Christ. The Holy Spirit dwells in all those he has regenerated, producing in them increasing likeness to Christ in character and behavior, and giving them power for their witness in the world.
9. The Church. The one holy universal church is the Body of Christ to which all true believers belong and is made visible in local congregations of baptized believers.
10. The Return of Christ. The Lord Jesus will return in person, to judge everyone, to execute God’s just condemnation on those who have not repented and to receive the redeemed to eternal glory.

 (11) Baptism and the Lord's Supper: are visible signs of the gospel whose blessings are
 received by faith in Jesus Christ. Baptism is a symbol of union with Christ and entry
 into his Church; an act of obedience symbolizing the believer’s repentance and
 faith in the Lord Jesus Christ. The Lord's Supper is a remembrance of our common
 union in the death and resurrection of Jesus Christ and a looking forward to his
 return.

**APPENDIX B**

**Nursery Guidelines**

*Thank you* for volunteering for the nursery; your help is very much appreciated!

**Nursery Aims:**

1. To provide a clean, safe and attractive place with loving care for the littlest members and visitors of our church. Parents are better able to focus on their learning and growth if they feel their children are safe and being well looked after. This is a vital ministry not only to the children, but also to their families.
2. To teach children that God made them and that God loves them, by lovingly caring for them through our words and actions. Also, a Bible story will be read each Sunday to the Preschool group, and please feel free to sing songs and ask questions if you are comfortable doing so.
3. To serve all children, from birth to 4 years old. The **Infants** group is for children from birth until they are crawling. The **Walkers** group is for those children who are crawling to toddling. The **Runners** group is for those children who are steady on their feet until they are 3 years old. The **Preschool** group is for children from 3 years old to pre-kindergarten (about 4 years old). We now have a **Quiet Room** with cribs and rocking chairs where we can lay children down when they fall asleep- this room is attached to the Infant room.

**Nursery Coordinators**

* Leslie Watkins #509-953-8508/leslieannie21@gmail.com
* Kristol Caldwell #509-981-6076/kristolcaldwell@comcast.net
* One coordinator is on duty each Sunday and is available for questions and assistance.

**Responsibilities:**

**ALL nursery volunteers**

* Arrive 15-20 minutes before the service begins. Please make sure the members responsible for set-up have brought all of the supplies around to the nursery.
* When you arrive, please be sure your hands are clean, and put on a name tag.
* The team leader is the only person who checks children in/out- this is an important safety issue! Please do not bypass this process.
* If a child has been crying for more than 10 minutes (or the time indicated by the parent on the registration card), you can use the call system located in the Walker’s room to alert the parent to come care for their child.
* An incident booklet is provided to record any problems that may arise. Please let one of the coordinators (Kristol or Leslie) know of any abnormal situations (i.e. a biting incident), so that they can take the appropriate steps of documentation, informing the parents, and rectifying the situation.
* If you are unable to work your assigned Sunday, please **find a replacement** as soon as possible by calling someone in the same horizontal row as you. If you are younger than 18, please replace yourself with another teen. Please communicate that change with one of the coordinators by phone or email.

**Team Leaders**

*Check-in:*

* Greet parents and check-in each child to the nursery. Do not begin accepting kids until there is another adult worker present.
* Give the parent a numbered wristband and assign that number to the child on the check in roster.
* Pull and post the registration card; make sure the registration card is filled out and up-to-date. Any special instructions from parents may be written on a sticky note and stuck to the card. Allergy and potty buttons are available for children to wear.
* Register visitors and new-comers by having the parent fill out a WHITE registration card, give child a sticky name tag, give parent a welcome letter and numbered wristband and assign that number to their child, recording it on the roster. Take a moment to answer questions and make the family feel welcome and comfortable. For additional help ask your coordinator.
* Ensure staffing ratios of adult to child are adequate (2:1 in Infants, 4:1 in Walkers, 5:1 in Runners, and 6:1 in Preschool).
* Direct Bible story (Preschool Rm. Only), snack time, and diaper check.

*Check-out:*

* Do not allow any child to leave until their parent/guardian with the correct number wristband arrives to take care of their child. Anyone coming to collect a child MUST have the wristband with the child’s number. Unless the wristband has been lost without a trace and you are absolutely certain that the person is a parent or relative, the child must not be released until a coordinator or pastor has been notified and is present.
* Give out crafts, etc. to parents
* Direct your team in cleaning tables and chewed on toys with Clorox wipes, empty garbage and diaper pails and take to dumpster, return nametags to board and registration cards to bin.
* Please do not leave until all the children have been picked up. If a parent is delayed, please send someone to retrieve them. If this becomes an ongoing problem, please notify a coordinator.

**Call system**

* If a parent needs to come attend to their child during the service, you can enter the child’s number into the call system (located in the Walker’s room) and their number will be displayed in the sanctuary. Type in the number and press “enter.” Once the parent has arrived, press “delete” to cancel the display.

**Health and Hygiene**

* Please be obsessive about keeping your hands clean. Hand sanitizer is provided in each room.
* Please label pacifiers, bottles and cups and make every effort to prevent sharing of these items.
* If a child is admitted whose health raises concerns for you, please notify a coordinator.
* Any toys that have been chewed on should be placed aside when they are discarded by the child. At the end of the hour, these toys should be washed or wiped down with the disinfectant wipes or sprayed with Sanityze product, then returned to a clean toy bin.
* Diaper changing: Please change babies in cloth diapers at least once during the hour, the others should be changed as needed. Remember to wash your hands and disinfect the changing pad &/or change cloth pads between children.
* The **nursery is a “peanut- rice - & gluten free” zone**- do not bring anything with peanuts into the nursery (groundnut oil is the same as peanut oil).
* There is a **first aid kit in the preschool room** for use when necessary. You can also enter “777” into the call system, and there are several people who are medically trained who know to look for that code and will come to help. You are also within shouting distance of the service, so please don’t hesitate to yell if you really need to!

**Bathroom Policy**

* If the preschool bathroom is in use, an adult should escort a child to the hallway bathroom. The supervising adult should remain outside the bathroom door and then escort the child back to the classroom. If a child requires assistance, the supervising adult should prop open the bathroom door (using the garbage can) and leave the stall door open as the child is assisted.
* Remember, a teacher should **never be alone** with a child in a bathroom with the door closed, nor go into a bathroom stall with a child and shut the door.

**Snacks**

* All nursery rooms are “snack – free”.
* Water will be provided in the Walkers, Runners, and Preschool rooms. Offer each child a sippy cup of water.
* A member of the team needs to wash any reusable cups after the service and return them to the room.

**Security Policy**

* All children will be issued a security number, and their parents/guardians will receive a wristband claim tag with that number on it. This number is used to release children back to their parents, and/or to call a parent from the sanctuary if necessary.
* A child will only be released to the person with the child’s security wristband.
* If the security wristband is lost, verification of a person’s identity will be needed before the child can be released. A coordinator or Pastor will be responsible to verify an identity.
* Parents are advised not to enter the nursery/classroom when dropping off or picking up their child unless requested to do so.
* All volunteers should wear an identifying nametag.

**Aggressive Behavior**

* Redirection is probably the most appropriate way to handle aggression in a nursery setting. The child may require some one on one time with a care-giver.
* Any repeated misbehavior or cause for concern should be brought to the attention of a coordinator, who will follow up with the parents involved.

**Fire Evacuation**

* In the event of a fire, the roster should be picked up and taken outside with all the children, and double-checked there to ensure each child made it safely out of the building.
* Children should still only be released to their parents/guardians.
* If parents come to their child in an emergency, please tell them they are welcome to help, but to please stay with the nursery staff with their child so that we are able to account for all the children once in a safe place.
* The fire escape routes are as follows:
	+ **Preschool** and **Runners**: Use the stairs on your left as you leave your room, down to the door leading outside.
	+ **Infants** and **Walkers**: Use the exit immediately across the hall or to your right.
* For Runners & Preschool, there is a walking rope with handles that the children can hold onto as they make an orderly exit (this can also be used if taking the Preschoolers down to the Play Zone).
* Infants and Walkers can be carried from the building. Or, Infants can be placed in one of the smaller cribs and wheeled out all together if necessary.
* The meeting place once out of the building is directly behind the church on the lawn known as Reilly Field.
* **For specific emergency instructions, see the signs posted near the doorway** **of each room.** Please take a moment to review it when you volunteer so you are prepared.

**The following APPENDIX FORMS ARE AVAILABLE IN THE OFFICE**

**APPENDIX C**

Children’s Sunday School Registration Form

**APPENDIX D**

Suspicion of Child Abuse Report Form

**APPENDIX E**

Incident Report Form

**APPENDIX F**

Parent/Legal Guardian Comprehensive Event Participation Consent Form

**APPENDIX G**

Parental/Legal Guardian Specific Event Participation Consent Form

**APPENDIX H**

Volunteer Profile Form

**APPENDIX H**

**CHRIST THE REDEEMER CHURCH**

**Volunteer Profile for those working with minors**

The information contained in this application will be disclosed only to those who have a genuine need to know in order to carry out their responsibility for/in Christ The Redeemer church or as required by law.

PLEASE PRINT Date you completed this form\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Ministry(s) applying for:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Applicant’s full name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Applicant’s maiden name (if applicable)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Date of birth:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Place of birth\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Social security number **(required**)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Driver’s license number\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_State issuing license\_\_\_\_\_\_\_\_\_\_\_\_\_

License expiration date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Marital status: single:\_\_\_\_\_\_Married\_\_\_\_\_\_\_Divorced\_\_\_\_\_\_\_\_Widowed\_\_\_\_\_\_\_\_\_Separated\_\_\_\_\_\_\_\_\_

Children’s names & ages\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Do you agree with the Articles of Faith of our church? (see Appendix A) Yes\_\_\_\_\_\_ No\_\_\_\_\_\_\_\_\_

Have you carefully read the Protection Policy & agree to abide by the policies & guidelines put forth?

 Yes\_\_\_\_\_\_ No\_\_\_\_\_\_

If you are a nursery volunteer, have you carefully read the Nursery Guidelines & agree to abide by the policies & guidelines put forth?

 Yes\_\_\_\_\_\_ No\_\_\_\_\_\_

**TWO SIDED**

In order to assure the health, safety & security of our children we screen our volunteers. Please check the appropriate answers below so we may discuss how this may impact your serving in Children’s Ministry.

Yes\_\_\_\_\_ No\_\_\_\_\_ Health issues. Do you have any health problems, (disabilities, physical limitations,

 etc, that might affect your work with children?)

Yes\_\_\_\_\_ No\_\_\_\_\_ Have you ever tested positive for HIV?

Yes\_\_\_\_\_ No\_\_\_\_\_ Addictions. Have you ever had a problem with drugs, alcohol, pornography or any

 other addiction?

Yes\_\_\_\_\_ No\_\_\_\_\_ Child abuse. Have you ever been convicted or accused of physical abuse, sexual
 abuse, neglect, molestation or exploitation of a minor?

Yes\_\_\_\_\_ No\_\_\_\_\_ Arrest Record. Do you have an arrest record?

 If yes to any of the above questions, please explain\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Personal References

Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Nature of association\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Nature of association\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Authenticity and Authorization

I authorize Christ The Redeemer Church or its representative to make any and all appropriate inquiries regarding my background, and I release the church and its representatives from any liability that may result from such actions. The information included in this profile is correct to the best of my knowledge.

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_