

Children & Youth Ministry Workers' Application

Jesus said, "Let the children come unto me and forbid them not." Of all the various ministries the people of Crosspoint Baptist Church are involved in, probably none are more important than the ministry to youth. The disturbing and traumatic rise of physical and sexual abuse of children in our society is evident. The following policies reflect our commitment to provide a safe environment for all children, youth, and volunteers who participate in church sponsored activities.

1. Adults who have been convicted of either child sexual or physical abuse shall not volunteer service in any church sponsored activity involving minors.
2. Minors will not work with children in an unsupervised capacity.
3. All adult volunteers working with youth or children are required to be members of Crosspoint Baptist Church attending regularly for a minimum of three months.
4. All adult volunteers should never allow themselves to be in a compromising situation.
5. Adult volunteers should immediately report any behaviors which seem inappropriate to Child Protective Services, their supervisor and a pastor.
6. All volunteers shall be current and in adherence to all Pennsylvania laws regarding working with children, including being current on background checks.

Policy Regarding Physical Contact With a Minor

It is the policy of Crosspoint Baptist Church that no worker ever strikes, hit, or manhandles a child. Corporal punishment should never be used when disciplining a child. If physical restraint is necessary to restrain a child from harming others or himself, cautious restraint should be used and a deacon or pastoral staff member should be notified immediately. If the parent is at the location of the incident they should be notified immediately. If the child is on a church vehicle the route should be diverted immediately to drop the child off at his home. If a child must be physically restrained, he will not be permitted to attend any church function until after a meeting with a pastoral staff member and the child's legal guardian. No worker should ever be in a compromising situation with a minor.

If an infraction involving a child occurs, including drug abuse, destruction of property, or harm to another child an offense report must be filled out and turned in to a member of the pastoral staff.

Guidelines

1. Don't act as a "friend" (buddy) to the child in the way they view friendship. You are their teacher. Always strive to maintain proper respect for authority between you and your students. However, this doesn't mean you should not be friendly - you should! At all times act with the respect and dignity which is befitting to your position in the ministry. Helpful and easy ways to do this is by the way you dress, conduct yourself, what you talk about, etc.
2. Men in the church should avoid touching a child. If it is necessary to touch a child, it should be remembered that the authorities view touching in a very suspicious and critical manner.
3. Ladies in the church should endeavor to only touch young children when necessary, and then only from the shoulders up.
4. Appropriate supervisors should be informed of any problems or incidents with children who require physical control. Careful documentation of the incident and the action taken should be made and kept on file.
5. As much as possible, no one person should ever be alone with a child. If at all possible, always have at least two adults present.
6. All activities involving a significant number of youth from Crosspoint Baptist Church should have prior approval from a pastoral staff member.
7. Do everything you can to keep the parents informed about and involved in their child's activities at church.
8. All teachers should be in their classroom ten minutes before the scheduled start time of their class.

Child Workers Application

Crosspoint Baptist Church
Souderton, PA

Personal Information

Date of Membership ___/___/___

Name: _____
Last First Middle

Address: _____

City: _____ State: _____ Zip: _____

Home Phone: (____) _____ Date of Birth: ___/___/___

Church History and Prior Youth Work

Church Name	City, State	Dates Attended	Areas of Service

Applicant's Statement

I hereby certify that the information contained in this application is correct to the best of my knowledge. I authorize any references or churches listed in this application to give you any information that they may have regarding my character and fitness for children or youth work. I hereby release any individual, church, youth organization, charity, employer, reference, or any other person or organization, both collectively and individually, 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 attempts to comply with this authorization. I waive any right that I may have to inspect any information provided about me by any person or organization identified by me in this application.

I further certify that I have never participated in any sexual molestation or physical abuse of a minor, been criminally convicted of any act involving sexual molestation or physical abuse of a minor, or had a verdict rendered against me in civil court in relation to any sexual molestation or physical abuse of a minor. I will uphold the policies of Crosspoint Baptist Church of working with minors.

Signed: _____ Date: ___/___/___

Printed Name: _____

Witness: _____ Date: ___/___/___