

Youth and Children's Ministry

CROSSFIX MINISTRIES CHILD PROTECTION POLICY

Preventive Goals

- To provide protective care for our children and youth.
- To maintain proper supervision and training for both compensated and volunteer youth and children's workers.
- To provide every precaution to protect Crossfix Ministries, Inc against any liability in regard to child abuse.

Policy Statement

- Persons who have been convicted of or pled guilty to physical and/or sexual abuse of minors, or against whom such charges are pending, will not be allowed to work with children or youth.
- Persons who have been convicted of or pled guilty to other serious crimes against persons (rape, assault, etc.), or against whom such charges are pending will not be allowed to work with children or youth.
- Church membership and six months of regular attendance (4 events per month) is required before being allowed to work with children or youth.
- Any intentional omission or deletion of information on the "Child/Youth Worker Application Form" will result in automatic suspension from any leadership role in the church.
- Crossfix Ministries, Inc., its department leaders, pastors or administrators reserve the right to restrict any worker from working with departments or groups within the church.

Screening Procedures

- Church Membership — All volunteers who supervise and disciple minors must be members in good standing prior to volunteer services.
- Unconditional Release Form — All volunteers who provide supervision to minors shall complete an Unconditional Release Application. In the application, persons will be asked to provide personal information and authorize Crossfix Ministries to conduct a confidential background investigation. Pastoral Interview — After a favorable verification of all references and a completed background check, an interview is scheduled with the appropriate ministry supervisor.

Training

- Periodic training sessions will be provided to update workers of any changes regarding Crossfix Ministries, Inc. policies or state regulations.

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Supervision

- Two Adult Rule — Make an effort to have two adult supervisors present during any church activity involving minors. Preferably one of the adults will be a parent of one of the participating youth or children. This rule reduces the risk of abuse and the risk of false allegations.
- Parental Permission — Parental permission is needed for all church sponsored programs or activities involving minors if leaving church property. This is documented with a 'Liability Release Form.'
- Suspicious Behavior — Should there be inappropriate conduct or a relationship between an adult worker and a minor, the involved parties should be confronted immediately and reported to the appropriate ministry supervisor. Such incidents will be investigated by the church administration and the church's legal and investigative representatives.

Reporting Procedures

- All suspicious behavior or observed incidents should be reported immediately and directly to the immediate ministry supervisor. Such behavior or incidents should be documented in writing by eyewitness accounts.
- The senior pastor, or his designee will be the sole spokesperson for the church if the media is involved.

Staff /Volunteer Responsibilities

- Once approved by the church to supervise minors, it is the responsibility of the adult worker him/herself to notify the respective department leader or administration if his/her status changes with regard to criminal activity. This includes being accused even though not convicted.
- The adult worker will be removed from any leadership responsibility until totally cleared by local, state and/or federal authorities.

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CHILD/YOUTH WORKER APPLICATION FORM

One of the goals of Crossfix Ministries, Inc. is to provide a safe and secure environment for all minors and workers who are involved in church activities. To facilitate this emphasis, it is necessary to gather pertinent information from those who desire employment or offer volunteer services to our children and youth programs. This information will be used for the sole purpose of helping the church provide a safe and secure environment for children and workers.

Name: _____ Date: _____

Date of birth: _____ Social Security number: _____

Have you ever used name(s) other than the one above? If yes, please list: _____

Current address: _____

Length of residence at current address _____

Previous address: _____

Current phone number: (Home) _____ (Work) _____

Please respond to all questions that apply to the position you are applying/volunteering for:

Position applying/volunteering for: _____

When are you available to work? _____

Do you have a valid drivers license? _____

Do you have a commercial driver license? _____ License number: _____ State issued: _____

Current employer: _____ Length of employment: _____

Name of supervisor: _____

Previous employers (within last five years)

Dates employed

Is there any reason you should not work with or around children or youth? _____

Have you ever been the subject of a child abuse investigation? _____

If yes, please provide details _____

Have you ever been convicted of or pleaded guilty to a criminal offense? _____

If yes, please provide details: _____

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CHILD/YOUTH WORKER APPLICATION FORM

Please list your educational background:

Name	Graduate?	Year	Degree/course of study
High School _____	_____	_____	_____
College _____	_____	_____	_____
Other _____	_____	_____	_____

Please provide the following church information:

What, if any, church affiliation do you have? _____

How long have you attended that church? _____

Are you a member? _____

List other churches you have been affiliated with _____

Have you ever worked with youth or children before? _____ List where; _____

Please explain how you are prepared for the desired position: _____

Please list 3 references:

Name: _____ Phone: _____

Address: _____ How long have you known this person? _____

Name: _____ Phone: _____

Address: _____ How long have you known this person? _____

Name: _____ Phone: _____

Address: _____ How long have you known this person? _____

I hereby give permission to make a thorough investigation of my past employment, education, and background, and release from liability all persons, companies, or corporations supplying such information. I also release the church from any liability that might result from making such an investigation. I understand that any false statements or implications made by me on this application or other required documentation shall be considered sufficient cause for denial of employment or discharge.

Signature: _____ Date: _____

Youth and Children's Ministry**AGREEMENT AND RELEASE FORM**

In signing this form, acknowledge that have read and understand Crossfix Ministries Inc. "Child Protection Policy" in its entirety. I understand that the church must provide safety and protection for our minors. I unconditionally agree to hold Crossfix Ministries, Inc., its officers, employees or other agents blameless should any accusations be made against me. I understand the church has the responsibility and liability to report any allegation to local, state and federal authorities.

I have given complete and accurate information on the "Child/Youth Worker Application Form" and understand that any false statements or omissions on the application may be considered sufficient cause for rejection of the application or dismissal I already engaged in services for Crossfix Ministries, Inc..

I understand the church reserves the right to disallow my services now or in the future. My services may be discontinued by Crossfix Ministries, Inc. at any time for any reason without advance notice.

I understand that my signature below holds Crossfix Ministries, Inc., its officers, employees or other agents harmless for any liability, personal damage or loss to me.

Print Full Name: _____

Signature as Stated Above: _____

Date: _____