

YOUTH / CHILDREN'S WORKER'S POLICY & APPLICATION
Northern California - Nevada District
Assemblies of God

This application is to be completed by all applicants for any position (volunteer or compensated) involving the supervision or custody of minors. It is being used to help provide a safe and secure environment for the children and adults who participate in our programs and use our facilities. It will be kept completely confidential and will be used only by the leadership of Northern California/Nevada District Assemblies of God regarding District work and ministry in District affiliated churches.

The disturbing and traumatic rise of physical and sexual abuse of youth/children has claimed the attention of our nation and society. The following policies reflect our commitment to provide protective care for all children, youth, and volunteers who participate in church-sponsored activities.

This policy applies to all District sponsored events, camps, retreats and to all District affiliated churches. District affiliated churches must keep these forms confidential and on file. Those participating in District sponsored events must submit these forms to the appropriate department PRIOR to the said event.

GENERAL GUIDELINES

1. Adults who have been convicted of child abuse, either sexual or physical, should not volunteer service in any church-sponsored activity or program for children or youth.
2. Adult survivors of childhood abuse, sexual or physical, need the love and acceptance of this church family. Individuals who have such a history should discuss their desire to work with children or youth with the pastor prior to engaging in any volunteer service.
3. All adult volunteers working with youth or children are required to be adherents in regular attendance with an evident commitment to their local church and its leadership.
4. Adult volunteers should observe the "two adult" rule. This requires that adults are not alone with individual children or youth without an adult partner.
5. Adult volunteers should immediately report any behavior of children or adults which seems abusive or inappropriate.
6. Anyone who has participated in other perverse sexual conduct, such as a homosexual lifestyle will not be permitted to work, assist or become a leader in any type of children's ministries to include Royal Rangers, Missionettes and Youth Ministries at the district, division, section and church level. If an individual that the church board and pastor determines, due to special circumstances, should be given consideration to assist or become a leader in children's ministries, the pastor and individual can come to the District Youth/Children Worker's Committee to discuss the special circumstances and reasons why a special request be granted. The committee may or may not approve this request after meeting with them.

Specific Policy Guidelines

Local Church _____ or District Event District Royal Rangers

_____ All campouts, activities,
and events for Royal Rangers.

Senior Pastor: _____

**These guidelines cover workers for programs involving
Children and Youth 0 - 18 years of age**

I. Qualifications:

- A. Must be born again.
- B. Must be baptized in the Holy Spirit according to Acts 2:4 or actively seeking.
- C. Must be in agreement with the Assemblies of God Doctrine and willingness to teach it.
- D. Must be an adherent in regular attendance with an evident commitment to the local church and its leadership.
- E. Must have a clean record of child abuse, molestation, illegal drug use, or any felony.
- F. Must be in participation in a prevention program sponsored by the church.
- G. Must have training in the area that the worker is applying for or be willing to be trained. (Royal Rangers, Missionettes, Sunday School, Children's Church, Youth, Nursery)

II. Screening:

- A. All workers will be screened for child molestation abuse, illegal drug use, alcohol, etc., prior to ministry involvement.
- B. All workers must be willing to be fingerprinted.
- C. No one with any history of molestation, abuse violent crime, or any sexually related crime can work with minors.
- D. Other questionable criminal history will be reviewed by at least 3 of the following: Sectional Presbyter, World Missions Board Director, the local pastor, and the Departmental Director.
- E. No one currently using illegal drugs can work with minors.
- F. Anyone deliberately lying on their application will be dismissed from ministry responsibilities.
- G. References, complete with phone numbers and addresses (street, city, state, zip), must be submitted.
- H. Pastoral approval must be given before any new worker can begin.
- I. All screening will be held in confidence.

III. Workers' Guidelines:

- A. A worker is not to be alone with any minor.
- B. It is strongly recommended that in each area of ministry two workers shall be in the room at all times.
- C. Transporting a minor when the worker is alone is not allowed.
- D. Workers may not place minors in their lap.
- E. Workers must not touch any minor in their private parts.
- F. Sexually suggestive humor or communication is never permitted among minors.

CONFIDENTIAL YOUTH/CHILDREN WORKER'S APPLICATION

PERSONAL

Name: _____ Date: _____

Social Security Number: _____ Birthdate: _____

Address: (Street, City, State, Zip): _____

Home Phone: () _____ Driver's License Number: _____ Classification: _____

Occupation: _____ Employer: _____

Work Phone: () _____ Can you receive calls at work? YES NO

Marital Status: Single Married Widowed Divorced Remarried

Spouse's Name: _____ Occupation: _____

Employer: _____ Work Phone: () _____

Are they able to receive calls at work? YES NO

Name(s) and Age(s) of Dependents:

Do you have any physical handicaps or conditions that would prevent you from performing certain types of activities as per the job description given to you? YES NO If YES, please explain:

Emergency contact person: _____ Phone Number: () _____

Do you have personal health and/or accident insurance? YES NO If NO, please note by signing the application, that you are agreeing to the following statement:

“The applicant understands that _____ provides liability coverage for most church-sponsored activities. This insurance is secondary to one's own insurance coverage which is agreed as being primary. In the event of injury to a non-insured participant and in the event of a claim against the insurance carrier for the church, the applicant agrees to cover the deductible rate costs required by the insurance carrier.”

CHURCH ACTIVITY

Current Church: _____ Pastor: _____

Are you a born-again Christian? YES NO When were you born-again? _____

Are you baptized in the Holy Spirit as evidenced by speaking in tongues? (Acts 2:4) YES NO

How long have you been attending this church? _____

If you have been a member less than two years, please list the last church of which you were a member, including the address and phone number:

Have you read and do you agree with the Assemblies of God fundamentals of faith? YES NO

List names and addresses of other churches you have attended regularly during the past five years, as well as the names of the pastors whose leadership you were under:

Please explain your Christian experience briefly (use the back of this page if you need more room) :

Have you worked with minors before? YES NO For how long? _____

What experience have you had with the age group with which you wish to work?

List all previous church work involving youth/children (Identify church and type of work):

List any gifts, callings, training, education or other factors that have prepared you for children/youth work: _____

CHARACTER

Do you have a current driver's license? YES NO

Has your driver's license ever been suspended or revoked? YES NO

Do you use tobacco? YES NO

Do you drink alcoholic beverages? YES NO

Are you free of illegal substance abuse? YES NO

Have you ever been arrested or convicted for the use or sale of drugs? YES NO

Have you ever been arrested for or convicted of child neglect or child abuse? YES NO

Have you ever been criminally charged with, investigated for, or civil sued for any of the following offenses: rape, sodomy, sexual abuse, sexual battery, contributing to the sexual delinquency of a minor, sexual misconduct, public indecency, or any other similar criminal offense? YES NO

If YES, please provide the following information: Date: _____

County and State of Conviction or filing of lawsuit: _____

Have you ever been arrested for or convicted of any criminal offense? YES NO

If YES, please explain:

Other than the above matters, is there any fact or circumstance involving you or your background that would call in to question your being entrusted with the supervision, guidance, and child care of young people? YES NO If YES, please explain:

PERSONAL REFERENCES
(Not Relatives)

Name: _____ Phone Number: () _____

Address / City / State / Zip: _____

Relationship: _____ Years Acquainted: _____

Name: _____ Phone Number: () _____

Address / City / State / Zip: _____

Relationship: _____ Years Acquainted: _____

Name: _____ Phone Number: () _____

Address / City / State / Zip: _____

Relationship: _____ Years Acquainted: _____

APPLICANT'S STATEMENT

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 to you any information they have regarding my character and fitness for youth / children's work, and I release all such references from liability for any damage that may result from furnishing such evaluation to you.

Should my application be accepted, I agree to be bound by the bylaws and policies of the Assemblies of God Northern California and Nevada Council, and to refrain from unscriptural conduct in the performance of my services on behalf of the church.

In signing this application, I affirm that the information that I have given here is true and correct.

Applicant's Signature

Date