



# First Christian Reformed, Red Deer, Ministry Personnel Application Form for Adults Working in Ministries with Children, Youth and Vulnerable Persons

In our desire to reduce the risk of abuse within our church ministries, we believe this information is necessary to protect our Children, Youth and our Volunteers and to effectively place our Volunteers in ministry positions. Thank you in advance for your partnership.

### Personal Information

Full Name \_\_\_\_\_  
Address \_\_\_\_\_  
Postal Code \_\_\_\_\_ Email \_\_\_\_\_  
Phone Number (H) \_\_\_\_\_ (W) \_\_\_\_\_

### Personal History

Occupation and/or Employer \_\_\_\_\_  
\_\_\_\_\_

### Spiritual History

Do you attend First Christian Reformed, Red Deer? If so, for how long? \_\_\_\_\_

Are you a member of the First Christian Reformed, Red Deer?  Yes  No

### Ministry Information

Churches I attended in the last five years are as follows (more can be listed on a separate sheet if needed):

1. Name of Church \_\_\_\_\_ Phone Number \_\_\_\_\_  
Address \_\_\_\_\_  
Dates Attended \_\_\_\_\_ Member or Adherent \_\_\_\_\_

#### First Christian Reformed, Red Deer, | Plan to Protect® Policy

This policy has been adapted from Plan to Protect®, permission granted by Winning Kids Inc. 2013© for use by First Christian Reformed, Red Deer.



2. Name of Church \_\_\_\_\_ Phone Number \_\_\_\_\_

Address \_\_\_\_\_

Dates Attended \_\_\_\_\_ Member or Adherent \_\_\_\_\_

### Confidential Information

In order to provide a safe and secure environment for our Children, Youth and Vulnerable Adults, we believe it is necessary to include the following questions as part of our application process. All information will be kept confidential by church leadership and the Safe Church team. (Police may access this information, under warrant, if requested.) Answering yes to any of the questions may not necessarily preclude your involvement in ministry. Thank you in advance for your understanding.

1. Are there any circumstances involving your lifestyle or background that would call into question your ability to work with Children, Youth and Vulnerable Adults? (e.g. pornography, use of illegal substances, etc.)  Yes  No
2. Have you ever been accused of impropriety with Children, Youth and Vulnerable Adults?  Yes  No
3. Have you ever been convicted for the use or sale of illegal drugs?  Yes  No
4. Have you ever been through treatment for alcohol or substance abuse?  Yes  No
5. Have you ever been convicted of a criminal offense (excluding minor traffic violations)?  Yes  No
6. Have you ever been arrested or convicted for any abuse related crimes?  Yes  No
7. Have you been investigated by the Child Welfare Agency for suspected child abuse?  Yes  No
8. Have you ever been the subject of a civil lawsuit involving sexual harassment or other immoral behaviour or conduct involving Children, Youth or Vulnerable Adults?  Yes  No
9. Have you ever been the subject of any disciplinary action, transfer or dismissal, or been named as a defendant in a civil or criminal lawsuit as a result of an accident or mishap involving Children, Youth and Vulnerable Adults?  Yes  No
10. Have you ever been subjected to expulsion, reprimand, or other discipline by a church, denomination or other religious organization?  Yes  No
11. Have you ever been the subject of any disciplinary action (including discharge) or investigation by a church, religious or other organization, or by an employer?  Yes  No
12. Do you have any health concerns of which we should be aware? (e.g. medical, psychiatric)  Yes  No

#### First Christian Reformed, Red Deer, | Plan to Protect® Policy

This policy has been adapted from Plan to Protect®, permission granted by Winning Kids Inc. 2013© for use by First Christian Reformed, Red Deer.

If you have answered yes to any of the above questions, please explain.

---

---

**References (non-members)**

Please provide the names of two individuals, excluding relatives, who could provide a reference for you. Include at least one reference from outside the church.

1. Name of Reference \_\_\_\_\_ Phone Number \_\_\_\_\_

Address \_\_\_\_\_

Nature of Relationship \_\_\_\_\_

2. Name of Reference \_\_\_\_\_ Phone Number \_\_\_\_\_

Address \_\_\_\_\_

Nature of Relationship \_\_\_\_\_

## Release of Information and Declaration of Intent

I hereby give First Christian Reformed, Red Deer, permission to contact the persons named as references to ascertain my suitability for volunteer ministry. I release all such references from liability for any damage that may result from furnishing such evaluations to you.

I give First Christian Reformed, Red Deer, consent to verify the information provided herein and to contact the references listed. I waive any right to confidentiality and of any right to pursue damages against First Christian Reformed, Red Deer, for losses caused by the reference's response.

I also grant my permission for First Christian Reformed, Red Deer, to perform a police records check, for purposes of my protection against any false allegations and for the protection of those I serve. I consent to such an investigation with the understanding that the results will be kept in strict confidence. I agree to adhere to the protection policies as adopted by this church.

I understand that if my character or morals are deemed by First Christian Reformed, Red Deer, leadership to be inappropriate and/or criminal at any time during my volunteer service, First Christian Reformed, Red Deer, will be entitled to terminate my assistance without express cause or prior notice regardless of any other oral or written statement by First Christian Reformed, Red Deer, prior to, at, or following the date of volunteer service:

I understand that First Christian Reformed, Red Deer, is responsible for the welfare of any person or persons entrusted to my care. I will cooperate fully with the staff in the fulfillment of my duties and will keep all information I encounter, in my role as a volunteer, confidential. If at any time I find that for any reason I am unable to support the policies, procedures or doctrine of First Christian Reformed, Red Deer, I will gracefully and quietly resign my volunteer position. If my supervisors find that I am in conflict with any of the policies, procedures or doctrines and we are not able to resolve the issue, I will gracefully and quietly agree to resign my volunteer position.

I hereby acknowledge that, to the best of my knowledge, the information contained in this application for volunteer ministry is true and correct. I accept and agree to adhere to the Statement of Faith of First Christian Reformed, Red Deer.

Signature of Applicant \_\_\_\_\_

Printed Name \_\_\_\_\_ Date \_\_\_\_\_

Signature of Witness \_\_\_\_\_

Printed Name \_\_\_\_\_ Date \_\_\_\_\_

Information received is confidential and is being gathered for the purposes of screening Program Personnel and placing them into ministry with Children, Youth and Vulnerable Adults. The information gathered here will be used for the purposes of supporting the ministries at First Christian Reformed, Red Deer.

### First Christian Reformed, Red Deer, | Plan to Protect® Policy

This policy has been adapted from Plan to Protect®, permission granted by Winning Kids Inc. 2013© for use by First Christian Reformed, Red Deer.



# First Christian Reformed, Red Deer, Statement of Faith and Beliefs



**Our Core Values describe who we are and give direction to the ministries of our church.**

- **We live our lives, at work or play, before the face of God, and in the hand of God.**

We honour the real presence of the Triune God at all times and in all places.

- **We bring a joint offering of worship with all our varied gifts and needs.**

Worship is the response/ability of the entire congregation.

- **We value the integral role of scripture in the Spirit's work of transforming us, personally and communally.**

Because scripture has a unique authority as inspired by God, we use it as the central tool in the education of the congregation through preaching, Sunday School, catechism, Bible studies, and our own personal devotions. We believe the Holy Spirit works through scripture to transform us to be more like Christ.

- **We value our fellowship of believers, recognizing every member as deeply loved by God and living out that love for each other.**

We believe we are the family of God and we strive to care for, enjoy, and bear with each other through prayer, visits, coffee fellowship, small groups, social activities, cards, meals etc.

- **We strive to be good neighbours to the community around the church and beyond, sharing the good news of salvation in deed and word.**

We desire to minister to those around us who are hurting through providing material support, building relationships with the vulnerable, and by living a just and stewardly life which respects the creation as God's handiwork. The needy, the lost, and creation matter to us as they matter to God.

- **We value the church of Jesus Christ around the world and through the ages, and our place in it.**

We are a congregation in the Christian Reformed Church of North America, and we are part of the universal church of Jesus Christ made up of all believers. We respect and learn from believers through the ages.

Our Beliefs - [Christian Reformed Church \(http://www.crcna.org/welcome/beliefs\)](http://www.crcna.org/welcome/beliefs)

## First Christian Reformed, Red Deer, | Plan to Protect® Policy

This policy has been adapted from Plan to Protect®, permission granted by Winning Kids Inc. 2013© for use by First Christian Reformed, Red Deer.



## First Christian Reformed, Red Deer, Ministry Personnel Agreement Form and Covenant of Care

I (Name of Volunteer) \_\_\_\_\_ have read, understand and agree to comply with all the *Safe Church* policies and procedures of First Christian Reformed, Red Deer, to protect the health and safety of Children, Youth and Vulnerable Adults at all times.

I also acknowledge the paramount importance of safeguarding in all respects all of those to whom we minister especially Children, Youth and Vulnerable Adults by:

- Following all of the directives of the policies;
- Complying with the information given in my training orientation;
- Using appropriate language;
- Showing no bias on account of gender, ethnic background, skin colour, intelligence, age, religion, socio-economic status; and
- Respecting confidentiality and privacy, unless a child, youth, or vulnerable adult is in danger, in which case I will notify the police or other appropriate civil authority.

Signature \_\_\_\_\_

Printed Name \_\_\_\_\_ Date \_\_\_\_\_



## First Christian Reformed, Red Deer, Confidentiality Agreement

*Note: it is recommended that a confidentiality statement be signed by all employees and volunteers - whether that clause is in their employment agreement or in a separate confidentiality agreement.*

I understand that I will obtain or have access to sensitive and confidential information in my role as an employee / volunteer with First Christian Reformed, Red Deer. That confidential information may include, without restriction, personal information regarding employees, volunteers, members, attendees, supporters or persons assisted by First Christian Reformed, Red Deer, including information in relation to donations, personal or family matters, or obtained from background screening of prospective employees or volunteers. I agree to maintain strict confidentiality of all such confidential information and I will not disclose such information to anyone (including to employees, volunteers, members, attendees, supporters, persons assisted, or my spouse or family members) except authorized representatives of First Christian Reformed, Red Deer, who need to know such information or as required by law. I understand and agree that confidentiality is very important in my role and critical to the effective functioning of First Christian Reformed, Red Deer. If I become aware that any confidential information was improperly disclosed, I will immediately advise title of First Christian Reformed, Red Deer.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_

Name \_\_\_\_\_

Signature \_\_\_\_\_

Witness Name \_\_\_\_\_

Signature \_\_\_\_\_

### First Christian Reformed, Red Deer, | Plan to Protect® Policy

This policy has been adapted from Plan to Protect®, permission granted by Winning Kids Inc. 2013© for use by First Christian Reformed, Red Deer.

I/we, the Parents or guardians named below, authorize the Pastor or one of First Christian Reformed, Red Deer, personnel to sign consent for medical treatment and to authorize any physician or hospital to provide medical assessment, treatment or procedures for the participant named above.

I/we, named below, undertake and agree to indemnify and hold blameless First Christian Reformed, Red Deer, its personnel, its leaders and Council from and against any loss, damage or injury suffered by the participant as a result of being part of the activities of First Christian Reformed, Red Deer, as well as of any medical treatment authorized by the supervising individuals representing First Christian Reformed, Red Deer. This consent and authorization is effective only when participating in or traveling to events of First Christian Reformed, Red Deer.

I have read, understood and agree with above.

Activity: \_\_\_\_\_

Parent / Guardian Signature \_\_\_\_\_

Printed Name \_\_\_\_\_ Date \_\_\_\_\_

**First Christian Reformed, Red Deer, | Plan to Protect® Policy**