



CrossPointe Church

Children's and Youth Ministries Application

Thank you for your interest in serving at CrossPointe Church. Our ministries to children and youth are important aspects of the life of our church and we consider it a privilege and honor to serve them. We take our responsibility to care for the children of CrossPointe seriously. Therefore, we have a multi-step process to complete before serving.

This form is the first step in that process. The purpose of this form is to assist in the creation of a safe environment for children or students who participate in the programs of CrossPointe Church.

On the following page you will see an overview of our 4-step process in order to be approved to serve the children of CrossPointe.

Please complete this application **in full** and return it to a pastor or staff member or leave it in the hanging folders outside the church office. *If you are married and both you and your spouse would like to serve, each spouse should fill out a form separately.*

- Personal Information (pages 3-5)
- Prior Experience (page 6)
- References (page 7)
- Release (page 8)

Completion of this application is required in order to work with children or youth. There are three primary opportunities to serve:

- (1) Children's Ministry
 - Primarily Sunday mornings
- (2) Paid Childcare Workers (called "Kid Keepers")
 - For some special events and meetings
- (3) Youth Ministry
 - Middle School
 - High School

QUESTIONS?

Please contact:

Children's Ministry & Kid Keepers: cristin@insidecrosspointe.com
Youth Ministry: tyler@insidecrosspointe.com

Because we desire to protect children involved in our ministry, CrossPointe Church requires all staff members and volunteers working with children (and other vulnerable populations) to complete FOUR SAFETY STEPS before ministry work or volunteer placements begin.

STEP ONE: Screening Process

Staff members and volunteers working or serving with children are required to complete CrossPointe Church's Screening Process, which includes:

-an Application; and

-References to be checked;

*A volunteer must attend CrossPointe Church for six months before being eligible to serve in positions providing ministry services to children.

STEP TWO: Sexual Abuse Awareness Training

CrossPointe Church policies and procedures require that staff members and volunteers avoid abusive behavior of any kind. Staff members and volunteers are required to report any policy violations to a supervisor or a member of the CrossPointe Church Safety Committee. Staff members and volunteers should have a basic understanding of the characteristics of sexual abusers and their behaviors in 'grooming' a child for sexual abuse. Grooming is the process used by an abuser to select a child, win the child's trust (and the trust of the child's parent or 'gatekeeper'), manipulate the child into sexual activity and keep the child from disclosing the abuse.

To equip staff members and volunteers with information necessary to recognize abuser characteristics and grooming behavior, CrossPointe Church requires all staff members and volunteers to complete sexual abuse awareness training through Ministry Safe. This training will be renewed every two years.

STEP THREE: Policies & Procedures

Staff members and volunteers are required to review the policies and procedures manual and sign the last page indicating that he or she has read and understood the material, and agrees to comply with policy requirements. This can be done in the context of a training or individually.

STEP FOUR: Criminal Background Check

CrossPointe Church requires that all staff members and volunteers working or volunteering in children's activities undergo a national criminal background check.

CrossPointe Church | Children & Youth Ministries Application

This form is to be completed **in full** by all applicants prior to working with children or youth. Our intent is to help provide a safe and secure environment for those children and youth who participate in CrossPointe's ministries.

Personal Information

Last Name: _____ First Name: _____ Middle Initial: _____

Gender: Male Female Date of Birth: ___/___/_____

Email address: _____ Phone #: (_____) _____ - _____

Physical address: _____

How long have you lived at you current address? _____

List all other cities and states where you have lived as an adult: _____

Marital Status: _____ (Single, Married, Separated, Divorced, Widowed, etc)

Do you have any children living at home? Yes No If so, what ages? _____

Are you a member of CrossPointe Church? Yes No

While encouraged, membership is not required in order to serve in CrossPointe's children's ministry; however, membership is required to serve in a leadership role in these ministries. All adult volunteers must be professing Christians.

If you are not yet a member, how long have you attended CrossPointe? _____

In what area(s) are you applying to serve?

Children's Ministry on Sunday mornings: _____

Kid Keepers (paid childcare for special events): _____

Youth: _____ Middle School _____ High School

Has CrossPointe Church ever performed a background check on you? yes no
If yes, approximately when? _____

Please indicate the age group(s) with which you are interested in working:

You need to complete this section only if you are interested in serving in our Children's Ministry. Children's Ministry servants typically serve once every 5 weeks.

Wherever needed Infants (6 wks-12 mths) Toddlers (12-36 mths)

Younger Children (3 yrs-Kindergarten) Older Children (1st-5th grade)

Are there additional ways you would like to serve?

Hospitality Team (I am friendly and I would like to help new families feel welcome.)

Supply Team (I would like to help organize and set up classrooms during the week.)

Special Needs Buddy (I have a heart to work one-on-one with a child with a disability or special need.)

Date you are available to begin serving: _____

Application Continued | Personal Information

Please answer **all** of the following questions. We ask these questions because we want to protect the children of our church. *Please note that a pastor will be the only one to review this page for male applicants.*

1. **Have you ever been accused of, participated in, pled guilty to, or been convicted of child abuse or neglect, child molestation, domestic violence, or any other sexual or assault crime?**
 yes no I would like to discuss this
2. **Have you ever been convicted of or pled guilty to a crime other than a minor traffic violation?**
 yes no I would like to discuss this
3. **Have you deliberately and repeatedly viewed pornography within the last year?** *(This includes reading, watching, listening to, or in any other way using pornographic material, including books, magazines, television shows, movies, the Internet, or telephone services.)* yes no
 I would like to discuss this
4. **Did you or an immediate family member experience any sexual or physical abuse as a child that could influence you to be a danger to children?** yes no I would like to discuss this
5. **If you answered yes to the above, would you consider counseling or resources (available through CrossPointe Church) to address any resulting emotional or spiritual harm or damage?** yes
 no I would like to discuss this
6. **As a child or teenager, did you ever have sexual interaction or contact with a child?**
 yes no I would like to discuss this
7. **Do you struggle with any desire to act sexually towards children or to harm children?**
 yes no I would like to discuss this
8. **Do you have any ongoing sin struggles that you think would keep you from ministering to children?** yes no I would like to discuss this
9. **Is there any reason, including those that are physical or mental health related, that might keep you from effective work with children?** yes no I would like to discuss this
10. **Have you ever been addicted or concerned that you were addicted to drugs, alcohol, or any other harmful substance? Or, do you presently use any illegal drugs?** yes no
 I would like to discuss this
11. **Have you ever been asked to step away from ministry or work with students or children in any setting, paid or volunteer?** yes no I would like to discuss this
12. **Do you have any communicable diseases or infections such as tuberculosis, Hepatitis B, HIV/AIDS, etc?** yes no I would like to discuss this
13. **Is there anything in your past or current life that might raise questions as to whether you should work with children or youth if we found out about it later?** yes no
 I would like to discuss this

If you've answered "yes" to any of the above questions, please explain.

Application Continued | Prior Experience

Do you have a preference concerning the age group or sex of children or students with whom you would like to work? If so, what is the basis for this preference?

List all previous volunteer work or employment involving children or students (include name of organization, dates, type of work, and the name of a contact person who would be familiar with your work). *Please note that no previous experience is needed in order to serve.*

List any talents, vocations, gifts, training, education or other factors that you feel have prepared you for working with children or youth. *Please note that no previous training or experience working with children or youth is needed in order to serve.*

Application Continued | References

Applicants to serve in CrossPointe's children's and/or youth ministries must provide one personal and one family reference (not your spouse). One of these references needs to be of the opposite sex.

The applicant waives the right to view reference statements.

Please contact the following individuals to let them know you have listed them as a reference.

1. Personal Reference (known for at least two years):

_____ Name	_____ E-mail	_____ Relationship to you
_____ Address		(_____) _____ - _____ Phone Number

2. Family Reference (not your spouse):

_____ Name	_____ E-mail	_____ Relationship to you
_____ Address		(_____) _____ - _____ Phone Number

RELEASE

I authorize CrossPointe Church to contact all individuals, organizations and references listed on this **Application Form** in order to verify the information I have provided. I agree to release from liability any person or organization providing information related to me, including those persons I have listed as references, as well as contact persons from my previous volunteer work or employment with children.

I specifically authorize CrossPointe Church to undertake a criminal background check concerning my past.

I understand and agree that any information received from the background check and application verification will not be disclosed to me except as required by law, and I hereby waive any right I may have to inspect any information provided about me by any person or organization identified by me on this form.

By signing this form, I certify and affirm that the information I have given on this form is true, complete and correct in all respects. I understand and agree that if at any point, the information in this application is found to be untrue, I may be excused from serving in Children's Ministry or Youth at the discretion of CrossPointe Church leadership.

Signature: _____ Date: _____