

Do you have a personal relationship with Jesus Christ? ___ Yes ___ No

How long have you attended Northside? _____ Are you a member of Northside? ___ Yes ___ No

Are you currently in a small group? _____ If no, explain: _____

Please check the classes you have attended: 101 102 103 104

Date/Year of Baptism: _____

List any gifts, training, education, or other factors you feel have prepared you for working with children: ____

List any and all churches you have attended regularly (names/dates) and the ministries (if any) you were involved in with children and/or youth: _____

Personal References (Must be 18 years old and **not related to you)**

Please make sure to complete ALL areas – let references know to expect a character reference form within 1-2 weeks.

Name: _____ Relationship: _____

Email: _____

Name: _____ Relationship: _____

Email: _____

Name: _____ Relationship: _____

Email: _____

The questions below are part of the process to help provide a safe and secure environment for our children. In reviewing Children's Ministry applications, we draw on the input of many ministries within Northside Christian Church. Please understand that the information provided in this application may be reviewed by additional members of the Northside staff. It is our desire to work with you to find a ministry that is fulfilling and suited to your strengths and experiences. Answering "Yes" to questions below does not immediately disqualify you from serving, but you may be contacted with additional questions if this is the case.

Do you have any health issues that could place the children of Northside at risk? Yes No

Have you ever been accused, rightly or wrongly, of sexually inappropriate behavior with, or maltreatment or neglect of, a minor? Yes No

Have you ever been investigated for sexually inappropriate behavior with a minor? Yes No

If yes, describe accusation and the outcome of the investigation. Where did the investigation take place? Provide information so that we can contact the investigator to verify the results of the investigation:

Have you ever been sexually inappropriate with a minor, whether it has been reported or not? Yes No

Do you or have you ever struggled with pornography? Yes No

Have you ever been accused or convicted of possession/sales of controlled substances or of driving under the influence of alcohol or drugs? Yes No

Are you using illegal drugs? Yes No

Have you ever been arrested or convicted for any criminal act more serious than a traffic violation? Yes No

Have you ever been involved romantically or sexually with any student in youth ministry, or had sexual relations with any minor after you became an adult? Yes No

Have you ever gone through treatment for alcohol or drug abuse? Yes No

Have you ever been asked to step away from ministry or work with students or children in any setting, paid or volunteer? Yes No

Is there anything in your past or current life that might be a problem if we found out about it later? Yes No

If yes, explain:

If you feel that further explanation for any of the above questions is necessary, use the space below to explain:

Applicant's Statement

I hereby authorize Northside Christian Church to verify all information contained in this application with my given references, my past or present employers, or any other appropriate personnel at my present or past employers, churches or other organizations and any appropriate Northside staff to disclose any and all information to Northside Christian Church. I release all such persons or entities from liability that may result or arise from Northside Christian Church's collections of all such evaluations or information or its consideration of my application. It is understood that the information within this application will be handled with respect towards my disclosures in terms of confidentiality, excepting cases in which said information is used to determine your ability to work with children. By signing below, I am acknowledging my acceptance of Northside's Statement of Faith and adherence to its policies and procedures.

Children's Ministry Covenant

Having committed to Children's Ministry and the habits essential for spiritual maturity, I will commit to:

- Read and practice the security measures in place at Northside as listed in the Policies and Procedures page.
- Prepare for ministry by growing in my personal relationship with Christ.
- Support the leadership by praying for the staff, leaders, and specifically the children in my class.

Should my application be accepted, I agree to follow the policies of Northside Christian Church and to refrain from unscriptural conduct in the performance of my services on behalf of the church. I understand that the personal information will be held confidential by the Northside staff.

Applicant's Signature: _____ Date: _____



Permission to Obtain a Background Check

(This form authorizes the church to obtain background information and must be completed by the applicant. The church must keep this completed form on file for at least five years after requesting a background check.)

The information in this form is correct to the best of my knowledge. I hereby authorize Northside Christian Church and its designated agents and representatives to conduct a comprehensive review of my background causing a consumer report and/or an investigative consumer report to be generated for employment and/or volunteer purposes. I understand that the scope of the consumer report/investigative consumer report may include, but is not limited to the following areas: verification of social security number; credit reports, current and previous residences; employment history, education background, character references; drug testing, civil and criminal history records from any criminal justice agency in any or all federal, state, county jurisdictions; driving records, birth records, and any other public records.

I further authorize any individual, company, firm, corporation, or public agency (including the Social Security Administration and law enforcement agencies) to divulge any and all information, verbal or written, pertaining to me, to Northside Christian Church or its agents. I further authorize the complete release of any records or data pertaining to me which the individual, company, firm, corporation, or public agency may have, to include information or data received from other sources.

Northside Christian Church and its designated agents and representatives shall maintain all information received from this authorization in a confidential manner in order to protect the applicants personal information, including, but not limited to, addresses, social security numbers, and dates of birth.

Signature: _____ Date: _____

Please check the box if you wish to receive a copy of any Background Check requested.

Identifying Information for Background Information Agency (also known as "Consumer Reporting Agency")

Print Name:

First	Middle	Last
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Other Names Used (alias, maiden, nickname): _____

Current Address:

Street / P. O. Box	City	State	Zip Code
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Social Security Number: _____ Daytime Telephone Number: _____

Driver's License Number: _____ State of Issuance: _____

Date of Birth: _____ Gender: _____

Northside Children's Ministries Safety Procedures

To best ensure the safety of our children and youth, and to protect our volunteers and church community from false accusations, the following policies will be fully implemented by all departments of our church.

Working with Minors:

1. All applications must be processed and approved by the Children's Ministry before a person may participate in any capacity at any function involving minors.
2. All volunteers must have attended NCC regularly for at least 6 months.

Restroom Assistance for Children:

1. Nursery (0-12 months): Diapers will be changed in a public area where other nursery workers are present.
2. Toddlers (1-2 years): Diapers will be changed in a public area where other nursery workers are present. Older toddlers usually still need assistance. Use only the restrooms designated for the children and leave the door open. Ask the child if they need your help and how they would like you to help them.
3. Preschool (3-5 years): Check the restrooms first and make sure that no one is inside. Workers should remain outside of the bathroom. Any assistance should be minimal and only as requested by the child. The volunteer helping the child must be in view of the other volunteer at all times.
4. Primary (Grades 1-4): Children must be escorted to the designated bathrooms by a childcare volunteer. Check the restrooms first and make sure no one is in there. Workers should remain either outside the bathroom or inside with the door held open. Kids do not need assistance. Return to the classroom as a group.

Guidelines for Appropriate Conduct and Grounds for Dismissal:

The following are guidelines for appropriate conduct and grounds for dismissal. We ask that all employees and volunteers work together for the safety of our children and youth. Our purpose is not to develop a cold, sterile environment but to provide a safe environment where ministry and activities for our children and youth can continue unimpeded.

1. Sexual Misconduct: You must not under any circumstances at any time make comments of a sexual nature, watch a student in a restroom (please see above restroom assistance guidelines) or in any way expose yourself, or make any other comments or take other actions which might be or could be interpreted as sexually arousing or satisfying to you, a child, a student, or any other party present. This includes any displays of nudity (mooning, flashing, etc.), sexual joking, or sexual involvement with or harassment of a child, student, leader, or staff member.
2. Inappropriate Touching: For the sake of propriety and to avoid any possible unnecessary suspicion we ask that you refrain from all inappropriate touching. Babies need to be held, youngsters need to be comforted, teens need affirmation; and each requires touching. But what is appropriate for one age group is not always appropriate for another.

- a. Nursery: May need to be patted, held, hugged, or rocked. These are appropriate and expected.
 - b. Toddlers/Preschoolers: Need to be hugged or held from time to time.
 - c. School-Aged Children: Touching should be limited to handshakes, a pat on the arm or shoulder, or a quick “side-to-side” hug. This includes things like inappropriate discipline, touching in an aggressive or sexual manner, hazing, humiliating, or hurting a student.
3. Being Alone with Students: No child or student shall ever be alone with one adult on Northside’s premises or at a Northside sponsored family event, with the sole exception of counseling situations. In any setting where there are children nine years old or younger, two adults must be present when possible.
4. Threatening Safety of Others: You must not under any circumstances at any time act in such a way that clearly threatens the safety of a child, student, staff member, or yourself.
5. Vehicle Usage: You must not under any circumstances at any time use any vehicles, equipment, or recreational structures in unauthorized or dangerous manners. This includes your vehicle, rented and borrowed vehicles, golf carts, recreational equipment at Northside or camps, etc.
6. Insubordination: Blatant rebellion or refusal to follow reasonable rules and expectations will not be tolerated.
7. Alcohol and Drugs: Abuse of alcohol/drugs, use of alcohol/drugs with minors, or the use of alcohol/drugs at a church event or function will result in immediate dismissal.
8. Movie Viewing: For the sake of propriety and to avoid any possible unnecessary suspicion, we ask that you refrain from viewing R-rated movies with youth, or PG/PG-13 movies with children, unless permission has been granted by a parent and Northside pastor.
9. Accountability: Witnessing, learning of, or participating in any of the above and not taking action to prevent and/or halt the actions in question will result in immediate dismissal.
10. Accusations: Any accusations will be taken seriously, will be investigated thoroughly and will be reported to legal authorities as required. Should an employee or volunteer be accused of sexual misconduct, they must comply with the investigation. Refusal to do so will result in temporary to permanent dismissal.