

**Bethlehem Lutheran Church**  
**Warrensburg, MO**  
**Attachment A to the Child Protection Policy and Procedures**

**Code of Conduct for Volunteers and Paid Staff Working with Children or Youth**

I consider this a vow before God, and a covenant between me and Bethlehem Lutheran Church, Warrensburg, MO the children and youth with whom I will be working, and their families.

- While working with children and youth, I will conduct myself as a Christian.
- I understand that I have been entrusted with the safety and welfare of all children and youth assigned to me. At all times, I will guard their physical safety and mental, emotional, and bodily health.
- I understand that I have been entrusted with the spiritual health of all the children and youth assigned to me.
- I will take care of my own physical and spiritual health.
- I understand that I must be careful of questionable or “suggestive” situations. I will abide by the two-adult rule. If a child or youth requests time alone with me, I will inform the other adult supervisor and will meet with the child or youth in sight of others, but not necessarily where others can hear us.
- I will never touch a child or youth in anger.
- I will use appropriate signs of affection and Christian caring. I will respect the feelings of those who do not enjoy even the slightest casual touch.
- I will guard my language. I will not swear or use inappropriate language in the presence of children and youth.
- I will set a good example by respecting the property of Bethlehem Lutheran Church, any off-site location of a congregation event, and of others and will be a good steward of God’s earth.
- I will immediately report any behavior toward a child or youth that seems to be abusive or otherwise inappropriate.

I have read and understand the above Code of Conduct and agree to abide by its provisions.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Bethlehem Lutheran Church  
Warrensburg, MO**

**Attachment B to the Child Protection Policy and Procedures**

**Application For Volunteers Working With Children and/or Youth**

(Note: Volunteers must complete this application before engaging in a church activity.)

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Contact Information:

Daytime Phone \_\_\_\_\_ Evening Phone \_\_\_\_\_

Cell Phone \_\_\_\_\_ Email \_\_\_\_\_

Date you became a member (MMYY). If not a member, date you began attending (MMYY): \_\_\_\_\_

Have you ever been convicted of, or pleaded guilty or no contest to, a crime, including but not limited to, an offense against a person such as child abuse, substance abuse, related charges, other crimes of violence, or theft? NO YES If YES, please explain (use the back of this form).

*Note:* If you have been a victim of physical or sexual abuse or molestation, and you feel this experience could affect your ability to work with children or youth, you are encouraged to confidentially discuss your interest in volunteering with a pastor before accepting this assignment.

I authorize Bethlehem Lutheran Church to thoroughly investigate my experience in working with children and/or youth either as a staff member or volunteer and any other matters related to my suitability for working with children and/or youth. I further authorize former institutions, organizations or individuals where I worked as a staff member or volunteer to disclose to Bethlehem Lutheran Church all information they may have concerning my suitability to work with children and/or youth. In addition, I hereby release Bethlehem Lutheran Church, my former employers, and all other organizations and persons from any and all claims, demands, or liabilities arising out of, or in any way related to such disclosure.

I give Bethlehem Lutheran Church, Warrensburg, MO permission to conduct a background check on me. Upon my acceptance as a volunteer working with children and/or youth, I agree to be bound by the provisions of the Child Protection Policy of this church. I further state that I have carefully read the foregoing release and know and understand its contents. I sign this release of my own free will, and I understand that this is a legally binding agreement.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Bethlehem Lutheran Church**  
**Warrensburg, MO**  
**Attachment C to the Child Protection Policy and Procedures**

**Authorization and Request for Criminal Records Verification**

I, \_\_\_\_\_, hereby authorize Bethlehem Lutheran Church, Warrensburg, MO to obtain and/or request information about my criminal history and fingerprints from any entity chosen to specifically for conducting this search, to release information regarding any record of charges or convictions contained in its files, or in any criminal file maintained on me, whether said file is a local, state, or national file, and including but not limited to accusations and convictions for crimes committed against minors, to the fullest extent permitted by city, county, state, and federal law. I do release said entities from all liability that may result from any such disclosure made in response to this request. I may revoke this request at any time, but that revocation must be in writing and give 30 days' notice of same.

Signature of Applicant/Volunteer: \_\_\_\_\_ Date: \_\_\_\_\_

Name (Last)	(First)	(Middle)
Address	City	State      ZIP
Addresses for last seven (7) years (if different from above):		
1) _____		
2) _____		
3) _____		
4) _____		
<i>If more space is needed, please use the back of this form.</i>		
Other names used by applicant/volunteer (if any):		
Date of Birth	Place of Birth	Social Security Number
Driver's License No.	Issuing State	License Expiration Date

Name and phone number of 3 people who have known you for at least one year (These references should be of an institutional nature as opposed to personal or family references, preferably from organizations where the applicant has worked with children in the past.)

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) \_\_\_\_\_

