



# *Radical Kids*

...Preparing Kids for a life of Worship

## Vision

The foundation of Radical Kids is based on TRCC's three-fold vision:

*Priming Hearts for Communion with God*

*Equipping to Collide with Culture*

*Preparing for Communion with the Bride*

## Core Values

CHRIST-CENTEREDNESS  
EXCELLENCE  
CONSISTENCY  
STRUCTURE



## **GOALS**

- To produce life long followers of Jesus Christ
- To encourage life-long spiritual discipline through well – planned lessons, activities, projects and play
- To prepare children to join their families and the church body in corporate worship
- To equip the next generation of church planters and missionaries
- To prime the hearts and minds of children to be receptive to the call of God

### **PRIMING HEARTS FOR COMMUNION WITH GOD**

- Through Christ-centered curriculum
- Through organized and consistent meeting times
- Through well-planned activities that reinforce the lesson
- Through a consistent schedule and consistency among workers
- Through corporate prayer during meeting times and teacher intercession
- Through music that implants the word of God in their hearts and teaches them to celebrate Jesus

### **EQUIPPING TO COLLIDE WITH CULTURE**

- Through age-appropriate teaching of God's Word
- Through the practical application of Biblical truth
- Through key Scripture Memorization
- Through the disciple of individual and corporate prayer
- Through child-friendly service and mission projects

### **PREPARING OR COMMUNION WITH THE BRIDE**

- Through attending corporate praise and worship
- Through finding ways to serve the body
- Through exposure to common hymns, worship songs, and readings



## **Procedures:**

- Teachers come to set-up at 10:00
- We take kids no sooner than 10:20
- Parents/guardians sign in children with stickers
- Children without an adult will be sent to find a parent/guardian for sign-in
- Dismissal in classes by 12:10
- Dismiss students to the care of parents/guardians only
- Clean-up Checklist for all classes

### **CLEAN-UP CHECKLIST FOR ALL CLASSES**

- Clean all tables
- Empty trash
- Vacuum the floor if needed
- Empty water jug (clean if needed)
- Put cart back in storage room
- Let Ben know of any needed materials

### **FOR BABY ROOM**

- Empty the trash cans, especially the diapers
- Clean the baby toys



## **CHILDREN’S MINISTRY GENERAL GUIDELINES FOR PARENTS**

Parents, Three Rivers Church welcomes you and your child to the Radical Kids Children’s Ministry. We are pleased to be able to play a part in your child’s spiritual development and strive to provide the best possible instruction and care for your child. Just as you play the primary role in your child’s spiritual development, you have a crucial role in helping us to insure a safe, secure, loving, and fun environment for all. *Please read and observe the following guidelines.*

### **VISION, GOALS AND VALUES OF THREE RIVERS CHURCH**

#### **Vision**

- Priming their hearts for communion with God
- Preparing them for community within the Bride (the church)
- Equipping them to collide with culture

#### **Goals**

- To produce life long followers of Jesus Christ
- To prepare the next generation of church planters, missionaries, and radical followers of Jesus Christ
- To provide a purposeful church experience for families by keeping the family intact as much as possible when the church body gathers
- To prepare children to join their families and the rest of the church body in corporate worship by the time they would enter first grade
- To prime the hearts and minds of children to be receptive to the call of God through purposeful lessons, activities, projects, and play

#### **Values**

- Excellence
- Consistency
- Structure
- Fun!

### **GENERAL POLICIES AND PROCEDURES**

The children’s facilities are available only when supervised by authorized personnel or parents. Please do not leave your children in any area that is not supervised by a TRC children’s worker or yourself. Please note: because of the value we place on families being together to experience God and the Body of Christ, there may not be nursery and children’s services provided for every church function.



In order to maintain a high level of health and safety for all children, **we ask that all personal items** such as diaper bags, extra clothing, bottles, sippy cups, snacks, etc. **be labeled with the child's first and last name.** Materials will be available at the check-in table to mark the child's personal items.

Personal toys and games should be left at home. Comfort items such as blankets, stuffed animals, etc. are acceptable, but should be labeled.

A snack (i.e. animal crackers, graham crackers, vanilla wafers, etc.) may be provided by the church. Parents are welcome to bring bottles and sippy cups of a beverage for each of their children. Please pre-mix all baby formulas and prepare bottles for your infants. Notify all workers of any allergies your child might have.

## **RECEPTION AND DISMISSAL**

**Children will be received by their teachers or caregivers no sooner than 15 minutes before the service or function.** Pick up is immediately after the service or function. Please be sure to pick up your child no later than 15 minutes after the service or function.

When dropping off your children please do the following:

- Choose a parent/child sticker and fill out the required information on the sticker
- Place the completed sticker on the child's back.
- Label diaper bags, bottles, sippy cups, and any other personal items of children with identification sticker.

## **HEALTH AND HYGIENE**

Our desire is to provide a clean and healthy environment for the children. Therefore, we will strive to take the steps necessary to provide this environment while your child is in our care. A detailed explanation of our health and safety procedures can be found in our Worker Guidelines. Parents are welcome to request a copy to be further informed, if they desire.

## **ILLNESS POLICY**

While we value every opportunity to minister to children and their parents, for the comfort of ill children and for the health of other children and workers, we ask that you not put them in the nursery or children's functions if they exhibit signs of illness. It is possible for a child to unknowingly expose other children and workers to an illness.

Children showing signs of an illness should be cared for in the home. Children should be free of fever for 24 hours and past the stage of contagiousness for their illness before being brought to church nursery or children's facilities. Parents of children who appear to develop symptoms during a church session will be summoned. The parents will be expected to come immediately for the child.

Compliance with these policies is necessary to assure the health and safety of all children and workers. We thank you for your cooperation.



## **INJURY PROCEDURE**

Children will occasionally get hurt. A first aid kit will be available in the nursery to be used by workers to administer first aid for minor injuries. Should a child be injured while in the nursery or children's department, a *Children's Injury Report* form (which will be on file in the nursery) will be completed. All injuries will be reported to the parents when they pick up their child. Parents will be asked to review and sign the completed *Children's Injury Report*. Parents will also be told how the injury was treated and how it occurred. Parents will be summoned immediately for serious injuries.

## **DISCIPLINE POLICIES AND PROCEDURE**

We believe that parents have the primary responsibility to discipline their children. We also believe that while at church gatherings, caregivers should not neglect to undergird the Christian discipline that parents are trying to instill.

We recognize that discipline is more than mere punishment for bad behavior. We realize that the foundation and root of discipline is instruction. Thus, we will aim to instruct the children in our care of virtues and character traits.

We will aim to instruct the children in obedience to their Lord first, parents second, and their caregivers third. We will seek to help children understand that obedience to parents and caregivers is also obedience to the Lord.

We will seek to instill in the children respect for their Lord by displaying respect for others and for property.

In disciplining your children we possess a Zero Tolerance Policy

The following behavior is expected:

Our set of four basic rules:

1. Be kind and respect others.
2. Listen and follow directions.
3. Speak in a manner that is pleasing to God.
4. Be careful with church property.

### **Consequences:**

Step 1: First Warning – If the child does not obey the four basic rules, we will talk to the child and remind him/her of the rules.

Step 2: Second Warning – We will let the child know that if he/she misbehaves again, his/her parents will be retrieved.

Step 3: Retrieve Parents – We will page the parents to remove the child for the remaining time in the session.

Step 4: Conference-If the behavior continues over a period of time, a conference with the parents will be scheduled.

Under no circumstance is a children's worker permitted to use corporal punishment (i.e., "spanking") or otherwise physically hurt a child, for the purpose of discipline or otherwise, in the children's ministry.



## CARE GIVERS

A high number of committed adults are needed to assist in the teaching and overseeing of our children each week. **Parents of infants, toddlers, and children will be required to serve in the children's ministry.** Many adults who do not have children have committed their time in service to our church's children. Parents are also expected to be committed to the children's ministry in addition to any other ministries they may be involved in. We realize that for workers and parents to be effective teachers to the children, they need to have adequate time to be taught themselves. Therefore, please consider that if a parent is not willing to serve in the children's ministry, then someone else would have to take the parent's place to care for the parent's own child, and thus missing their opportunity to be taught and to worship during the church service. Therefore, **if a parent is unwilling to serve in the children's ministry, then we ask that that parent refrain from placing his/her child in the children's ministry.**

*"Assignments" will be made on a rotating basis.* Our end goal is to have workers miss no more than one Sunday per month in the corporate worship service. Please, however, realize that workers may need to be called upon more often.

To ensure the highest degree of safety possible for our children, ALL caregivers of infants, toddlers, children, and teens will undergo a background check for criminal behavior. The background check may be conducted as often as once a year or more. *There will be absolutely no exceptions to this.*

All workers must be members or regular attendees of TRC. All workers must have on file a Children and Youth Worker Application.

Parental involvement is crucial to our children's ministry and to your family. It is enriching for families to worship and serve together. It is also reinforcing for children to observe their parents teaching and serving God in their midst. *As a result, we ask all parents to read the "Children's Ministry Worker Guidelines."*



## **CHILDREN'S MINISTRY WORKER GUIDELINES**

### **GENERAL REQUIREMENTS**

We realize that for workers and parents to be effective teachers to the children, they need to have adequate time to be taught themselves. *Therefore, "assignments" will be made on a rotating basis.* Our end goal is to have workers miss no more than one Sunday per month in the corporate worship service. Please, however, realize that workers may need to be called upon more often.

To ensure the highest degree of safety possible for our children, ALL caregivers of infants, toddlers, children, and teens will undergo a background check for criminal behavior, the background check may be conducted as often as once a year or more. *There will be absolutely no exceptions to this.*

All workers must be members or regular attenders of TRC. All workers must have a Children and Youth Worker Application on file.

Workers must observe the "two-adult rule," whereby a worker will avoid one-on-one situations with children (other than their own) whenever reasonably possible. Classroom doors are to remain unlocked when an adult must be alone with a group of children.

We will strive to provide a reasonable workers-to-children ratio. Please understand, however, that since we are solely relying on voluntary worker participation, the ratio may fluctuate according to the number of volunteers at any given time.

Workers also may be asked to attend training or planning sessions on occasion.

*Workers, please also make yourselves familiar with the "Children's Ministry General Guidelines".*

### **SESSION PREPARATION AND COMPLETION**

Please be aware of your assigned day to work in the nursery or with children's activities. Please make all efforts to fulfill this responsibility. However, we all have unexpected life events that may prohibit us from coming to church. If an unexpected situation arises and you are not able to fulfill your responsibility, you are expected to refer to the Nursery Worker Directory to find a replacement. *It is the workers responsibility to find his or her own replacement.* If you have exhausted your resources and arrangements cannot be made for a replacement please contact your TRC Children's Ministry Director- Brittany Hayes at the Unity Campus or Alexa Owens at the Kingston Highway Campus.



On your scheduled day, please arrive no later than 10:00 a.m. in order to help ensure the room is set up properly and be present to welcome the children. Please also plan on staying a little later than usual to help clean up and tear down the nursery and/or children's room.

At the end of each session please help fellow workers make sure that:

- All soiled diapers and trash are disposed of in the outside dumpster.
- All toys, cleaning supplies, and nursery equipment are cleaned and put away in their appropriate container
- The classroom is returned to its exact condition prior to our use (i.e., tables and chairs arranged accordingly, cleaned, trash removed, etc.)
- The lights are turned off

In order to decrease the amount of time that may be needed for volunteers to stay after church for "break-down," feel free to pick up a little toward the end of the session. However, we do not want to portray the impression that the children are no longer welcome by having everything put away.

Please keep an eye on the toys and equipment and let the Children's Ministry Director know when a certain supply is running low or a toy needs repair.

## **RECEPTION AND DISMISSAL OF CHILDREN**

Please make all effort to be in the nursery on your scheduled day with ample time to welcome the children. It may be easiest to "assign" one worker per session to be in charge of reception and dismissal procedures. Other workers can then focus on the children.

*When parents drop off their children please do the following:*

- Choose a parent/child sticker and allow the parent to fill out the required information on the sticker
- Place the completed sticker on the child's back.
- Label diaper bags and sippy cups and any other personal items of children with the identification stickers.

*When the parents come to pick up the children please do the following:*

- Ask for the matching sticker. Retrieve the child and the child's diaper bags, sippy cups, and other belongings.
- Please DO NOT give a child to someone who does not have the matching sticker.
- After all children have been retrieved, please continue picking up the room.

## **PROMOTING HEALTH AND HYGIENE**

For your protection and in order to practice sound sanitation habits, please follow good health and hygiene procedures. You may wear the disposable gloves provided each time you change a diaper or assist with toileting. Please use a different pair of gloves with each child. (Do not feel obligated to use gloves when diapering or assisting your own child). When diapering, place the used gloves in the bag with the soiled diaper to be thrown away. When toileting, throw the gloves in the restroom garbage cans (do *not* flush them down the toilet).



To keep the spread of germs to a minimum, please change diapers only at the diaper changing station. If the diaper changing pad gets soiled, please clean thoroughly with Clorox wipes or a cleaning solution. Wipe down toys periodically with Clorox wipes or a cleaning solution, as well.

## **ILLNESS PROCEDURE**

Parents have been asked not to bring a sick child into the nursery or children's program. We simply request that they remain with their parents. A nursery or children's room is an environment where an illness can be spread to everyone within the span of the hour. *If a child is brought to the nursery or children's program and is visibly ill, please review this policy with the parents and ask them nicely to keep the children with them.* If needed, emphasize that this is for the protection of the other children and workers, to work to ensure a speedy recovery for the ill child, and because ill children are most comfortable with their parents. If you have any problems, retrieve the Children's Ministry Director.

If a child seems to become sick while in the nursery or children's program or displays symptoms of an illness:

- Separate the child from the other children
- Try to make the child as comfortable as possible
- Summon the parents to come for the child or take the child to the parent
- Separate the toys played with by that child. Clean them after her or she leaves.

## **INJURY PROCEDURE**

Prevention is our best defense against injuries. Please keep all diapering supplies and cleaning supplies out of the reach of the children as much as possible. Also, please keep other equipment and supplies such as pens, scissors, etc. out of the reach of the children, unless of course they are being used by the children in a supervised activity.

*Please note that a First Aid Kit will be kept in the nursery to be used as needed*

If an injury does occur, please follow standard first aid procedures to care for the child.

To protect yourself and others, please use disposable gloves when administering aid where blood or other bodily fluids are involved.

*If any injury occurs, please complete an Injury Report Form.* The forms are kept on file in the nursery. Please complete the form. When the parent comes to retrieve the child, verbally report what happened and how the child was treated. Show the Injury Report Form to the parent and have the parent read and sign it. Keep the form on file. *If a severe injury occurs, summon the parents and Children's Ministry Director immediately and emergency personnel if needed.*

## **DISCIPLINE POLICY AND PROCEDURE**

We believe that while at church gatherings, caregivers should not neglect to undergird the Christian discipline that parents are trying to instill. Discipline is more than mere punishment for bad behavior. The foundation and root of



discipline is actually *instruction*. Thus, we will aim to instruct the children in our care of Godly virtues and character traits.

We will aim to instruct the children in obedience to their Lord first, parents second, and their caregivers third. We will seek to help children understand that obedience to parents and caregivers is also obedience to the Lord.

We will seek to instill in the children respect for their Lord by displaying respect for others and for property.

Please consistently communicate that the following behavior is expected:

Our set of four basic rules:

1. Be kind and respect others.
2. Listen and follow directions.
3. Speak in a manner that is pleasing to God.
4. Be careful with church/school property.

#### **Consequences:**

Step 1: First Warning – If the child does not obey the four basic rules, we will talk to the child and remind him/her of the rules.

Step 2: Second Warning – We will let the child know that if he/she misbehaves again, his/her parents will be retrieved.

Step 3: Retrieve Parents – We will page the parents to remove the child for the remaining time in the session.

Step 4: Conference-If the behavior continues over a period of time, notify the Children’s Ministry Director, who will then schedule a conference with the parents.

Under no circumstance is a children’s worker permitted to use corporal punishment (i.e., “spanking”) or otherwise physically hurt a child, for the purpose of discipline or otherwise, in the children’s ministry. The primary responsibility of a child’s discipline lies with his/her parent(s) or guardian(s). Therefore, if a discipline problem arises, please follow the steps above and notify the child’s parent and the Children’s Ministry Director.

#### **GUIDELINES FOR REPORTING SUSPECTED CHILD ABUSE**

1. Do not treat any suspicion as frivolous.
2. Please share any suspicions confidentially with the Children’s Ministry Director or church staff and continue to monitor the situation.
3. PLEASE NOTE: Suspicions can include incidents committed at church or church functions by church personnel, or incidents committed in another sphere (home, church, sports teams, etc.) of a child’s life by any other individual. *If a child verbally tells you of an incident committed by someone, the TRC staff is obligated by state law to report it. If a child or youth also verbally tells you of their intent to harm someone else, the TRC staff is obligated by state law to report it.*
4. If it is determined that an incident has taken place, report the incident IMMEDIATELY to the church staff/elders, and report to at least two people. Church staff/elders will be responsible for confirming the facts reported and the condition of the child when the report is made.



5. When the incident is reported verbally to the staff/elders, the report is to be documented by the staff/elders on an *Incident Report Form*. Staff will also continue to document how the reporting and follow-up is being handled.
6. In accordance with state law, the church staff is then responsible for reporting the suspected incident to Child Protective Services at (706) 295-6550 who will then handle further investigation to confirm the actual occurrence of the incident. *Note: failure to report to appropriate public authorities can hold the church, even individuals, legally liable. By law, any suspected abuse MUST be reported.*
7. The entire pastoral staff is to be made aware of the situation so as to best decide how to handle the situation and best minister to the families involved.
8. Church staff must notify the church's attorney and insurance company.
9. Workers, families, and church staff are asked to *maintain confidentiality* of the investigation and not to discuss details with anyone not involved.
10. Everyone is asked to cooperate fully with law enforcement officials.
11. The accused, if a part of the church, will be suspended from the performance of church duties involving children or youth until the investigation is completed.
12. When appropriate, church staff will inform the family of the concerned child of the steps being taken, and continue to keep them advised of the status of the investigation.
13. In the instance of confirmed child abuse, the worker will be immediately dismissed from his/her church position. Church discipline will be considered in the case where the perpetrator is a TRC member.
14. Church staff and workers will work together to provide the utmost care for the family involved.

## **GUIDELINES FOR REPORTING SUICIDE ATTEMPTS**

1. Do not treat any suspicion as frivolous.
2. Please share any suspicions confidentially with church staff and continue to monitor the situation.
3. PLEASE NOTE: Suspicions can include a suicide attempt committed at church or church functions, or attempts committed in another sphere (home, church, sports teams, etc.) of a child's life. *If a child verbally tells you of plans to make a suicide attempt, the TRC staff is obligated by state law to report it. If a child verbally tells you of a previously made suicide attempt, please report that to a staff member who can alert the family.*
4. If it is determined that an attempt has taken place or is planned to take place, report the incident IMMEDIATELY to the church staff.
5. When the attempt or planned attempt is reported verbally to the staff, the report is to be documented by the staff on an *Incident Report Form*.
6. In the case of a past suicide attempt, staff will work to notify parents and to counsel with the family or refer the family to a professional counselor.
7. In the case of a reported planned attempt and in accordance with state law, the church staff is then responsible for reporting the planned attempt to the parents and proper authorities (such as the Child Protective Services at 706.295.6550 or police) who will then work to protect the individual. *Note; failure to report to appropriate public authorities can hold the church, even individuals, legally liable. By law, planned suicide attempt MUST be reported.*



## CODE OF ETHICS

1. While acting in your capacity as a child or youth worker at TRC, please adhere to the following:
2. Smoking, or using tobacco products in the presence of the children or youth is prohibited.
3. Using, possessing, or being under the influence of illegal drugs in the presence of children or youth at church or church events is prohibited.
4. Using or being under the influence of alcohol in the presence of the children or youth at church or church events is prohibited.
5. Children and Youth workers shall not abuse children or youth including:
  - a. Any evidence of sexual activity in the presence of or in association with a child or youth
  - b. Any display or demonstration of sexual activity, abuse, insinuation of activity or abuse with a child or youth
  - c. Any sexual activity or advance between a child or youth
  - d. Any physically abusive behavior or intended bodily injury to a child or youth
  - e. Physical neglect of a child or youth, including failure to provide adequate supervision during a church-sponsored event
  - f. The presence or possession of obscene or pornographic materials at any function of the church
  - g. The possession or consumption of any illegal drugs or alcohol while participating in a children's or youth function.
6. All workers shall refrain from using profanity in the presence of children or youth.
7. If you believe you are ill, please notify the children's staff and find an alternate worker for you.
8. All workers will do everything in their power to avoid being put in one-on-one situations with a child other than their own.
9. Under any situation other than emergencies, children should not be left unsupervised.
10. Workers will report any accidents or injuries to children, youth or themselves to parents and/or staff.
11. Workers will report any suspected abuse or suicide attempt or suicide plan to the staff and to proper authorities and shall cooperate to the full extent of the law.



## Children Worker Application

**Three Rivers Church  
P.O. Box 707  
Rome, GA 30165**

*Please complete and give or email to Brittany Hayes at the Unity Campus [houserhayes@gmail.com](mailto:houserhayes@gmail.com)  
or Alexa Owens at the Kingston Hwy Campus- [aowens521@gmail.com](mailto:aowens521@gmail.com)*

### General Information

Full Name: \_\_\_\_\_  
                    First                                      Middle                                      Last                                      Maiden

All Aliases (i.e., maiden name, previous married name) as would appear on public records:

\_\_\_\_\_  
\_\_\_\_\_

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

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Permanent Address (if different from above): \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: Home \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ Work \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Cell \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ Other \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

E-mail \_\_\_\_\_ Date of Birth \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Please list all cities and states you have lived in your lifetime

\_\_\_\_\_



## Church History

How long have you been attending Three Rivers Church? \_\_\_\_\_

Are you a member of Three Rivers Church? \_\_\_\_ Yes \_\_\_\_ No

If you have attended other churches in the past, please list the name of the church, the areas in which you served, and positions you held.

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## Personal Interests

Attach additional pages if necessary

In what capacities have you volunteered before (for churches or organizations)? What did you enjoy the most? What did you dislike the most?

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What are some of your specialized skills, gifts, and talents (i.e., office work, music, arts, recreation, puppetry, outdoor adventure, etc.)?

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In what ways are you interested in working with the children or youth of TRCC (i.e., teaching, chaperoning, planning activities, working in the nursery, etc.)?

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If you could design your dream ministry role, what would it be? \_\_\_\_\_

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## Personal History

Please feel free to answer the following questions honestly, as all answers will be held in strictest confidence. These questions are not asked in order to invade your privacy but to try to intercept any potential issues for our children, teens, and workers. For all questions answered in the affirmative, other than the first and last two, please give a written explanation on an additional page.

- Y N Have you made a commitment to follow Jesus Christ as your Lord and Savior?
- Y N Do you have a physical or mental health issue that might affect in any way your working with children or youth?
- Y N Have you ever been convicted of a criminal offense?
- Y N Have you ever engaged in or been accused or convicted of child abuse, indecency with a child, or injury to a child?
- Y N Have you ever been charged with a sexual offense, offense relating to minors, or a crime of violence?
- Y N Have you ever been reported to any organization or registry for abuse or misconduct involving minors?
- Y N Do you have any disciplinary action or investigation pending by an employer, other organization, professional association, or licensing body, for violence, sexual misconduct, or misconduct involving children?
- Y N Have you ever been disciplined or dismissed from any volunteer position or employment following an allegation of sexual misconduct, physical aggression, verbal aggression, or other inappropriate behavior or conduct with a child, teen, or adult?
- Y N Have you ever been reprimanded, asked to leave, or end your membership in a church?
- Y N Is there any fact or circumstance involving you or your background that would call into question your being entrusted with the supervision, guidance, or care of children or youth?
- Y N Would you like to meet with a pastor regarding any of these issues?



**Background Check Authorization**

*Please initial beside each paragraph and give a full signature at the bottom of the page.*

The information contained in this application is correct to the best of my knowledge. I authorize Three Rivers Church to obtain information from references and churches listed herein. I also authorize any references, churches or other organizations listed in this application to give Three Rivers Church any information, including opinions that they may have regarding my character and fitness for preschool, children, or youth work. In consideration of the receipt and evaluation of this application by Three Rivers Church, I hereby release any individual, church, children’s organization, reference, or any other person or organization, both collectively and individually, from any and all liability for damages of whatever kind or nature which may at any time result to me, my heirs, or family, on account of compliance or any attempts to comply, with this authorization.

I understand that Three Rivers Church desires to provide a safe environment for its preschoolers, children and youth. In keeping with that desire, I give my permission for Three Rivers Church to obtain information relating to any criminal record history I might have through the background reporting agency of the church’s choice. The criminal record history, as received from the reporting agencies, may include arrest and conviction data as well as plea bargains and deferred adjudications and delinquent conduct as committed as a juvenile. I understand that this information will be used, in part to determine by eligibility for a position of service with preschoolers, children, or youth in Three Rivers Church. I also understand that as long as I remain a volunteer with Three Rivers Church that the background check can be repeated at any time. I understand that I will have an opportunity to review the criminal history and a procedure is available for clarification, if I dispute the record as received.

I acknowledge that I have answered all of these questions truthfully. I understand and agree that false statements and or omissions regarding past conduct and/or present situations may be grounds for denial of this application and/or removal from a position. I also understand that refusal to inform Three Rivers Church of the contents of a sealed criminal record will result in the automatic denial of this application or removal from position.

I understand that if I act in violation of any policy or procedure established by Three Rivers Church for the protection of its children and youth, that I may be removed from my position of working in that ministry. I also understand that if I violate any public law as regarding a minor, I will be removed from position.

I understand that I am to report immediately any accidents, injuries, or attempt to injure children, youth, or myself to the Pastoral staff.

I, the undersigned, do, for myself, my heirs, executors, and administrators, hereby remise, release and forever discharge and agree to indemnify Three Rivers Church and any background reporting agency that it employs, and each of their officers, directors, employees, and agents harmless from and against any and all causes of actions, suits, liabilities, costs, debts and sums of money, claims and demands whatsoever, and any and all related attorney’s fees, court costs, and other expenses resulting from the investigation of my background in connection with my application to become a volunteer.

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Please print name