

GENERATION  
**ONE EIGHTY**  
*2 Corinthians 5:17*

**Adult Leader  
Guide &  
Application**

Dear Adult Leader,

I am excited about your interest in serving our student ministry as an adult leader. By loving and leading our students, we can make an impact on them, our church family, and our community.

The packet that you have in your hands might seem a little overwhelming, but it is important that we are on the same page as a team. While you may be tempted to only glance at some of the sections, I pray that you will read and take seriously your responsibility as an adult leader.

Thank you for your willingness to invest in our students!

In Christ,

***Luke Tolbert***

### **Where are we?**

We currently have almost 50 students who are actively involved in our student ministry. The students range from ages 12-18 and come from a wide variety of backgrounds. We are grateful to see a wide range of spiritual maturity in our student ministry as we see some of our older students continue to mature in the faith and see newer believers coming into our ministry.

### **Where are we going?**

Our desire for our student ministry is the same as our church:

Generation 180 exists to make discipleship who  
love God, love one another, and seek to change the world.

This purpose defines who we are as a student ministry. It affects what events we plan and how we promote them. It also affects the way that we structure our ministry, use our time, spend our budget money, and invest in our students.

### **Are there any requirements that I must meet to volunteer?**

To serve as an adult leader, you must:

- Be at least 18 years old
- Be a member of Malvern Hill Baptist Church for at least 6 months
- Agree to the policies and procedures of MHBC
- Pass a background check

## What does Generation 180 expect from me?

In general, we expect our adult leaders to:

- **Love Jesus** – This means that Christ is your Lord and Savior, that you are seeking him daily, and that your life reflects a growing relationship with him. You model repentance and holiness in your life and are committed to regular prayer, Bible study, evangelism, and corporate worship. We also expect for you to be involved in regular discipleship with other adults through a LifeGroup.
- **Care about others** – You love others as Christ loves them. You want non-believers to come to know Jesus and you want believers to grow in their relationship with God.
- **Be available** – While we do not want your life to revolve around our student ministry, you do need to be available to our students both during our student events and outside of formal activities.
- **Invest** – You are willing to invest for the long-term with students, spending time getting to know them and showing them that you care.
- **Commit** – You are going to be consistent – not here today and then gone tomorrow. Being an adult leader is not a lifetime commitment, but we do expect for you to be committed for the year that you agree to lead.

In addition to these general expectations, there are some specific things that we expect from our leaders regarding their involvement with students:

- Participate wholeheartedly in the activities.
- Be purposeful in how you interact with students. ALWAYS look for visitors or those who are on the fringe and seem to be left out.
- You should never, ever be alone with a student of the opposite sex. If you find yourself in a situation where you are alone with a student of the opposite sex, immediately move to a public area or get someone to join you.
- Female adult leaders should work closely with and minister to girls, and male leaders should work closely with and minister to guys.
- Because of mandatory child-abuse reporting laws and other legal issues, adult leaders should never promise confidentiality to a minor.
- A volunteer must have parent/guardian approval for a minor to travel in the personal vehicle of that volunteer or staff person.
- Attend training and meetings.
- Find areas of need in the student ministry and offer suggestions for improvement. Be open to areas of growth and teaching in your own life as well.

## What can I expect from Generation 180?

If you join us as an adult leader, you are joining a team. You are not serving by yourself but are part of a larger ministry. You are not alone and you should expect certain things from our ministry including me (Luke) as the student pastor:

- **Prayers and encouragement** – I will be praying for you and will be a source of encouragement and care for you. You should expect for me to pastor not only our students but you as well.
- **Training, equipping, and resources** – You will not have to figure things out for yourself. Instead, you can count on me to provide resources to help you succeed in ministry. We will strive to make your involvement as affordable financially as possible. Most, if not all, of our events are free for our adult leaders (unless you want to pay!).
- **Support with students** – I will support you in your interaction with our students. We are working together to impact our students and I will help you deal with situations as they arise.
- **Communication** – I will communicate with you and keep you updated on events going on in our student ministry. You should expect for me to honestly communicate with you about any issues or expectations that I have for you.
- **Respect for your time** – I will recognize that you do have a job, family, and responsibilities outside of our student ministry. A healthy leader must have healthy boundaries, and I will respect that you have commitments outside of our student ministry.

## How can I get involved?

If you feel that our student ministry is a place where God is calling you to invest your time, gifts, and abilities, then your next step to becoming an adult leader is to:

1. Pray and talk with those who will be affected by your decision to join as an adult leader.
2. Complete the attached application. You will also need to sign that you agree with our a several important documents for our church. These include our statement of beliefs (the Baptist Faith and Message 2000) and our Children and Youth Protection Policy. Both of these documents are attached to this application.
3. Schedule a time to talk with me so we can discuss your involvement in our student ministry.
4. Complete the background check. If you have not agreed to the protection policy previously or had a background check, you will need to complete the application included with that section as well.

Thank you again for your willingness to invest in the lives of our students!

# GENERATION ONEIGHTY

## Adult Leader Application

### Part I. Personal Information

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

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

City: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Occupation: \_\_\_\_\_

Marital Status:  Single  Married  Divorced  Widowed  Separated

Spouse's Name: \_\_\_\_\_

**Have you talked about this ministry opportunity with your spouse and family (if applicable)? Are they supportive of you serving in this ministry?**

- Yes, I have spoken with them and they are supportive
- Yes, I have spoken with them, but they are not supportive
- No, I have not spoken with them about it

**What hobbies do you have? What do you like to do in your free time?**

### Part II. Spiritual Background

Are you a Christian?  Yes  No

**Describe your relationship with Jesus Christ (i.e. - How is he currently working in your life, how are you growing in your faith, etc.).**

Are you an active member of Malvern Hill Baptist Church?  Yes  No

What LifeGroup do you actively attend?

Are you already serving our church family in other areas of ministry? What are they and what are your responsibilities and time commitments?

## Part II. Student Ministry

Why do you want to volunteer in our student ministry?

What are some strengths that you feel you bring to our student ministry?

What concerns do you have about being involved in our student ministry?

We have a number of different ways that you can be involved with our student ministry, including (but not limited to):

### Wednesdays

- Open Youth Room
- Group games
- Prayer time
- Scripture reading

### Sundays

- Open Youth Time
- LifeGroups
- Equipping Studies
- Afternoon activities

### Other Opportunities

- Summer camp
- Ski Retreat
- Progressive Dinner Weekend

**Other special events:** SNACs, Poolside Bible studies, camping trips, Nerf Wars, movie nights, service projects, etc.

Which of these areas are you interested in being involved in? Are there any ways that you would like to be involved outside of organized events?

Are you willing to commit to grow as an adult leader in our student ministry through training and equipping opportunities?

Yes  No

# GENERATION ONEIGHTY

## **Acknowledgment of Policies, Procedures, and Application**

I, \_\_\_\_\_, verify that I have received, read, understand, and agree to:

1. The policies outlined in this adult leader guide
2. MHBC Children and Youth Protection Policy
3. MHBC Constitution and By-laws
4. MHBC Statement of Beliefs (Baptist Faith & Message 2000)

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

# Baptist Faith & Message (2000)

## I. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

[Exodus 24:4](#); [Deuteronomy 4:1-2](#); [17:19](#); [Joshua 8:34](#); [Psalms 19:7-10](#); [119:11,89,105,140](#); [Isaiah 34:16](#); [40:8](#); [Jeremiah 15:16](#); [36:1-32](#); [Matthew 5:17-18](#); [22:29](#); [Luke 21:33](#); [24:44-46](#); [John 5:39](#); [16:13-15](#); [17:17](#); [Acts 2:16ff.](#); [17:11](#); [Romans 15:4](#); [16:25-26](#); [2 Timothy 3:15-17](#); [Hebrews 1:1-2](#); [4:12](#); [1 Peter 1:25](#); [2 Peter 1:19-21](#).

## II. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

### A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

[Genesis 1:1](#); [2:7](#); [Exodus 3:14](#); [6:2-3](#); [15:11ff.](#); [20:1ff.](#); [Leviticus 22:2](#); [Deuteronomy 6:4](#); [32:6](#); [1 Chronicles 29:10](#); [Psalms 19:1-3](#); [Isaiah 43:3,15](#); [64:8](#); [Jeremiah 10:10](#); [17:13](#); [Matthew 6:9ff.](#); [7:11](#); [23:9](#); [28:19](#); [Mark 1:9-11](#); [John 4:24](#); [5:26](#); [14:6-13](#); [17:1-8](#); [Acts 1:7](#); [Romans 8:14-15](#); [1 Corinthians 8:6](#); [Galatians 4:6](#); [Ephesians 4:6](#); [Colossians 1:15](#); [1 Timothy 1:17](#); [Hebrews 11:6](#); [12:9](#); [1 Peter 1:17](#); [1 John 5:7](#).

### B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

[Genesis 18:1ff.](#); [Psalms 2:7ff.](#); [110:1ff.](#); [Isaiah 7:14](#); [53](#); [Matthew 1:18-23](#); [3:17](#); [8:29](#); [11:27](#); [14:33](#); [16:16,27](#); [17:5](#); [27](#); [28:1-6,19](#); [Mark 1:1](#); [3:11](#); [Luke 1:35](#); [4:41](#); [22:70](#); [24:46](#); [John 1:1-18,29](#); [10:30,38](#); [11:25-27](#); [12:44-50](#); [14:7-11](#); [16:15-16,28](#); [17:1-5](#); [21-22](#); [20:1-20,28](#); [Acts 1:9](#); [2:22-24](#); [7:55-56](#); [9:4-5,20](#); [Romans 1:3-4](#); [3:23-26](#); [5:6-21](#); [8:1-3,34](#); [10:4](#); [1 Corinthians 1:30](#); [2:2](#); [8:6](#); [15:1-8,24-28](#); [2 Corinthians 5:19-21](#); [8:9](#); [Galatians 4:4-5](#); [Ephesians 1:20](#); [3:11](#); [4:7-10](#); [Philippians 2:5-11](#); [Colossians 1:13-22](#); [2:9](#); [1 Thessalonians 4:14-18](#); [1 Timothy 2:5-6](#); [3:16](#); [Titus 2:13-14](#); [Hebrews 1:1-3](#); [4:14-15](#); [7:14-28](#); [9:12-15,24-28](#); [12:2](#); [13:8](#); [1 Peter 2:21-25](#); [3:22](#); [1 John 1:7-9](#); [3:2](#); [4:14-15](#); [5:9](#); [2 John 7-9](#); [Revelation 1:13-16](#); [5:9-14](#); [12:10-11](#); [13:8](#); [19:16](#).

### C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

[Genesis 1:2](#); [Judges 14:6](#); [Job 26:13](#); [Psalms 51:11](#); [139:7ff.](#); [Isaiah 61:1-3](#); [Joel 2:28-32](#); [Matthew 1:18](#); [3:16](#); [4:1](#); [12:28-32](#); [28:19](#); [Mark 1:10,12](#); [Luke 1:35](#); [4:1,18-19](#); [11:13](#); [12:12](#); [24:49](#); [John 4:24](#); [14:16-17,26](#); [15:26](#); [16:7-14](#); [Acts 1:8](#); [2:1-4,38](#); [4:31](#); [5:3](#); [6:3](#); [7:55](#); [8:17,39](#); [10:44](#); [13:2](#); [15:28](#); [16:6](#); [19:1-6](#); [Romans 8:9-11,14-16,26-27](#); [1 Corinthians 2:10-14](#); [3:16](#); [12:3-11,13](#); [Galatians 4:6](#); [Ephesians 1:13-14](#); [4:30](#); [5:18](#); [1 Thessalonians 5:19](#); [1 Timothy 3:16](#); [4:1](#); [2 Timothy 1:14](#); [3:16](#); [Hebrews 9:8,14](#); [2 Peter 1:21](#); [1 John 4:13](#); [5:6-7](#); [Revelation 1:10](#); [22:17](#).

Baptist Faith and Message (2000)



### III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

[Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.](#)

### IV. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace.

Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Saviour.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

[Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14,29; 3:3-21,36; 5:24; 10:9,28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18,29-39; 10:9-10,13; 13:11-14; 1 Corinthians 1:18,30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12,8,14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.](#)

### V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

[Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7,19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22,31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45,65; 10:27-29; 15:16; 17:6,12,17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7,26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10,19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5,13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.](#)

### VI. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Baptist Faith and Message (2000)

Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

[Matthew 16:15-19](#); [18:15-20](#); [Acts 2:41-42,47](#); [5:11-14](#); [6:3-6](#); [13:1-3](#); [14:23,27](#); [15:1-30](#); [16:5](#); [20:28](#); [Romans 1:7](#); [1 Corinthians 1:2](#); [3:16](#); [5:4-5](#); [7:17](#); [9:13-14](#); [12](#); [Ephesians 1:22-23](#); [2:19-22](#); [3:8-11,21](#); [5:22-32](#); [Philippians 1:1](#); [Colossians 1:18](#); [1 Timothy 2:9-14](#); [3:1-15](#); [4:14](#); [Hebrews 11:39-40](#); [1 Peter 5:1-4](#); [Revelation 2-3](#); [21:2-3](#).

## VII. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Saviour, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

[Matthew 3:13-17](#); [26:26-30](#); [28:19-20](#); [Mark 1:9-11](#); [14:22-26](#); [Luke 3:21-22](#); [22:19-20](#); [John 3:23](#); [Acts 2:41-42](#); [8:35-39](#); [16:30-33](#); [20:7](#); [Romans 6:3-5](#); [1 Corinthians 10:16,21](#); [11:23-29](#); [Colossians 2:12](#).

## VIII. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

[Exodus 20:8-11](#); [Matthew 12:1-12](#); [28:1ff.](#); [Mark 2:27-28](#); [16:1-7](#); [Luke 24:1-3,33-36](#); [John 4:21-24](#); [20:1,19-28](#); [Acts 20:7](#); [Romans 14:5-10](#); [1 Corinthians 16:1-2](#); [Colossians 2:16](#); [3:16](#); [Revelation 1:10](#).

## IX. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

[Genesis 1:1](#); [Isaiah 9:6-7](#); [Jeremiah 23:5-6](#); [Matthew 3:2](#); [4:8-10,23](#); [12:25-28](#); [13:1-52](#); [25:31-46](#); [26:29](#); [Mark 1:14-15](#); [9:1](#); [Luke 4:43](#); [8:1](#); [9:2](#); [12:31-32](#); [17:20-21](#); [23:42](#); [John 3:3](#); [18:36](#); [Acts 1:6-7](#); [17:22-31](#); [Romans 5:17](#); [8:19](#); [1 Corinthians 15:24-28](#); [Colossians 1:13](#); [Hebrews 11:10,16](#); [12:28](#); [1 Peter 2:4-10](#); [4:13](#); [Revelation 1:6,9](#); [5:10](#); [11:15](#); [21:22](#).

## X. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

[Isaiah 2:4](#); [11:9](#); [Matthew 16:27](#); [18:8-9](#); [19:28](#); [24:27,30,36,44](#); [25:31-46](#); [26:64](#); [Mark 8:38](#); [9:43-48](#); [Luke 12:40,48](#); [16:19-26](#); [17:22-37](#); [21:27-28](#); [John 14:1-3](#); [Acts 1:11](#); [17:31](#); [Romans 14:10](#); [1 Corinthians 4:5](#); [15:24-28,35-58](#); [2 Corinthians 5:10](#); [Philippians 3:20-21](#); [Colossians 1:5](#); [3:4](#); [1 Thessalonians 4:14-18](#); [5:1ff.](#); [2 Thessalonians 1:7ff.](#); [2](#); [1 Timothy 6:14](#); [2 Timothy 4:1,8](#); [Titus 2:13](#); [Hebrews 9:27-28](#); [James 5:8](#); [2 Peter 3:7ff.](#); [1 John 2:28](#); [3:2](#); [Jude 14](#); [Revelation 1:18](#); [3:11](#); [20:1-22:13](#).

## XI. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

[Genesis 12:1-3](#); [Exodus 19:5-6](#); [Isaiah 6:1-8](#); [Matthew 9:37-38](#); [10:5-15](#); [13:18-30](#); [37-43](#); [16:19](#); [22:9-10](#); [24:14](#); [28:18-20](#); [Luke 10:1-18](#); [24:46-53](#); [John 14:11-12](#); [15:7-8,16](#); [17:15](#); [20:21](#); [Acts 1:8](#); [2](#); [8:26-40](#); [10:42-48](#); [13:2-3](#); [Romans 10:13-15](#); [Ephesians 3:1-11](#); [1 Thessalonians 1:8](#); [2 Timothy 4:5](#); [Hebrews 2:1-3](#); [11:39-12:2](#); [1 Peter 2:4-10](#); [Revelation 22:17](#).

## **XII. Education**

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

[Deuteronomy 4:1,5,9,14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7,11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3,8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.](#)

## **XIII. Stewardship**

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

[Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4,19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21,42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.](#)

## **XIV. Cooperation**

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

[Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.](#)

## **XV. The Christian and the Social Order**

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

[Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16,43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.](#)

## **XVI. Peace and War**

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

Baptist Faith and Message (2000)

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

[Isaiah 2:4](#); [Matthew 5:9,38-48](#); [6:33](#); [26:52](#); [Luke 22:36,38](#); [Romans 12:18-19](#); [13:1-7](#); [14:19](#); [Hebrews 12:14](#); [James 4:1-2](#).

## **XVII. Religious Liberty**

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

[Genesis 1:27](#); [2:7](#); [Matthew 6:6-7,24](#); [16:26](#); [22:21](#); [John 8:36](#); [Acts 4:19-20](#); [Romans 6:1-2](#); [13:1-7](#); [Galatians 5:1,13](#); [Philippians 3:20](#); [1 Timothy 2:1-2](#); [James 4:12](#); [1 Peter 2:12-17](#); [3:11-17](#); [4:12-19](#).

## **XVIII. The Family**

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

[Genesis 1:26-28](#); [2:15-25](#); [3:1-20](#); [Exodus 20:12](#); [Deuteronomy 6:4-9](#); [Joshua 24:15](#); [1 Samuel 1:26-28](#); [Psalms 51:5](#); [78:1-8](#); [127:128](#); [139:13-16](#); [Proverbs 1:8](#); [5:15-20](#); [6:20-22](#); [12:4](#); [13:24](#); [14:1](#); [17:6](#); [18:22](#); [22:6,15](#); [23:13-14](#); [24:3](#); [29:15,17](#); [31:10-31](#); [Ecclesiastes 4:9-12](#); [9:9](#); [Malachi 2:14-16](#); [Matthew 5:31-32](#); [18:2-5](#); [19:3-9](#); [Mark 10:6-12](#); [Romans 1:18-32](#); [1 Corinthians 7:1-16](#); [Ephesians 5:21-33](#); [6:1-4](#); [Colossians 3:18-21](#); [1 Timothy 5:8,14](#); [2 Timothy 1:3-5](#); [Titus 2:3-5](#); [Hebrews 13:4](#); [1 Peter 3:1-7](#).

# Children and Youth Protection Policy

## Malvern Hill Baptist Church

### I. Purpose

As people of faith, we have concluded that it is our desire and calling to create environments that are welcoming and free from danger and harm, and where people can grow and prosper in their faith journey. As the people of God gathered as the Church, we recognize the diverse nature of those whom come to us to worship, minister, grow, and who seek grace and mercy. Each of us that gathers are imperfect people, saved by grace. Through the opportunities we create to interact and be in ministry, we recognize that each of us comes as broken and imperfect people. And sometimes that brokenness and imperfect nature can cause concern and even harm to those within the body. While we seek to be available to and offer the love of Christ to all, we are also called to take measures that will create a safe environment for all who gather.

We especially take our charge to care for “the least of these” very seriously. As faithful adults, we must do all that we can to create a safe and secure environment for the children that have been given to us to nurture and care for. This includes the physical, emotional and spiritual dangers that may confront them. We acknowledge that religious organizations are not immune to incidents of abuse and misconduct. We further acknowledge our limited understanding of the complexities of abuse.

Therefore, we embrace this policy that puts in place the practices and procedures necessary to keep the children free from harm. We also see these practices and procedures as a protection for those adults that have graciously stepped forward to care for the children within our congregation. Finally, we endorse all aspects of this policy, recognizing that by protecting children, and reducing the possibility of abuse, we are also taking critical steps necessary to protect the entire ministry of our church.

### II. Abuse Defined

According to the National Clearinghouse on Child Abuse and Neglect Information:

- **Neglect** is failure to provide for a child's basic needs. Neglect may be:
  - **Physical** (e.g., failure to provide necessary food or shelter, or lack of appropriate supervision)
  - **Medical** (e.g., failure to provide necessary medical or mental health treatment)<sup>2</sup>
  - **Educational** (e.g., failure to educate a child or attend to special education needs)
  - **Emotional** (e.g., inattention to a child's emotional needs, failure to provide psychological care, or permitting the child to use alcohol or other drugs)

These situations do not always mean a child is neglected. Sometimes cultural values, the standards of care in the community, and poverty may be contributing factors, indicating the family is in need of information or assistance. When a family fails to use information and resources, and the child's health or safety is at risk, then child welfare intervention may be required.

- **Physical Abuse** is physical injury (ranging from minor bruises to severe fractures or death) as a result of punching, beating, kicking, biting, shaking, throwing, stabbing, choking, hitting (with a hand, stick, strap, or other object), burning, or otherwise harming a child. Such injury is considered abuse regardless of whether the caretaker intended to hurt the child.

# Children and Youth Protection Policy

## Malvern Hill Baptist Church

- **Sexual Abuse** includes activities by a parent or caretaker such as fondling a child's genitals, penetration, incest, rape, sodomy, indecent exposure, and exploitation through prostitution or the production of pornographic materials.
- **Emotional Abuse** is a pattern of behavior that impairs a child's emotional development or sense of self-worth. This may include constant criticism, threats, or rejection, as well as withholding love, support, or guidance. Emotional abuse is often difficult to prove and, therefore, CPS may not be able to intervene without evidence of harm to the child. Emotional abuse is almost always present when other forms are identified.

South Carolina defines Child Abuse and Neglect in the following ways:

- **Physical Abuse** (Ann. Code § 63-7-20) – 'Child abuse or neglect' or 'harm' occurs when the parent, guardian, or other person responsible for the child's welfare:
  - Inflicts or allows to be inflicted upon the child physical or mental injury or engages in acts or omissions that present a substantial risk of physical or mental injury to the child, including injuries sustained as a result of excessive corporal punishment
  - Abandons the child
  - Encourages, condones, or approves the commission of delinquent acts by the child and the commission of the acts are shown to be the result of the encouragement or approval
  - Has committed abuse or neglect as described above such that a child who subsequently becomes part of the person's household is at substantial risk of one of those forms of abuse or neglect

'Physical injury' means death or permanent or temporary disfigurement or impairment of any bodily organ or function.

- **Neglect** (Ann. Code § 63-7-20) – 'Child abuse or neglect' or 'harm' occurs when the parent, guardian, or other person responsible for the child's welfare fails to supply the child with adequate food, clothing, shelter, education as required by law; supervision appropriate to the child's age and development; or health care even though financially able to do so or offered financial or other reasonable means to do so and the failure to do so has caused or presents a substantial risk of causing physical or mental injury.
- **Sexual Abuse/Exploitation** (Ann. Code § 63-7-20) – 'Child abuse or neglect' or 'harm' occurs when the parent, guardian, or other person responsible for the child's welfare commits or allows to be committed against the child a sexual offense as defined by the laws of this State or engages in acts or omissions that present a substantial risk that a sexual offense as defined in the laws of this State would be committed against the child.
- **Emotional Abuse** (Ann. Code § 63-7-20) – 'Mental injury' means an injury to the intellectual, emotional, or psychological capacity or functioning of a child as evidenced by a discernible and substantial impairment of the child's ability to function when the existence of that impairment is supported by the opinion of a mental health professional or medical professional.
- **Abandonment** (Ann. Code § 63-7-20) – 'Abandonment of a child' means a parent or guardian willfully deserts a child or willfully surrenders physical possession of a child without making adequate arrangements for the child's needs or the continuing care of the child.

# Children and Youth Protection Policy

## Malvern Hill Baptist Church

### III. Application Process

The following steps are necessary in the application process for those working with children in an official and on-going capacity:

- Application completed for every staff member (including permission to do background check)
- Application completed for every volunteer worker that is working with or around minors (including permission to do background check) in an official and on-going capacity
- Interview by staff member or committee
- Reference checks conducted on all applicants
- Criminal background checks completed on all staff members and those volunteers that have regular contact with minors
  - (Note: background checks will be conducted by a designated staff member or church official. Results of the background and reference checks will only be shared with those making the decision on whether to place the applicant into a ministry position)
  - Those offenses that would keep an applicant from being hired or selected would include all crimes of violence, abuse, or felonies against people, especially children. Other crimes revealed will be reviewed by the staff.
- Volunteers applying for a position must adhere to the 6-month waiting rule prior to being placed in direct contact with minors (meaning they must have been coming to the church for at least six months and be a member)
- No teens under the age of 14-years-old may be placed in charge of other minors.
- Those between 14 and 18-years-old must do so only under the direct supervision of an adult
- All applicants must sign and affirm that they have read and understand all policies prior to being placed in the position they are applying for

### IV. Job Descriptions

Applicants for any position will be required to read the job description applicable to the position they are applying for. The description should include all physical requirements necessary to perform the job. It is up to the applicant to read the description and reveal any issues they may have with performing the job.

### V. Training

All people working with children in an official and on-going capacity will be required to participate in a course on sexual abuse prevention in the church prior to having access to minors. (A suggested resource is: "Reducing the Risk 2, at [www.reducingtherisk.com](http://www.reducingtherisk.com)). All selected applicants will also be required to participate in regularly scheduled training. This training may include, but not be limited to, issues about their job, abuse, reporting requirements, supervision, safety and security, church guidelines, and first aid. All participants in ongoing training should have their attendance documented. Those who fail to complete the required training should not have access to minors until the training is completed and documented.

# Children and Youth Protection Policy

## Malvern Hill Baptist Church

### VI. Supervision

To guard against the potential of abuse or injury, it is important that all of those working with minors understand the necessity for proper supervision. The following ratios are to be followed:

Age of Children	Group Size									
	6	8	10	12	14	16	18	20	22	24
Birth to 15 months	1:3	1:4								
12-28 months	1:3	1:4	1:4	1:4						
21-36 months		1:4	1:5	1:6						
2.5 to 3 years-old				1:6	1:7	1:8	1:9			
4 years-old						1:8	1:9	1:10		
5 years-old						1:8	1:9	1:10		
kindergarten								1:10	1:11	1:12

In addition, the following guidelines must also be followed:

- No adult will be permitted to be alone with one child at any time
- When in a room with children, if there is no window glass, the door must not be closed.
- Adults should not be alone with children in the restroom. Trips to the restroom should be with at least two children. Where possible, the adult should be in the doorway and not in direct, physical contact with the child.
- Any children participating in dangerous, hazardous or unusual behavior must be corrected and reported to the staff person in charge.
- All serious injuries or suspected abuse should be reported to the ***pastor and/or chairman of deacons***.
- It is preferred that women change the diapers of infants and children.
- All off-site activities will be pre-approved and will include at least two adults. When boys and girls are present for off-site or overnight events, at least one adult of each gender will be present.
- Behavior that is disruptive to the group will be handled with positive verbal instruction defining behavioral expectations and/or time outs. Physical discipline, isolation and abusive verbal correction is prohibited.
- Never allow yourself to be involved in a situation that could give rise to the perception or appearance of inappropriate behavior.
- Any physical contact with a person of the opposite sex should be done in a public area and be done modestly and in moderation.



# Children and Youth Protection Policy

## Malvern Hill Baptist Church

### VII. Accident, Allegation, Incident Response and Reporting

As an adult leader, you are responsible to respond to and report all acts of physical, emotional or spiritual abuse and any accidents or incidents that could have or did cause injury.

- **Emergencies:** You may be called upon to respond to an emergency (illness, injury, accidents, etc). Render whatever aid that you can on the spot. Remove them from immediate harm. Unless you are trained in first-aid, it is best not to move the victim. Keep them calm and summons immediately. An Accident, Allegation, Incident Report Form should be completed.
- **Abuse:** Abuse is a complex issue. New trends are emerging. It is reported that up to 25% of abuse is at the hands of other children. Further, the category of women offenders is also growing. Therefore, a broad understanding of violators and victims is required to recognize abuse. Training should be completed in this area. Here are three suggested sites: Stop It Now! ([www.stopitnow.com](http://www.stopitnow.com)), Darkness 2 Light ([www.darkness2light.org](http://www.darkness2light.org)), National Clearinghouse on Child Abuse and Neglect (<https://cbexpress.acf.hhs.gov>).

**ALL** abuse or suspected abuse should be reported to the staff person in charge. A report should be written and reviewed by the senior staff as to who will report and how it will be reported to the authorities.

The following procedures will be followed when confronted with an abuse allegation or incident:

1. Immediately ensure the safety of the child or youth;
2. Report the event immediately to ***pastor or chairman of deacons*** but do not leave the child alone while doing so;
3. Make notes as appropriate as to what was seen or heard;
4. Do not discuss the event with anyone other than ***pastor or chairman of deacons***;
5. Do not confront the alleged perpetrator;
6. Any employee or worker accused of abuse will be removed immediately from contact with children until an investigation by authorities is concluded. The results of the investigation will determine if the person is reinstated or released;.
7. The appropriate staff member (or his/her designee) will:
  - a. Notify the child's parent(s) or guardian(s);
  - b. Complete the Accident, Allegation, Incident Report Form;
  - c. Contact the appropriate authorities (**Kershaw County Sheriff's Department**);
  - d. Notify the church's legal counsel and insurance carrier;
  - e. Determine appropriate communication necessary to church and media.

### VIII. Policy Violations

Any employee or child/youth worker that does not follow these policies will be notified of their actions. If the violation is considered to be major (as determined by the staff or committee) the person will be terminated from their position immediately. Pending an investigation and/or review he/she may be reinstated or terminated. Minor violations will be placed in the worker's file. Multiple violations may result in termination. As with most policies, rare exceptions may be made at the discretion of staff and or church leadership.

# Children and Youth Protection Policy

Malvern Hill Baptist Church

## ACCIDENT, ALLEGATION, & INCIDENT REPORT FORM

Date: \_\_\_\_\_ Name of preparer: (printed) \_\_\_\_\_

Please check which is being reported:

Accident  Allegation  Known incident  Other: \_\_\_\_\_

Date of incident/accident/allegation: \_\_\_\_\_

Place of incident/accident/allegation: \_\_\_\_\_

Date and time incident was first reported: \_\_\_\_/\_\_\_\_/\_\_\_\_ : \_\_\_\_ AM PM

Who made you aware of the incident/accident/allegation: \_\_\_\_\_

Name(s) of child(ren)/youth involved: \_\_\_\_\_

Please describe the incident/accident/allegation as you saw it or as it was reported:

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Did anyone else witness the incident/accident/allegation (list names)? \_\_\_\_\_

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Describe any visible physical injuries observed: \_\_\_\_\_

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If injuries were treated, describe treatment and by whom? \_\_\_\_\_

---

Was anything said by the victim, witnesses, or accused (describe): \_\_\_\_\_

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Were parent(s)/guardian(s) notified? \_\_\_\_ When? \_\_\_\_\_ By whom? \_\_\_\_\_

# Children and Youth Protection Policy

## Malvern Hill Baptist Church

Date incident/accident/allegation reported to authorities: \_\_\_\_\_

Who was contacted (list details): \_\_\_\_\_

\_\_\_\_\_

Was the insurance company notified? \_\_\_\_ Yes \_\_\_\_ No

What other aspects of the incident/accident/allegation need to be shared? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Signed: \_\_\_\_\_ Date: \_\_\_\_\_ Time: \_\_\_\_\_

# Children and Youth Protection Policy

Malvern Hill Baptist Church

## Volunteer Application

This application is to be completed by all applicants for any position involving the supervision or care of minors. It will help our church family provide a safe and secure environment for minors.

Check desired area(s) of ministry:  Preschool  Children  Youth

I. Personal Information			
Last Name	First Name	M.I.	Date of Birth
Present Address			SS #
City	State	Zip Code	Marital Status
Home Phone	Work Phone		Cell Phone
Occupation/Employer		Email	
On what date would you be available to begin?		What is your minimum length of commitment?	
Do you have a driver's license? <input type="checkbox"/> Yes <input type="checkbox"/> No	State Issued	Driver's License #	
Have you ever been charged with, indicted for, or plead guilty to an offense involving a minor? <input type="checkbox"/> Yes <input type="checkbox"/> No			
If yes, please describe all convictions for the past seven years:			
List all states you have lived in during the past seven years:			

# Children and Youth Protection Policy

## Malvern Hill Baptist Church

<b>II. Church Activity</b>			
When did you make your profession of faith in Christ?		When were you baptized?	
Have you joined MHBC? ___ Yes ___ No		If yes, date joined:	
List previous church work involving minors:			
Church Name	Address	Type of Work Performed	Dates
1.			
2.			
3.			
4.			
5.			

List all previous non-church activities involving minors:			
Organization	Address	Types of Work Performed	Dates
1.			
2.			
3.			
4.			
5.			

# Children and Youth Protection Policy

## Malvern Hill Baptist Church

List any gifts, callings, training, education or other factors that have prepared you for service:

Personal References (not former employers or relatives):

Name	Address	Telephone Number(s)
1.		
2.		
3.		

### Volunteer's Statement

The information I have provided in this application is correct to the best of my knowledge. I authorize references or churches listed in this application to provide information or opinions they may have regarding my character and fitness for working with minors. I release the churches, individuals representing the churches, and all references from any liability in their compliance with this authorization. I also waive any right I may have to inspect references, letters, or statements.

I give my permission to Malvern Hill Baptist Church to conduct background checks regarding criminal records, sexual offender checks, driver's license records, and personal references as needed for church use with regard to positions in which I supervise, teach, or care for minors.

Upon approval as a volunteer, I agree to be bound by the bylaws and policies of this church and to refrain from unscriptural conduct in the performance of my services for the church. I have read, understand and will comply with the Children and Youth Protection Policies of Malvern Hill Baptist Church.

I further state that I have carefully read the foregoing release and know the content thereof, and I sign this release as my own free act. This is a legally binding agreement, which I have read and understand. I understand that this information provided about me will be held as confidential.

<b>Volunteer's signature</b> _____	<b>Date</b> _____
<b>Adult Witness</b> _____	<b>Date</b> _____