



Nehemiah Partners Volunteer Application

PO Box 1880
Sandusky, Ohio 44870
www.npos-oh.org

This application is to be completed by all volunteers for any position involving interaction with minors.

This is not an employment application.

There is no greater way to shape the future than by investing your time in a child. At most, it only takes a few hours a week. But the investment can last a lifetime and affect generations to come. In order to become a *Nehemiah Partners* volunteer, there are four steps (please allow approximately 30 minutes):

1. Read and sign the Doctrinal Statement and Lifestyle Agreement indicating you are in full agreement.
2. Read and sign the Child Abuse Prevention and Sexual Harassment Policies indicating you fully understand and agree to abide by these policies.
3. Complete the application form thoroughly.
4. *As a matter of procedure, all personnel and volunteers working with minors are required to pass a criminal history background check prior to any service. BCI or FBI checks are acceptable. Nehemiah Partners cannot provide funding for background checks at this time. Applications are not complete without background checks.

Mission Statement:

The primary mission of the Nehemiah Partners is to "restore unity within the community of Sandusky, Ohio by building relationships with families, especially children and teens, which help empower them to reach their greatest potential through the use of Christ-centered principles"

Doctrinal Statement:

Please read the following statement and sign where indicated

We believe...

The Bible, both the Old and New Testament, is the inspired word of God.

There is one true God who exists eternally as a living spirit. He is all-powerful, everywhere present, all-knowing, sovereign, unchanging, holy, just and loving.

That Jesus Christ is the Son of God, true God and true man.

That mankind was created for fellowship with God. However, as a result of the first parents' sin, we are sinners by nature and choice.

That Jesus Christ died a substitutionary death. He died for sinners and arose bodily from the grave. He ascended into heaven and will return bodily and visibly to earth just as He left.

In salvation by grace through faith. It is only through personal faith in the person and work of Jesus Christ that we can receive forgiveness of sins and eternal life.

In the ministry of the Holy Spirit who convicts, regenerates, baptizes, indwells, enlightens and empowers for godly living all who truly believe in Jesus Christ.

Sign and date: _____

I have read the above statement and know that it is true.

Life-Style Agreement

This agreement must be signed by all Nehemiah Partner staff and volunteers. This is not a statement of perfection, but an agreement that needs to reflect the direction of our hearts.

Living a Biblical Life-Style: The Bible frequently speaks about a holy life-style throughout the Old and New Testaments and describes character qualities and actions that should be growing in the lives of believers. These include love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control, humility, compassion, forgiveness, hospitality, personal integrity, generosity to the poor, care for the oppressed, prayer, study of God's Word, accountability to one another, sharing our faith with others, commitment to justice, regular gathering for worship and living in unity.

As a Nehemiah Partner, I affirm and commit myself to applying these positive qualities and characteristics that are taught in The Bible to my life.

The Bible also identifies character qualities and actions that should not be present in the lives of believers. For example: destructive anger, malice, sexual immorality, impurity, adultery, evil desires, greed, idolatry, slander, profanity, lying, homosexual behavior, drunkenness, thievery, and dishonesty.

As a Nehemiah Partner I agree with God's definitions of sin as stated in The Bible and commit myself to avoiding these negative character qualities that will harm my relationship with God and others. I acknowledge and confess that I have not lived a perfect life. I have sinned, but I can, have and will cooperate with God in removing sin from my life and am moving forward with His plans for me.

Special Considerations for Nehemiah Partners:

Equality – We believe that life is sacred and people have worth because they are created in God's image.

- Because we value human life, we will abstain from discrimination of any kind unless there are special circumstances mandated in God's Word. We recognize that the diversity among people within the human race reflects the creative genius of our Maker.
- We affirm God's love for all people. Hatred toward any group of people is not permissible for Christians. The church, following the example of Christ, will demonstrate compassion for all (Romans 5:8, John 3:16-17, Matthew 9:10-13).

Unity – We believe that unity in the Body of Christ is paramount if we will be effective in fulfilling God's will in the world.

- We affirm mutual respect and humility in relationships within the Body of Christ. We will strive to encourage and stimulate each other as each of us progresses in our journeys into being formed into fully devoted followers of God.
- We affirm the truths presented in The Nehemiah Partnership's Doctrinal Statement.
- We will abstain from gossip, deliberate divisiveness, and malicious humor.
- We admit that we are all sinners and fall short of the glory of God. All of us have gone our own way. None of us is by nature any better than anyone else; it is only through the death and resurrection of Jesus Christ, by His grace and faith in Him that any of us can be acceptable to God. This understanding is the true basis for unity. (Romans 3:23, Isaiah 53:6, Ephesians 2:8-9, John 3:16-18).

Do you affirm the principles listed above? Will you, to the best of your ability, uphold these standards in this life-style agreement? Will you do your part in keeping your heart pliable and moldable before God? If so, please sign indicating your acceptance of this agreement. Please feel free to address any concerns with a Nehemiah Director or Board Member. May God bless you richly as you minister for Him!

Life-Style Agreement

Signature: _____ Date: _____

Name (please print): _____

Nehemiah Partners wants its staff and volunteers to be able to assist Nehemiah Partners by keeping the children that we serve safe. We also want all children, staff, volunteers and parents to know that harassment, bullying, or abuse and neglect of children involved in any Nehemiah Program is prohibited and will not be tolerated by Nehemiah Partners.

Child Abuse Prevention Policy

Nehemiah Partners takes child abuse prevention and education very seriously. We are committed to making sure that all children, staff, volunteers and parents involved in our program receive information about child abuse, neglect and harassment during the application process.

Harassment

No person, including a Nehemiah Partner volunteer, employee or student, shall harass or intimidate a student based upon that student's sex, color, race, religion, creed, ancestry, national origin, physical or mental disability, sexual orientation, or other protected group status. Nehemiah Partners will not tolerate harassing or intimidating behavior, whether verbal, physical, or emotional, particularly if it affects the benefits of education, unreasonably interferes with a student's educational performance, or creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include physical contact, name-calling, using derogatory slurs, or wearing or openly possessing items depicting or implying hatred or prejudice of one of the characteristics stated above. Bible-based teaching and the sharing of the gospel with Nehemiah Partners will not be deemed harassment under this paragraph.

Child Abuse and Neglect

Nehemiah Partners staff and volunteers must, in good faith, also report suspected child abuse or neglect to the Ohio Department of Children and Family Services and should notify a Nehemiah Partners Director or board member that a report has been made.

Child abuse occurs when a parent or a person responsible for the child's welfare inflicts, causes or allows to be inflicted, or creates a substantial risk of inflicting physical or mental injury to a child. Below are some examples of the various types of child abuse.

Neglect

Neglect is the failure of a parent or a person responsible for the child's welfare to provide a child with his or her basic needs. Neglect can be physical or emotional. Examples of physical neglect are inadequate shelter, clothing, medical care, food, and supervision for a child.

Physical Abuse

Physical Abuse is considered to be a physical injury which would be likely to cause death, disfigurement, broken bones, internal injuries, or severe bruising. Abuse injuries are not accidental injuries, but not necessarily premeditated. Physical injuries may be the results of over-discipline or discipline inappropriate to a child's age.

Sexual Abuse

Behaviors for the sexual gratification of another including inappropriate touching of a child's genitals, intercourse, rape, sodomy, exhibitionism and commercial exploitation.

Emotional Abuse

Severe behavior by parents or caretakers that results in behavioral, cognitive, emotional, or mental distress or disorders.

Child Pornography

Child pornography is the use of a child under the age of 18 in the making of pornographic pictures or materials or the circulation of materials advertising child pornography. This includes circulation of pictures or materials via mail or computer.

If you have questions about this policy or your obligations to report child abuse and neglect, please contact a Nehemiah Partners Director or Board Member.

If you think a child is suffering from abuse or neglect, please contact the Child Abuse Hotline at 1-800-25-ABUSE.

Sign and date: _____

I have read the above policy statement and agree to abide by the procedures and guidelines therein.

Sexual Harassment Policy

Though harassment of all types is important, and prohibited, Nehemiah Partners believes sexual harassment warrants particular attention. Any person, including a *Nehemiah Partner* employee, volunteer, or student engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and engages in other verbal or physical conduct of a sexual or sex-based nature, imposed on the basis of sex, that:

For Students

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or conditions the student's participation in educational services on participation in sexual conduct; or
2. Have either the purpose or effect of:
 - o substantially interfering with a student's educational environment;
 - o creating an intimidating, hostile, or offensive educational environment;
 - o depriving a student of educational aid, benefits, services, or treatment; or
 - o making submission to or rejection of such conduct the basis for academic decisions affecting a student.

For Staff and Volunteers

1. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or volunteer service, or the person's submission to or rejection of such conduct is used as a basis for a decision affecting the person's employment or volunteer service; or
2. The conduct has the purpose or effect of unreasonably interfering with a person's work or creating an intimidating, hostile, or offensive working environment.

The terms "intimidating," "hostile," and "offensive" include behavior that has the effect of humiliation, embarrassment, or discomfort. Some examples of sexual harassment include inappropriate touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Complaints of Harassment

We cannot effectively stop harassment without your help! Staff, volunteers and students who believe they are victims of harassment, have witnessed harassment or have information about the harassment of others, are encouraged and expected to discuss the matter with a Director of *Nehemiah Partners*. Complaints will be kept confidential to the extent possible given the need to investigate. Staff, volunteers and students who make good faith complaints will not be disciplined. Any retaliation for making a good faith complaint of harassment, or for providing information regarding harassment of others, is prohibited.

Corrective Action

An allegation of harassment will be promptly investigated for appropriate corrective action. Prompt corrective action will be taken which, in appropriate cases, may include dismissal, informing of parents and authorities or removal from Nehemiah Partners programs and activities.

Sign and date: _____

I have read the above policy statement and agree to abide by the procedures and guidelines therein.

General Information:

Name: _____ Date: _____
Address: _____
City: _____ State: _____ Zip: _____
Date of Birth: _____ Family Status: Married Single Divorced Widowed
Phone: Home: _____ Work: _____ Cell: _____
Email Address: _____ Spouses Name: _____
Number of Children: _____
Children's Names/Ages:

Church Information:

What church do you attend? _____
How long have you been attending? _____ Are you a member? _____
If yes, how long have you been a member? _____
What areas are you involved with at your church (small group, worship team, children's ministry, etc.)?

Please provide information on the churches you have attended in the last five years.

Name of Church: _____
Name of Pastor: _____
Address of Church: _____
City: _____ State: _____ Zip: _____
Dates Attended: _____
Reasons for leaving: _____
Programs Involved In: _____

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Name of Pastor: _____
Address of Church: _____
City: _____ State: _____ Zip: _____
Dates Attended: _____
Reasons for leaving: _____
Programs Involved In: _____

Personal Faith:

Have you accepted Jesus Christ as your personal Savior? No Yes

Describe your spiritual journey since becoming a Christian to present day.

What would you say to a child who wanted to know for sure how they could go to heaven?

What do you do on a consistent basis in order to grow in your knowledge of Jesus Christ and follow him more faithfully?

Why do you believe that you are being called to serve as a Nehemiah Partner?

Service Information:

What areas of service interest you?

Summer Kids Camp: Registration___ Group leader___ Music Leader___
Games/Recreation___ Bible Teaching___ Snacks/Meal Prep___ Crafts___ Publicity___
Family Night___

Kids After School Program: Tech crew___ Prep team___ Worship team___
Small Group leader___ Meal/Snacks___ Greeting/Registration___ Tutoring___
Enrichment Classes (art, music, drama)___ Recreation___ Drama team___
Bible study leader___ Publicity___ Teacher/Parent Communication___ First Aid team___

Basketball Tournament: Setup crew___ Prayer team___ Cleanup crew___ Planning team___
Referees___ Score Keepers___ Registration___

Life-Skills Class: Snacks___ Teacher___ Greeter___

Other: Grant writing___ Community Relations___ Finance and Funding___
Volunteer Training___ Building Team___ other: _____

Employment History:

Employers during the last three years:

Present Employer: _____ Supervisor: _____
Address: _____
City: _____ State: _____ Zip: _____
Phone: _____ Position Held: _____
Employment Dates: Starting: _____ Ending: _____

Past Employer: _____ Supervisor: _____
Address: _____
City: _____ State: _____ Zip: _____
Phone: _____ Position Held: _____
Employment Dates: Starting: _____ Ending: _____

Past Employer: _____ Supervisor: _____
Address: _____
City: _____ State: _____ Zip: _____
Phone: _____ Position Held: _____
Employment Dates: Starting: _____ Ending: _____

References: (must be 18 years old and not related to you)

Name: _____ Relationship: _____
Address: _____
City: _____ State: _____ Zip: _____
Phone: _____ Length of time Known: _____

Name: _____ Relationship: _____
Address: _____
City: _____ State: _____ Zip: _____
Phone: _____ Length of time Known: _____

Name: _____ Relationship: _____
Address: _____
City: _____ State: _____ Zip: _____
Phone: _____ Length of time Known: _____

Personal Situations:

This portion of the application will ask some very personal and private questions. It is our intention to find out more about the people that we are entrusting with minors. The information contained in this application will be treated with the utmost of confidentiality and respect. Our board has mandated strict criteria for the treatment and storage of Confidential Documents. At all times, these forms will be stored under a double locked system. No one will have access without proper authorization.

The questions contained herein are not designed to offend or pass judgment, but rather create an environment where a person's past will not hinder the ministry in carrying out their mission in a safe, fun and productive way. Please be assured that answering affirmatively to the questions on this page does not necessarily preclude you from ever working with minors. If you prefer, you may request to speak to a Nehemiah Partners director rather than write your reply.

1. Have you been concerned that you may have an addiction (i.e. drugs, alcohol, sexual addiction...); or has anyone ever suggested that you may have a problem with any of the above?

No Yes If yes, please explain Speak to Director regarding this issue

2. Have you ever been arrested, convicted or pleaded guilty to a crime?

No Yes If yes, please explain Speak to Director regarding this issue

3. Have you ever been accused, charged, alleged to have or have you ever committed any act of neglecting, abusing, molesting or battering a child or adult?

No Yes If yes, please explain Speak to Director regarding this issue

4. Have you ever been treated for a psychiatric disorder that would negatively impact your ability to work with minors?

No Yes If yes, please explain Speak to Director regarding this issue

5. Do you have health issues (i.e. communicable diseases, seizures...) that could place the minors at risk?

No Yes If yes, please explain Speak to Director regarding this issue

6. Is there any circumstance or pattern in your life, which would make it inappropriate for you to serve with minors or would compromise the integrity of the Nehemiah Partners?

No Yes If yes, please explain Speak to Director regarding this issue

I hereby affirm that all the information on this volunteer application for the Nehemiah Partners is true to the best of my knowledge. All provided information is confidential. I understand that information requested in this application and other information that may otherwise be obtained will be used only for the purpose of deciding my suitability to serve as a Nehemiah Partner volunteer.

Signature

Date
