

Dear Applicant...

First, let me thank you for wanting to move ahead in your relationship with the Lord. There are plenty of things that you will learn about Him and yourself as you start on the road of service! Be prepared to laugh a lot and cry some, to experience a few setbacks and many great joys. It's all part of following Jesus in His role of a Servant!

In the pages that follow you will see how seriously we take vetting the people who, as regular attenders, want to work together with us to serve the people of Life Church. Your character, personal integrity, and love for others, are vital to the success we experience here (creating a clean spiritual atmosphere). While no one is perfect, and we are all a work in progress, the testimony of the Bible is that just one person's unchecked, even unseen, behavior, can have negative consequences for a whole group. Let me make clear that no one here is perfect but we can modify certain behaviors for the sake of loving those we serve...

While none of us would ever intend to cause someone else to stumble, we live in a society prone to addictive behavior. Over the years, we have noted some personal behaviors that can have profound, immeasurable, and harmful effects on people who see us as leaders/models in the church. So, we ask that our workers must be free of the following behaviors to work with people/children in our care:

- The use of illegal drugs, the abuse of prescription drugs, the use of any type of alcohol or tobacco products. Each habitual activity comes with its own set of spiritual dynamics that can set a future trap for the unwary.
- Involvement in any type of immoral sexual behavior: *fornication* – sexual intercourse between two people who are not married, *homosexuality* – sexual activity with someone of the same sex, *adultery* – sexual intercourse between someone who is married with someone who is not their mate, *pornography* – fantasizing fornication. Any type of sexual activity outside of marriage of one man and one woman is considered to be an immoral action.
- Participation in alternative belief systems: New Age Spirituality, Yoga, Martial Arts, Hinduism, Buddhism, Shinto, Wicca, Astrology, Freemasonry, Eastern Star, etc.

I want to be very clear...we are not trying to legislate your behavior; you have the right to do whatever you want with your life. But to maintain the wholesome environment we have all enjoyed for 40 years, we are asking for servant/leaders to abstain from any behaviors that can negatively impact any person under our care.

If you are engaged in the above behaviors you are in the right Church. We exist to help people overcome things that hinder them having fulfilling ministry. However, if you are actively engaged in any of the above behaviors, or at any time become engaged in them, we expect you to step aside from serving and let us help you toward understanding the kind of love that lays itself down for the sake of others.

Thanks...

Grant and Alexis Glaze, Lead Pastors

****By signing below, I acknowledge that I have read and understand the information in this letter.**

Signature: _____ **Date:** _____
(Please sign and return one copy with your application, the other copy is for your records.)

Where to serve

Life Kids

Sundays:
Nursery, PreK, Elementary
Buddy Team (3rd Service Only)
Check-In

Wednesdays:
Nursery, PreK, Elementary
Check-In
Kitchen Crew

Str8-Up (Junior High)

6th through 8th grade
Step-out services on Sundays
Main service on Wednesdays
Kitchen Crew

Life High (High School)

9th through 12th grade
Step-out service on Sundays
Main service on Wednesdays
Kitchen Crew

Food Services

Sunday Coffee & Donut Crew
Wednesday Adult Kitchen
Wednesday LK Clean-up Crew

Production

Sound
Lights
Screens
Live Cameras
Videography
Photography
Stage Management
Baptism Assistance

Connections

Ushers
Care Team
Door Greeters
Information Center
Prayer Team

Curbside Crew

Parking Directors
Golf Cart Transportation

Environments

Seasonal Event Decor

Life Foursquare Church Angleton Child and Youth Worker Application

This form is designed to facilitate the screening and selection process for staff, volunteers, and junior helpers (under 18) applying to work in ministry programs, as outlined in Section 2.2 of The Foursquare Church Child and Youth Protection Manual. The application collects essential information.

Instructions:

1. Complete all sections of this application clearly and truthfully.
2. Submit the completed application to a staff member or the church offices.
3. All information provided will be treated confidentially and used solely for screening purposes.

Applicant Information:

- Full Name: _____
- Preferred Name (if different): _____
- Date of Birth: _____
- Address: _____
- Phone Number: _____
- Email Address: _____
- Date of Salvation: _____
- Emergency Contact Name & Number: _____

Church Affiliation

- Date of Salvation: _____
 - Length of attendance: _____
 - Are you a church member? YES NO
- If not a member, describe your involvement (e.g., regular attendance, participation in ministries):

Ministry Role:

- Position applying for (see "Where to Serve"): _____
- Preferred age group to work with (if any): _____
- Availability (e.g., weekly, specific days, special events): _____

Experience and Qualifications:

- Previous experience working with minors (include organization, role, and dates):

- Relevant Training or Certifications (e.g., CPR, child safety training):

- Skills or Talents Relevant to Ministry (e.g., teaching, music, counseling):

References (Provide at least two references who are not family members and have known you for at least one year. References cannot be Life Church staff.)

1. Name: _____
 Relationship to Applicant: _____
 Phone Number: _____
 Email Address: _____
2. Name: _____
 Relationship to Applicant: _____
 Phone Number: _____
 Email Address: _____

Background Information:

- Have you ever been convicted of a crime? Yes No
 If yes, provide details (nature of offense, date, and outcome):

- Have you ever been investigated for, accused of, or admitted to any form of abuse or inappropriate behavior with a minor? Yes No
 If yes, provide details:

- Do you have a valid U.S. Social Security Number? Yes No
 If no, list countries of residence in the past seven years:

Applicant Statement:

I certify that the information provided in this application is true and complete to the best of my knowledge. I understand that falsification or omission of information may result in disqualification from serving in ministry. I agree to submit to The Foursquare Church's screening process, including a criminal background check, reference checks, and an interview. I acknowledge that The Foursquare Church has the sole discretion to determine my suitability to work with minors.

Signature: _____

Date: _____

(For Junior Helpers under the age of 18:)

Parent/Guardian Name: (print) _____

Parent/Guardian Signature: _____

Date: _____

Appendix 11

Volunteer Code of Conduct

This Volunteer Code of Conduct outlines the expectations for all volunteers serving in The Foursquare Church's children and youth ministry programs, as detailed in the 2025 Child and Youth Protection Manual (CYPM). Volunteers must adhere to these standards to ensure a safe, nurturing, and God-honoring environment for minors, protect themselves from false accusations, and uphold the church's commitment to child safety (1 Thessalonians 5:23). All volunteers must read, sign, and follow this code, as required by Section 1.2 of the CYPM.

Volunteer Code of Conduct

Commitment to Safety:

As a volunteer, I commit to protecting the spirit, soul, and body of every minor in The Foursquare Church's care, fostering their spiritual, emotional, and physical health, and releasing them into God's calling for their lives.

General Expectations:

1. **Respect and Dignity:** I will treat all minors with respect, dignity, and Christ-like love, avoiding any behavior that could be perceived as harsh, threatening, or demeaning (Section 1.2.B).
2. **Zero Tolerance for Abuse:** I understand that abuse of any kind (physical, emotional, sexual, or neglect) is prohibited and will result in immediate dismissal and reporting to authorities (Section 1.2.A).
3. **Compliance with Policies:** I will adhere to all CYPM policies, including screening, supervision, and reporting procedures, as outlined in Sections 1 and 2.
4. **Accountability:** I will report any concerns about inappropriate behavior or policy violations by minors, other volunteers, or staff to my ministry leader immediately (Section 1.5).

Physical Interactions (Section 1.2.B.1):

5. **Appropriate Contact:** I will use only approved physical interactions, such as side hugs, handshakes, or high-fives, ensuring all contact is age-appropriate, initiated by the minor when possible, and observable by others.
6. **Prohibited Contact:** I will avoid inappropriate physical interactions, including full-frontal hugs, kisses (except culturally appropriate cheek kisses), tickling, lap-sitting (for minors over 3), or touching private areas (except for authorized personal care, e.g., diaper changing).
7. **Restraint:** I will use physical restraint only in emergencies to prevent harm, applying the minimal force necessary and reporting the incident to my ministry leader (Section 1.2.B.1).

Verbal Interactions (Section 1.2.B.2):

8. **Encouraging Communication:** I will use positive, strength-based language, offering praise, encouragement, and scriptural guidance.

9. Prohibited Communication: I will not engage in name-calling, cursing, shaming, or sexually oriented conversations (except in approved, age-appropriate group settings with parental notice). I will avoid discussing my personal issues or commenting on minors' bodies.

Electronic Communications (Section 1.2.C):

10. Supervised Platforms: I will use only approved, public ministry platforms (e.g., GroupMe, Remind) for communication with minors, avoiding private messages unless in emergencies (e.g., locating a minor).
11. Parental Consent: I will obtain parental permission before posting photos of minors or engaging in electronic communication, respecting any parental requests to discontinue contact.
12. Professional Tone: I will keep all electronic communications professional, programmatic, and within designated "office hours."

Supervision and Monitoring (Section 1.3):

13. Two-Adult Rule: I will ensure at least two fully screened adults are present with minors at all times, avoiding one-on-one interactions unless observable and interruptible (Section 1.2.B).
14. Ratios: I will maintain required adult-to-minor ratios (e.g., 1:4 for toddlers, 1:20 for youth) and understand that junior helpers do not count toward these ratios (Section 1.3.A).
15. High-Risk Areas: I will actively monitor high-risk areas (e.g., restrooms, playgrounds) using line-of-sight supervision and zone monitoring to prevent inappropriate behavior (Section 1.3.C).

Reporting Responsibilities (Section 1.5):

16. Immediate Reporting: I will report any suspected or disclosed abuse, significant policy violations, or concerning behaviors (e.g., bullying, sexualized behavior) to my ministry leader immediately, following CYPM protocols (Section 1.5.D).
17. No Investigations: I will not attempt to investigate abuse allegations but will ensure the minor's safety and report to authorities if required by law.
18. Confidentiality: I will maintain confidentiality, sharing information only with my ministry leader, authorities, or Foursquare's legal team (213-989-4210) as needed.

Additional Guidelines:

19. Substance Use: I will not use or be under the influence of alcohol, illegal drugs, or tobacco products in the presence of minors, nor provide such substances to minors (Section 1.2).
20. Outside Interactions: I will avoid interactions with minors outside ministry programs unless approved by parents and my ministry leader, ensuring they occur in public, observable settings (Section 1.2).
21. Training Compliance: I will complete Foursquare's Child and Youth Protection Training by Praesidium and participate in ongoing training as required (Section 1.4).

Electronic Communication

22. All communication between staff/volunteers and minors must be approved by a minor's parents/guardians and in an open electronic environment. The "Rule of Three" must be observed in all electronic communications between minors and staff/volunteers. For example, two staff/volunteers should be included in text messages and emails with minors. Direct, private messaging between minors and staff/volunteers is not allowed. Minors will comply with the organization's policies governing cell phone use. They are not permitted to access or share cell phones with other minors while in programming.

Examples of Suspicious or Inappropriate Electronic Communications Between Staff/Volunteers and Minors

- Violation of this policy or any abuse prevention policies outlined by the organization
- Privately communicating with minor(s) via electronic communication or social media
- Making suggestive comments or jokes in electronic interactions with minor(s) or in group chats where minor(s) engage
- Picking favorite minors

Acknowledgment:

I have read and understand the Volunteer Code of Conduct and agree to abide by its standards. I acknowledge that failure to comply may result in disciplinary action, including dismissal from volunteer service. I commit to protecting minors and upholding The Foursquare Church's mission to create safe, nurturing environments.

Volunteer Name: _____

Signature: _____

Date: _____

Ministry Leader Name: _____

Signature: _____

Date: _____

Notes for Use:

- *This form should be signed by all volunteers upon acceptance and retained in their confidential file at the local church.*
- *The code is designed to be distributed alongside training materials available at <https://Foursquare.church/CYPM>*
- *For additional guidance, refer to the CYPM or contact Foursquare's legal team at (213) 989-4210.*



THE FOURSQUARE CHURCH

Consumer, Investigative, and Direct Reports Authorization, Disclosure and Release

International Church of the Foursquare Gospel

Name

Social Security no.

Date of birth (mm/dd/yyyy)*

Street address

City

State

Zip Code

Driver's license no.

State of issuance

Any other names used

By signing below, I hereby voluntarily authorize International Church of the Foursquare Gospel d/b/a _____ (legal name and code number of church, school, camp) ("Foursquare") to obtain "consumer reports" and "investigative consumer reports" about me from a consumer reporting agency, and reports Foursquare may obtain directly, and to consider these reports when making decisions regarding my employment/volunteer position or potential position with Foursquare.

The nature and scope of these reports may include information on my character, general reputation, personal characteristics, and mode of living. They may also include, among other things, checks, records and/or information regarding: my criminal convictions (including, without limit, court, sex offender, incarceration and DMV records), social security number, current and prior employer(s)/supervisor(s) and/or references I provided, coworkers,



THE FOURSQUARE CHURCH

neighbors, friends, associates or acquaintances, and verification of college degrees and professional licenses or certifications.

I understand that I have rights under the Fair Credit Reporting Act (and applicable state equivalents, as described in the separate disclosures provided to me).

I authorize any governmental entity, law enforcement agency, institution, information service bureau, school, employer, supervisor, reference, or other person contacted by Church Volunteer Central (or other selected agency), Foursquare, or their agents or volunteers, to furnish the information described herein.

I release and discharge from liability all persons, agencies, and entities providing the above information or reports about me to Church Volunteer Central (or other selected agency) and/or Foursquare. To the fullest extent permitted by law, I further release and discharge Foursquare and Church Volunteer Central (or other selected agency), and their agents, employees and volunteers, from any claims, damages, losses, liabilities, costs and/or expenses arising from the retrieving and/or reporting of said information, including any consumer report or investigative consumer report.

I acknowledge that a copy or telephonic facsimile of this document shall be valid as the original. If I am presently a Maine or New York resident, I have reviewed the additional state law disclosure information attached.

Signature: _____ Date: _____

Yes, I would like to receive a copy of any investigative consumer report that a consumer reporting agency may obtain on me.

If you would like to receive a copy via email, please provide your email address:

** Your date of birth is requested to verify that the information obtained is about you and not someone with the same or a similar name. It will not be used for employment purposes.*



THE FOURSQUARE CHURCH

Consumer, Investigative, and Direct Reports Disclosure

Background check company information to be completed by staff

Background check agency – Complete name, address, city, state, zip code and toll-free telephone number:

International Church of the Foursquare Gospel d/b/a _____ (legal name and code number of church, school, camp), when making a final decision whether to offer you employment or a volunteer position, when deciding whether to continue your employment or volunteer position (if you are accepted), and when making other employment/volunteer related decisions directly affecting you, may obtain and use a consumer report and/or an investigative consumer report from the consumer reporting agency listed above, or Foursquare may conduct its own investigation and obtain a direct report.

The terms 'consumer report' and 'investigative consumer report' are defined in the federal Fair Credit Reporting Act (FCRA). If Foursquare considers any information in such a report when making a decision that directly and adversely affects you, you will be provided with a copy of the report before the decision is finalized.

Acknowledgement of receipt of this Disclosure (including the FCRA summary of rights):

Applicant Signature: _____ Date: _____