



Please list any other ministries you are involved in at The Ridge:

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List names and addresses of other churches you have attended regularly during the past five years:

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List any gifts, training, education, or other factors that have prepared you to work with children:

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Why do you want to work with our kids?

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Do you have a personal relationship with Jesus Christ? Briefly describe:

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List current and previous employment (past 5 years) including addresses, dates, duties, and titles:

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Do you agree with all sections of the attached doctrinal statement for Austin Ridge Bible Church?

Yes       No

If not, please tell us which statements you disagree with and why.

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I have read the attached Standards of Conduct. I am in agreement with them and will abide by them.

Yes       No

*The questions which follow are a part of our interview process in order to help provide a safe and secure environment for our children. All information is held strictly confidential by the ARBC staff. Answering yes to any of the questions may not necessarily preclude your involvement in the Children's Ministry. (Please use the space at the bottom of the page for explanation of any yes answers.) If you prefer, you may leave any of the following questions blank and discuss your answers in private with the Family Pastor. Thank you for your understanding.*

1. Have you ever been accused of or pled guilty to abusing someone sexually?  
 Yes     No
2. Have you ever participated in, been accused of, or been convicted of child abuse, molestation, or any improper conduct involving a minor?  
 Yes     No
3. Are you currently involved in any activity related to pornography?  
 Yes     No
4. Are you currently involved in any sexual relationship outside of marriage?  
 Yes     No
5. Have you ever had a problem with alcohol abuse?  
 Yes     No
6. Have you used illegal drugs in the last five years?  
 Yes     No
7. Do you have a DWI or DUI conviction in the past five years?  
 Yes     No
8. Are you aware of any traits or tendencies you possess that could pose a threat to children?  
 Yes     No
9. Have you ever been convicted of or pled no contest to any criminal offense of any kind?  
 Yes     No
10. Do you have any physical challenges, mental conditions, or other conditions or experiences that would affect your ministry with kids?  
 Yes     No

*If you answered yes to any of the above questions, please indicate the number of the question and explain below. Attach additional pages if needed:*

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**Personal References:** (Not present employers, relatives, or church employees)  
A reference form will be mailed to them. Please ask them to return it to us as soon as possible.  
Complete mailing addresses are necessary. Thank you.

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

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

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

Phone: ( ) \_\_\_\_\_

Relationship: \_\_\_\_\_ How long known? \_\_\_\_\_

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

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

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

Phone: ( ) \_\_\_\_\_

Relationship: \_\_\_\_\_ How long known? \_\_\_\_\_

### Statement and Release of Liability

The information I have given in this form is correct and complete to the best of my knowledge. I authorize release of any information for investigative purposes (by law enforcement and other social agencies). I understand that persons who may pose a threat to children (based on application response or reference feedback) will be prohibited from working with children.

I give ARBC permission to conduct a criminal background check. Also, I authorize any references of churches listed in this form to give you any information (including opinions) that they may have regarding my character and fitness for children's ministries. I release all such references from any liability for furnishing such evaluation to you, provided they do so in good faith and without malice. I waive any right I may have to inspect references provided on my behalf.

While serving at ARBC I agree to be bound by the Constitution and policies of ARBC and to refrain from any unscriptural conduct in the performance of my services on behalf of the church. I understand and agree that all allegations or observations of sexual abuse will be reported by the church and its leaders to the appropriate authorities (Child Protective Services and local law enforcement agencies).

ARBC agrees to keep all disclosure statements and subsequent reference forms in a secure location for the purpose of confidentiality. Only the ministerial staff of ARBC will access the content of the disclosure statements and reference forms. As a church, we will not give in to any demands, government or otherwise, to improperly release such documents. However, we will, should any potential incidents arise, contact our attorneys for appropriate legal advice as to reporting requirements and other necessary actions.

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Printed Name:** \_\_\_\_\_ **Print All Aliases:** \_\_\_\_\_

# STANDARDS OF CONDUCT

1. Staff will never leave a child unsupervised.
2. Except during an emergency situation, a staff member is not to be alone with children and is never to be alone with one child.
3. Staff will not abuse children including:  
Physical Abuse—strike, spank\*, shake, slap  
Verbal Abuse—humiliate, degrade, and threaten  
Sexual Abuse—including inappropriate touching  
Mental Abuse  
*\*Spanking is not an acceptable form of discipline for a church activity.*
4. Using, possessing, or being under the influence of alcohol or illegal drugs is not allowed in the presence of children.
5. Smoking or use of tobacco products in the presence of children or parents is prohibited.
6. Staff must appear clean, neat and appropriately attired.
7. Staff must equally treat children of all races and cultures with respect and consideration.
8. Staff will use positive techniques of guidance, including redirection, anticipation of and elimination of potential problems, positive reinforcement and encouragement rather than competition, comparison or criticism.
9. Staff will not use profanity in the presence of children or parents.
10. Staff will portray a positive role model for children/youth, including but not limited to maintaining an attitude of respect, loyalty, patience, courtesy, tact and maturity.

# ***Austin Ridge Bible Church Statement of Doctrine***

## **Section 1 The Holy Scriptures**

We believe in the scripture of the Old and New Testaments as being verbally inspired by God and completely inerrant in the original writings and as being the supreme and final authority in faith and life.

## **Section 2 The Trinity**

We believe in one Triune God, existing in three persons, Father, Son, and Holy Spirit, eternal in being, identical in essence, equal in power and glory, and having the same attributes and perfections.

## **Section 3 The Father**

We believe that the First Person of the Trinity, the Father, is the creator and sustainer of all and the Author of the plan of redemption through His Son Jesus Christ.

## **Section 4 The Son**

We believe that the Second Person of the Trinity, the Lord Jesus Christ, is the eternal Son of God who became man without ceasing to be God, who was conceived by the Holy Spirit and born of the virgin Mary, who accomplished and guaranteed the redemption of those who believe by His substitutionary death on the cross and His literal, physical resurrection from the dead.

## **Section 5 The Holy Spirit**

We believe that the Third Person of the Trinity, the Holy Spirit, was sent by the Father to restrain evil in the world, to convict men of sin, and to regenerate those who receive Christ as Savior. We believe that He baptizes believers into the church, the body of Christ, sealing them unto the day of redemption, and that He indwells them permanently, empowering them for service through His special enablements.

## **Section 6 The Alienated Condition of Man**

We believe that man was created in the image of God, but that in Adam's sin the race fall, inherited a sinful nature, became alienated from God, and is totally unable without God's grace to regain its former position.

## **Section 7 Salvation**

We believe that salvation is a gift from God, given by grace, not on the basis of good works, but through personal faith in the Lord Jesus Christ whose blood was shed for the forgiveness of our sins.

## **Section 8 The Eternal Security of the Believer**

We believe that all true believers once saved are kept secure in Christ forever.

## **Section 9 The Church**

We believe that the Church is the universal body of Christ, composed of all believers in Christ regardless of denominational affiliation or church membership. We believe that the local church is an assembly of professed believers in Christ who are voluntarily joined together in one locality for worship, Bible study, evangelism, Christian fellowship, and Christian services.

#### Section 10 **The Ordinances**

We believe that the Lord Jesus instituted the ordinances of baptism and the Lord's Supper to be observed by all believers until His return. We believe that baptism is not necessary for salvation but is a public testimony of the believer's personal relationship to Jesus Christ as Lord and Savior and is therefore an essential act of Christian commitment. We believe that the Lord's Supper is a testimony by the Church to the world that Jesus Christ's atonement on the cross is complete and that He is coming again. We believe that the bread and cup are symbols of Christ's broken body and shed blood.

#### Section 11 **The Second Coming of Christ**

We believe that the Lord Jesus Christ will personally come to earth again.

#### Section 12 **The Eternal State**

We believe in the bodily resurrection of the just and of the unjust—the everlasting blessedness of the saved, and the everlasting conscious punishment of the lost alone with Satan and the other fallen angels.