

**CROSSROADS PREGNANCY CENTER
(Preliminary) VOLUNTEER APPLICATION**

Today's Date _____

Name _____ Spouse's name _____

Address _____

Home/Cell phone _____ Work phone _____ Email _____

Marital status: Married ___ Single ___ Divorced ___ Widowed ___ Birthdate: _____

Children (names & ages) _____

Place of employment _____

Occupation _____ Hours employed _____

Previous occupations _____

Previous volunteer work _____

Please tell us about yourself:

1. Do you consider yourself a Christian? Yes _____ No _____

2. What is a Christian? _____

3. How long have you been a Christian? _____

4. Please provide the following information about your local church.

Church name _____ Address _____

Pastor's name _____ Phone _____

5. What is the extent of your formal education? _____

6. Briefly state why you are interested in volunteering at the CPC _____

7. How does your spouse/family feel about this involvement? _____

8. What special gifts, talents or personality traits do you bring to ministry? _____

9. What are your strengths? _____

10. What are possible areas of weakness? _____

Please check all areas in which you are interested in serving:

- Client Advocate (for pg test clients) *(Training req.)*
- Mentor Mom/Dad for parenting program *(Must be raising/have raised children-Training req.)*
- Sorting Donations
- Housekeeping (twice a month cleaning the Center)
- Preparing layettes and baby items
- Assisting with newsletter assembly
- Distribute posters and pamphlets
- Fundraising Help (Walk-For-Life, Changing Babies)
- Prayer Team
- Other (describe) _____

APPLICANT'S CERTIFICATION AND AGREEMENT

I have read, understand, and agree with the Statement of Faith and the Statement of Principle held by Crossroads Pregnancy Center in affiliation with Heartbeat International and NIFLA—and will abide by it. I will honor my commitment as a volunteer, recognizing that I am accountable to the CPC and the Lord Jesus Christ. I certify that the facts set forth in this volunteer application are true and complete to the best of my knowledge, and I authorize the pregnancy center to verify their accuracy and to obtain reference information concerning my character and capabilities. I release the pregnancy center and any person or entity providing such reference information from any and all liability relating to the provision of such information or relating to any decisions made based upon such information. If I become a volunteer at the pregnancy center, I agree to fully adhere to its policies and rules, including those rules relating to maintaining client confidentiality. I recognize that, as a volunteer, I will serve in a different role than the employees of the pregnancy center, and I am not seeking, nor expecting to receive, any compensation or other benefits in return for any volunteer services which I may provide for this ministry.

Signature of applicant _____ Date _____

For Office Use Only

Date of Interview _____

Date began at Center _____

Date left Center _____

Comments

Crossroads Pregnancy Center
STATEMENT OF FAITH

Biblical Authority. The Statement of Faith does not exhaust the extent of our faith. The Bible itself is the sole and final source of all that we believe as interpreted and applied by our governing board. We believe the Bible to be the inspired, infallible, inerrant, sufficient, and authoritative Word of God and is the final authority concerning morality and conduct of mankind.

The Trinity. We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.

Deity of the Lord Jesus Christ. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.

Salvation. We believe that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential, and that salvation is received through faith in Jesus Christ as Savior and Lord and not as a result of good works.

The Ministry of the Holy Spirit. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life and to perform good works.

Resurrection. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.

Spiritual Unity. We believe in the spiritual unity of believers in our Lord Jesus Christ.

Marriage, Gender and Sexuality. We believe the term “marriage” has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture. We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography or any attempt to change one’s gender, or disagreement with one’s biological gender, is sinful and offensive to God. (Gen. 1:26-27, 2:18-25; Ex. 20:14, 16, 22:18; Lev. 18:22-23, 20:13, 15-16; Deut. 22:5; Matt. 15:16-20, 19:4-6, 9; Rom. 1:26-31; I Cor. 6:9-10, 15-20; Phil. 2:14-16; Heb. 13:4; I Tim. 1:8-11; Jude 7) (All references herein are to biological man and woman.) We believe that in order to preserve the function and integrity of the purposes and mission of our organization, and to provide a biblical role model to the clients we serve and members and the community, it is imperative that all persons employed by the organization in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage, Gender and Sexuality.

Sanctity of Human Life. We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including all pre-born babies, the aged, the physically or mentally challenged and every other stage or condition from

conception through natural death. We are therefore called to defend, protect, and value all human life.

Qualifications of Members, Staff and Volunteers. All members of the Board of Directors, all Officers, all employees and volunteers, all advisory board members and committee members shall be composed only of individuals who are dedicated Christians and evidence a deep spiritual life and an active love for Jesus Christ and His work. We believe that in order to preserve the function and integrity of the purposes and mission of our organization, and to provide a biblical role model to the clients we serve and members and the community, it is imperative that all persons employed by the organization in any capacity, or who serve as volunteers, are to be in agreement with the standards and mission of the organization and conduct themselves accordingly. We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with scripture nor the mission of this organization.

All staff and volunteers shall sign in agreement with the Statement of Faith and Code of Christian Conduct and affirm their continued agreement annually, as well as meet any additional qualifications as established by the Board of Directors.

Signature: _____

Date: _____

Date: June 1994

Written by: Diane Clark

Revised: September 1994; June 2002; December 2010; June 2015; February 2018

Policy: **CONFIDENTIALITY**

The Crossroads Pregnancy Center (CPC) is committed to the confidentiality of its clients. Conversations both in person and on the phone will be maintained in strict confidence. All CPC staff, volunteers and client advocates shall avoid discussing client's names or their circumstances, except for the purpose of conducting official CPC business. Limited de-briefing is permitted amongst CPC advocates for the purpose of feedback or encouragement. CPC advocates shall only discuss names and specifics of a case with another counselor or volunteer who is directly involved in helping that client or, if necessary, with the Director or Administrative Assistant, always with the understanding that the information stays WITHIN the Center.

Confidentiality will be broken if a client is suspected of being:

1. homicidal
2. suicidal
3. a victim of spousal abuse
4. under the age of 18 years, as defined pursuant to Penal Code Section 261.5, and being sexually or physically abused pursuant to Penal Code Sections 11164-11174.3 (Child Abuse and Neglect Reporting Act.)

With the client's permission, CPC staff may provide specific and necessary information to outside entities if specifically designated by the client, and may include the following:

1. physicians
2. social workers
3. AFDC/WIC
4. attorneys
5. parent

Procedure: If it is determined that information needs to be provided to professionals by the CPC advocate, the client, in conjunction with her client advocate, shall list the specific items of information on the Client Confidentiality Waiver form that may be disclosed.

If a request for information is received regarding a client and there is no existing written authorization to release information, the response shall be: "Due to confidentiality, I cannot verify the client has ever been seen or treated at the CPC, nor can I tell you that the requested records are on file." The client shall then be contacted by the staff to notify her that a request for information occurred. CPC advocates shall not disclose any information unless the client provides written authorization to release the information to the party making the request.

All staff/volunteers shall sign the Confidentiality Agreement prior to participating at the CPC.

CROSSROADS PREGNANCY CENTER

CONFIDENTIALITY AGREEMENT

I understand that all CPC information could be sensitive and confidential in nature, and I agree to maintain the confidentiality of all information to which I have access. I also commit to exercise discretion in maintaining privacy during conversations within the CPC, always making an effort to ensure that others do not overhear.

I understand that personnel and client information is to be discussed only with appropriate personnel in private areas where others may not overhear and will keep all such information in the strictest confidence, even after I am no longer associated with the CPC. I agree not to discuss CPC business affairs or financial supporter information with anyone outside of the organization.

I will make every effort to apply biblical principles to all my conversations, communications, and problem solving.

I understand that violation of these policies is serious and may result in investigation by the Executive Director and possibly result in immediate termination.

Signature

Date

Crossroads Pregnancy Center
STATEMENT OF PRINCIPLE

1. The Crossroads Pregnancy Center is an outreach ministry of Jesus Christ through His church. Therefore, the CPC, embodied in its volunteers is committed to presenting the Gospel of our Lord to women with crisis pregnancies—both in word and in deed. Commensurate with this purpose, those who labor as CPC board members, directors and volunteers are expected to know Christ as their Savior and Lord.
2. The Center is committed to providing its clients with accurate and complete information about both prenatal development and abortion.
3. The Center is committed to integrity in dealing with clients, earning their trust and providing promised information and services. The CPC denounces any form of deception in its corporate advertising or individual conversations with its clients.
4. The Center is committed to assisting women to carry to term by providing emotional support, and practical assistance. Through the provision of God's people and the community at large, women may face the future with hope, and plan constructively for themselves and their babies.
5. The Center does not discriminate in providing services because of race, creed, color, national origin, age, or marital status of its clients.
6. The Center does not recommend, provide, or refer for abortion or abortifacients.
7. The Center offers assistance at no monetary charge at all times.
8. The Center is committed to creating awareness within the local community of the needs of pregnant women, and of the fact that abortion only compounds human need rather than resolving it.
9. The Center does not recommend, provide, or refer single women for contraceptives. (Married women seeking contraceptive information should be urged to seek counsel, along with their husbands, from their pastor and physician.)
10. The Center recognizes the validity of adoption as one alternative to abortion, but is not biased toward adoption when compared to other life-saving alternatives. The Center is independent of adoption agencies, relating to them in the same manner as to other helpful referral sources. The Center receives no payment of any kind from these agencies, and does not enter into contractual relationships with them, nor share combined office space. Adoption agencies are not established under the auspices of the Center. The CPC neither initiates nor facilitates independent adoptions, though may refer for independent adoptions in states where it is legal.