



# Discipleship Ministry

# Application Packet

Participant's Name: \_\_\_\_\_

Participant's Area of Interest: \_\_\_\_\_

**PLEASE RETURN COMPLETED APPLICATION TO:**

Church Office  
*% Bethany Baptist Church*  
*713 South Hill Park Drive*  
*Puyallup, WA 98373*  
*(253) 848-3556*

Office Use Only:      WSP: Date \_\_\_\_\_ Status: \_\_\_\_\_ Initials: \_\_\_\_\_

NATL: Date \_\_\_\_\_ Status: \_\_\_\_\_ Initials: \_\_\_\_\_

# Discipleship Ministry Application

*Please Print Clearly*

Name: \_\_\_\_\_ Department Desired: \_\_\_\_\_

E-mail: \_\_\_\_\_ Occupation/Grade: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Age: \_\_\_\_\_ Gender: M or F Marital status: Single \_\_\_\_\_ Married \_\_\_\_\_ Divorced \_\_\_\_\_

Spouse's Name: \_\_\_\_\_ Anniversary Date: \_\_\_\_\_  
**mm/dd/yyyy**

Do you have children? Yes: \_\_\_\_\_ No: \_\_\_\_\_ If so, how many? \_\_\_\_\_

Please list children's names, birth dates and grade level (if applicable): \_\_\_\_\_  
\_\_\_\_\_

Please describe your previous experience with children, if any: \_\_\_\_\_  
\_\_\_\_\_

Please describe your Christian Testimony: \_\_\_\_\_  
\_\_\_\_\_

Have you ever been arrested or convicted of a felony, domestic violence, child pornography, child abuse, child molestation or any other crime related to persons? \_\_\_\_\_ If yes, please explain on a separate sheet.

## Worker's Statement

The information contained in this profile is correct to the best of my knowledge. I authorize any references listed in this profile to give Bethany Baptist Church any information they may have regarding my character and fitness for work with children or developmentally disabled persons. I have read the Church Covenant and Affirmation of Faith of Bethany Baptist Church and agree to operate under the authority of its guidelines.

I understand that if I am employed to work in a volunteer capacity, and should my character and morals be inappropriate and/or criminal, my employment or volunteer assistance shall be "at will" and that Bethany Baptist Church shall be entitled to terminate my employment or volunteer capacity at any time, without expressed cause or prior notice, regardless of any other oral or written statements by Bethany Baptist Church or its representatives.

**I have read and understand Bethany's policy for children's discipline and I agree to abide by all policies and directives.**

**I have read and understand Bethany's My Ministry Covenant and I agree to abide by the covenant.**

Bethany Baptist Church insurance requires national background checks to be run on all volunteers and staff working with children. Bethany Baptist Church also runs Washington State Patrol Background checks. Use of the background checks helps to insure a safer environment for those to whom we minister, as well as protection for volunteers should any allegation occurs. **I consent to Bethany Baptist Church conducting a criminal records check, both national and state, as long as the results are kept confidential.**

**Photo Authorizations:** I give permission to Bethany Baptist Church to use any photo(s) and video(s) and retain a digital copy for church records.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
mm/dd/yyyy

Parent's Signature (for students under age 18): \_\_\_\_\_ Date: \_\_\_\_\_

Parent's Printed Name: \_\_\_\_\_

**PARTICIPANT AGREEMENT**  
**Bethany Baptist Church**

Please enter name of person that background form is for:

Participating Adult or Child	_____
Participating Adult or Child	_____
Participating Adult or Child	_____
Participating Adult or Child	_____

**Activity Release**

I acknowledge that participation in the activities sponsored by Bethany Baptist Church involves risk to the Participant (and to Participant's parents or guardians, if Participant is a minor), and may result in various types of injury including, but not limited to, the following: sickness, bodily injury, death, emotional injury, personal injury, property damage and financial damage. I am a willing Participant in these activities myself, or in the role of parent or guardian, give permission for my minor child(ren) to be a Participant in these activities. As a Participant (or parent/guardian, if Participant is a minor), I certify that I am (or my child is) sufficiently physically fit and prepared to participate in activities sponsored by Bethany Baptist Church, that a medical professional has not advised against my (or my child's) participation and that there are no health concerns that should preclude my (or my child's) participation from activities sponsored by Bethany Baptist Church.

**Liability Release**

In consideration for the opportunity to participate in activities sponsored by Bethany Baptist Church, the Participant (or parent/guardian, if Participant is a minor) acknowledges and accepts the risks of injury and any other risks listed above associated with participation in the activity and any and all transportation. The Participant (or parent/guardian, if participant is a minor) accepts personal financial responsibility for any injury or other loss sustained during the activities or during any and all transportation. Further, the Participant (or parent/guardian) releases Bethany Baptist Church its officers, agents, servants, employees, and assigns from any and all liability arising from Participant's involvement in the activity and promises to indemnify, defend, and hold harmless Bethany Baptist Church its officers, agents, servants, employees, and assigns for any injury arising directly or indirectly out of the sponsored activities or transportation to and from the activities, whether such injury or liability arises out of the negligence of Bethany Baptist Church its officers, agents, servants, employees, and assigns, the Participant, or otherwise.

**Photo/Media Authorization**

Sharing photos and video images of sponsored activities and Participants help tell the story of the ministry and mission of the church. Accordingly, I understand that participation in activities sponsored by Bethany Baptist Church implies permission for the acquisition of photos and video and/or audio recordings of Participants and their children at these activities and the use of these images within the church website, social media, promotional videos, newsletters and other publicity media. Bethany Baptist Church will not knowingly publicize anything that would be embarrassing, objectionable or hurtful to any Participant, nor identify Participants who are minors by name. Any Participant may request that a specific media item which prominently features them or their children be removed from publication by conveying this request or any other concern regarding this authorization to the church office. I also understand that Bethany Baptist Church may retain and use digital copies of these images with names for record keeping and communication.

**Medical Release and Permission to Treat**

While participating in activities sponsored by Bethany Baptist Church if my child(ren) is injured or becomes seriously ill and I or another authorized individual cannot be reached, or if I as a Participant am injured or become seriously ill and am unable to consent to treatment, I authorize an adult in whose care the child (or I) has (have) been entrusted to consent, seek, and authorize any and all medical/dental care deemed advisable and necessary by the circumstances. I hereby release Bethany Baptist Church, its officers, agents, servants, employees, and assigns for any and all damages, liabilities or costs for any reason including resulting from the authorizing of medical treatment on my (or my child's) behalf under the terms of this consent. I further hold Bethany Baptist Church harmless and agree to indemnify Bethany Baptist Church of any and all costs, damages, or expenses incurred by Bethany Baptist Church as a result of any claim or action filed by any party alleging damages incurred as a result of any medical treatment provided or authorization for treatment provided. I understand that this release and indemnification releases the conduct of Bethany Baptist Church and its officers, agents, servants, employees, or assigns for treatment even if such conduct is negligent. I have read and understand the above.

This agreement will remain in effect for all activities sponsored by Bethany Baptist Church until a new agreement is signed.

\_\_\_\_\_  
**Signature of Participant (must be 18 or over) OR Parent/Legal Guardian**                      **Date**

**Printed Name of Signature Person** \_\_\_\_\_

# VOLUNTEER GENERAL RELEASE FORM

[IMPORTANT – PLEASE TYPE OR PRINT CLEARLY]

ORGANIZATION:

Bethany Baptist Church  
713 South Hill Park Dr.  
Puyallup, WA 98373

\*\*\*\*\*

Subject - First Name: \_\_\_\_\_ MI: \_\_\_\_\_ Last: \_\_\_\_\_

Maiden or Alias Names Used: \_\_\_\_\_

Social Security Number (if 16 years or older): \_\_\_\_\_ DOB: \_\_\_\_\_

Driver License Number: \_\_\_\_\_ State: \_\_\_\_\_

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

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

## NOTICE AND ACKNOWLEDGMENT

### NOTICE REGARDING BACKGROUND INVESTIGATION

Organization may obtain information about you from a consumer reporting agency for volunteer purposes. Thus, you may be the subject of a “consumer report” and/or an “investigative consumer report” which may include information about your character, general reputation, personal characteristics, and/or mode of living, and which can involve personal interviews with sources such as your neighbors, friends, or associates. These reports may be obtained at any time after receipt of your authorization and, if you are accepted to volunteer, throughout your volunteer period. You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report. Please be advised that the nature and scope of the most common form of investigative consumer report obtained with regard to applicants for employment is an investigation into your education and/or employment history conducted by **Clear Investigative Advantage LLC, 17000 Preston Road Suite 140, Dallas TX 75248, Tel: 888-242-2503** or another outside organization. The scope of this notice and authorization is all-encompassing, however, allowing Organization to obtain from any outside organization all manner of consumer reports and investigative consumer reports now and, if you are accepted to volunteer, throughout the course of your volunteer period to the extent permitted by law. As a result, you should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

New York applicants or employees only: You have the right to inspect and receive a copy of any investigative consumer report requested by Organization by contacting the consumer reporting agency identified above directly.

### ACKNOWLEDGMENT AND AUTHORIZATION

I acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents. I hereby authorize the obtaining of “consumer reports” and/or “investigative consumer reports” at any time after receipt of this authorization and, if I am accepted to volunteer, throughout my volunteer period. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by **Clear Investigative Advantage** or another outside organization acting on behalf of Organization, and/or Organization itself. I agree that a facsimile (“fax”) or photographic copy of this Authorization shall be as valid as the original.

Minnesota and Oklahoma applicants or employees only: Please check this box if you would like to receive a copy of a consumer report if one is obtained by the Company.

California applicants or employees only: By signing below, you also acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW. Please check this box if you would like to receive a copy of an investigative consumer report or consumer credit report if one is obtained by Organization at no charge whenever you have a right to receive such a copy under California law.

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

**Parent Signature for students under age 18:** \_\_\_\_\_

**Printed Name of Parent signing:** \_\_\_\_\_

Please tear off and keep pages 5-6 for your records.

## // MY MINISTRY COVENANT //

To fulfill the purpose of the church and its members covenant, I commit to do the following:

### I. I WILL INVEST IN MY OWN SPIRITUAL GROWTH

- ... By prioritizing time with God and growing in my spiritual habits.
- ... By faithfully attending Bethany to worship and hear God's word.
- ... By being in community where I can be known, accepted, and supported.

### II. I WILL JOIN A COMMUNITY TO GROW IN MY FAITH

- ... By finding people that can help me grow and keep me accountable.
- ... By joining a small group where I can be known and loved.
- ... By creating community for other believers and pre-Christians to be welcomed.

### III. I WILL SERVE THE MINISTRY OF MY CHURCH

- ... By discovering my gifts and design.
- ... By using my gifting to help people find Christ at Bethany.
- ... By serving with a Christ-like attitude.

### IV. I WILL GIVE BACK TO HELP THE IMPACT OF MY CHURCH

- ... By giving of my time, talent, and treasure consistently.
- ... By using my unique gifting and story to share the Gospel.
- ... By making an impact through my God-given leadership.

### V. I WILL PROTECT THE UNITY OF MY CHURCH

- ... By acting in love toward other members and church leaders.
- ... By refusing to gossip
- ... By praying for it's growth
- ... By inviting the unchurched to attend
- ... By warmly welcoming those that visit

## Bethany Baptist Church Children's/Youth Discipline Policy

The purpose of Bethany's children's discipline policy is to present a unified plan for creating a safe and fun church experience. The plan is intentional and proactive. It is to be applied consistently and fairly. This policy is the basis for Bethany's children's community and is to be considered the approved method for all disciplinary action.

Overview, all classes should review and adapt the appropriate sections of the discipline policy with the students so that everyone is aware of the standards and consequences. All children's classes and programs must comply with the standard as presented in the policy. The discipline policy is provided to protect both students and teachers and to create a warm nurturing environment. When the policy is followed, all overt behavior will be dealt with in a corrective and positive fashion.

### Guidelines:

- We affirm the value of the individual. No person has a right to hurt, hit, put down or demean another person. All such activity will be dealt with immediately.
- No sexual or racial harassment will be tolerated.
- All teachers will exhibit self-control. They must never stoop to or mimic a child's behavior (such as hurting or humiliating a child in any way.)

In situations when children exhibit overt behavior the following steps are required:

*(Overt in this context means defying authority or deliberately breaking the class or church rules. This presupposes the church rules and class rules have been clearly defined along with age level explanations, boundaries and consequences.)*

Step 1: Speak directly with the child. This step is done in love, not in anger and is restorative in purpose.

What did you do?

How did that help you?

What else could you have done? Will you agree to do that next time?

Step 2: If the infraction continues, the supervising leader is empowered to request the parents to stay with the child for two consecutive sessions to help deal with the behavior. This will be required before the child will be permitted to continue to attend class, if the behavior is physical or harmful to others such as biting or throwing items.

Step 3: Get the Children's Ministry Leader involved. The Children's Ministry Leader will meet with the parents, and student if appropriate, to discuss the situation and create an action plan.

### Special Circumstances:

- A.** In situations where child abuse is suspected, report to the Children's Ministry Leader who along with another Christian leader will be responsible to investigate and report to the WA Child Protective Services, if sufficient evidence warrants.
- B.** In situations where adults or youth workers are accused of inappropriate behavior the following steps will be followed:
1. Accusations must go to the Children's Ministry Leader, the Church Board Chairperson or Senior Pastor. This must be done in writing within 60 days of the alleged situation.
  2. The Discipleship board will review the accusations and make recommendations. The discipleship board will take the appropriate disciplinary action as the situation warrants.

This policy is not a substitution for, or in any way affects, the Bethany's Shepherding Team Discipline Policy.