



# YOUTH FOR CHRIST®

NORTHWEST OHIO | GIVE LIFE TO YOUR STORY

10111 W. US Rt. 224  
Findlay, OH 45840  
419-422-7452  
[www.yfcnwoh.org](http://www.yfcnwoh.org)

## Adult Ministry Leader Application

Date \_\_\_\_\_

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

Age: \_\_\_\_\_

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

Phone: \_\_\_\_\_

City/ST/Zip \_\_\_\_\_

Email Address: \_\_\_\_\_

Education: (high school and college information)

School Attended

Yr. of Grad.

Degree

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1. State your reason(s) for offering to be a volunteer. (Use back of form if necessary.)
2. What is your understanding of the YFC ministry?
3. What special interests, hobbies, or talents do you have? (musical, mechanical, computers, athletic, etc.)
4. What is your church affiliation? What church do you attend regularly and what special involvements do you have there?
5. Are you now active or planning to participate in another secular or religious program or organization? If so, what?

6. Are there any special areas of YFC ministry in which you are particularly interested in helping in? If so, what?

\_\_\_ Campus Life (high school)

\_\_\_ Campus Life M (middle school)

\_\_\_ City Life/Findlay

\_\_\_ Small Group Study

\_\_\_ City Life/Rally Point Youth Center (Lima)

\_\_\_ Other \_\_\_\_\_

7. Describe your conversion and your present relationship with Jesus Christ. (use back of form if necessary)

8. Describe your personal strengths and weaknesses.

9. How many hours per week are you available? List available times, if possible...

10. Do you have a driver's license? (circle one each) YES NO

Do you have your own car? YES NO

Are you willing to drive it for YFC functions? (21 and over) YES NO

Do you have 100,000/300,000 liability coverage? YES NO

**Individuals serving the YFC organization MUST carry auto insurance with a minimum of 100,000/300,000 liability coverage. You must attach a copy of your auto insurance declaration page showing you meet this liability coverage.**

11. Please complete this section in the event you transport young people for YFC purposes:

Your Driver's License # \_\_\_\_\_

State \_\_\_\_\_ Classification \_\_\_\_\_

Have you had any traffic violations/accidents within the past 3 years? YES NO

If yes, what type of violation(s) \_\_\_\_\_

**Auto Ins. Co. Name, Policy #, and Expiration Date:**

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- 12 Have you ever been accused of physical or sexual abuse? YES NO  
 13a. Have you been a victim of physical or sexual abuse? YES NO  
 13b. Did you receive professional counseling? YES NO

14. Please list your Pastor + 3 additional references **NOT RELATED TO YOU AND NOT A CURRENT LOCAL PAID YFC STAFF PERSON.** **(COMPLETE THIS SECTION FULLY)**

<u>Name</u>	<u>Address/City/ST/ZIP</u>	<u>Email:</u>	<u>Phone</u>
<b>Pastor</b> _____			
<b>or Christian Mentor</b>			
1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____

**Youth for Christ/USA**  
**Statement of Faith**

I do hereby adhere without reservation to the following Statement of Faith of Youth for Christ/USA:

1. We believe the Bible to be the inspired, the infallible, authoritative Word of God.
2. We believe that there is one God, eternally existent in three persons; Father, Son, and Holy Spirit.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, 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 and tangible return in power and glory.
4. We believe that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential.
5. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a Godly life.
6. 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 not saved unto the resurrection of damnation.
7. We believe in the spiritual unity of believers in Christ.

**YFC Mission Statement:**

YFC reaches young people everywhere, working together with the local church and other like-minded partners to raise up life-long followers of Jesus who lead by their godliness in lifestyle, devotion to the Word of God and prayer, passion for sharing the love of Christ and commitment to social involvement.

**YFCNWOH CONDUCT POLICY:**

**As a member of the Youth For Christ of Northwest Ohio, Inc. staff, I commit myself to live as an example of a mature Christian young person, refraining from those things which may cause doubts concerning my commitment to Christ. Some 'examples' include (are not meant to be all-inclusive):**

- refrain from the use of alcohol/drugs/tobacco
- refrain from dating HS students in my Club while associated with YFC staff

Social media (Facebook/Blogs, etc.) are individual interactions, not official communications. Staff and volunteers of Youth for Christ/USA are personally responsible for their posts. While posting photos is easy, sound judgment should be used. The context of a photo cannot always be communicated. So the appearance of misconduct or questionable character is just a few clicks away. Don't post photos that could even remotely be misconstrued. Remember, everyone can see the photos you post. You are representing the body of Christ and the ministry of YFC in every photo you publish. Photos of minors should not be posted without the permission of their parents.



## STANDARDS OF CONDUCT

### LIVING THE LIFE OF A LEADER

YFC/USA has been called to evangelize young people and raise them up to be contributing leaders in the body of Christ. Our strategy focuses on practicing the 5 Essentials (Widespread Prayer, Loving Relationships, Faithful Bible Teaching, Collaborative Community Strategy, and Adults Who Empower) through community-embedded ministry sites. YFC/USA hires staff, recruits volunteers and depends on local boards to lead this evangelistic endeavor. In addition, YFC expects our staff, volunteers and board members to be involved in a local Christian faith community for fellowship as well as spiritual accountability. We consider each of these people who are called into the YFC/USA ministry to be charged to live by standards of Christian leadership. The Bible instructs us that grace is freely given and will ultimately be demonstrated in the life of every Christian. But the Scriptures also take those expectations to higher levels when it describes the life of a Christian leader.

Paul wrote to Titus with instructions on what to look for in a leader (Titus 1:7-9). Where YFC/USA is not a church in the traditional sense, we believe the same principles apply to our leadership of board members, ministry staff and volunteers. Though many scriptures speak to lifestyle standards, this passage in Titus summarizes the expectations given by the whole Bible regarding Christian leadership. *"For an overseer, as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain, but hospitable, a lover of good, self-controlled, upright, holy, and disciplined. He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it."*

The Bible instructs us that following Jesus Christ means we are not to be conformed to the world, *"... but be transformed by the renewing of your mind, so that you may prove what the will of God is, that which is good and acceptable and perfect."* (Romans 12:2)

Further explanation of these principles is spelled out in other YFC documents, including the "YFC/USA Statement of Faith", "YFC/USA Standards of Conduct" and "YFC/USA Employee Handbook", whether local or National, that applies to each respective staff, volunteer or board member as stated in the Charter Covenant.

As leaders in the YFC/USA movement we are committed to hold each other mutually accountable to be the leaders we are called to be in Scripture. All failures to follow these standards will be addressed fairly and consistently, but behaviors that are non-compliant, unrepentant, and ongoing are of particular concern. Such individuals will not meet our qualifications for hiring or retention.

## **YFC/USA Standards of Conduct YFC/USA Staff, Volunteers and Board Members**

### **I. Standards Regarding Sexual Relationships**

The Bible teaches that the appropriate place for sexual expression is in the context of a marriage relationship. The biblical description of marriage is one man and one woman in a lifelong commitment. In Matthew 19:4-5, Jesus says, *"Have you not read that he who created them from the beginning made them male and female, and said, 'Therefore a man shall leave his father and his mother and hold fast to his wife, and the two shall become one flesh'?"*

Repeatedly, God uses the symbolism of His relationship with believers as the picture of marriage. Husbands are exhorted to love their wives as Christ loves the Church and wives are exhorted to honor their husbands as the Church does Christ. With this imagery and the truth of God's ideal for marriage in mind, any sexual relationship outside the marriage context is described in the Bible as adultery and (as stated in the sixth commandment) is prohibited throughout the Old and New Testaments. Therefore, sexual relationship between individuals not in a marriage relationship is sin. YFC staff, volunteers or board members must not engage in sexual behavior or give the appearance of such a relationship with anyone other than their spouse, to include cohabitating with any sexual or romantic partner other than their spouse.

All staff, volunteers and board members must hold a biblical view of marriage, exhibit a consistent walk with the Lord, and show current evidence of godly character. While the responsibility for building and maintaining a healthy marriage rests with the staff, volunteer or board couple, YFC/USA leadership encourages staff to maintain healthy marriages by utilizing resources such as time off when a marriage is under special stress; marriage conferences on balancing work and family life; and individual counseling and encouragement.

### **Divorce**

YFC/USA places a high priority on healthy marriages and strongly discourages divorce and supports the overriding scriptural "one-flesh" principle. While divorce, in itself, might not eliminate a man or woman from the ministry, it must be remembered that, in the light of Scripture, God's ideal is that there be no divorce and that husbands and wives stay together until death separates them.

YFC/USA adheres to the Biblical model that divorce is only acceptable in the following instances:

1. Unfaithfulness of a spouse involved in an adulterous or illicit sexual relationship (Matthew 5:32).
2. Desertion by a spouse (1 Corinthians 7:10-15).
3. Spousal violence or abuse breaking the one-flesh principle (1 Corinthians 7:33-34).

### **Response to Marital Difficulties**

YFC/USA encourages reconciliation, that God may be glorified in the healing of relationships. Staff, volunteers and board members are encouraged to prioritize the health of their marriages, and special consideration will be given to accommodating elective leaves of absence to resolve serious marital difficulties. Once a staff, volunteer or board member, or his/her spouse, becomes involved in legal separation or divorce procedures, the staff, volunteer or board member should notify their director/supervisor and discuss the reasons for the action. There may be a mandatory leave of absence, or a reassignment to a different role, the timing and duration of which will be determined by the supervisor and the Director/Human Resources in conversation with the supervisor and the staff, volunteer or board member. This leave is not intended to be punitive, but designed to provide time to

focus on the circumstances for the separation or divorce. This would include whether those circumstances are consistent with Biblical principles, and whether there is potential for healing in the marriage so that divorce can be avoided. YFC/USA leadership retains the discretion to make assessments about the staff, volunteer or board member's divorce, whether the divorce is consistent with Biblical principles and the ministry principles of YFC/USA and the effect this divorce will have any impact upon employment or other service with YFC/USA.

### **Homosexuality/Same Sex Attraction**

YFC/USA believes the Bible is clear that God created two genders, distinct and mutually exclusive. Genesis 1:27 tells us, "*So God created man in his own image, in the image of God he created him; male and female he created them.*" God's created order has given unique identities to men and women for His glory. Gender is determined by God as identified at birth, and each person's gender identity is assigned to them by design, not by subjective interpretation, individual choice or lifestyle inclination.

Scripture uses very strong and direct language to condemn homosexual behavior (Leviticus 18:22, Romans 1:26-27). Therefore, any sexual behavior or sexual relationship between individuals of the same gender is sin. YFC staff, volunteers or board members must not engage in or live in homosexual behavior, nor engage in a transgender lifestyle such as posing, acting or representing oneself as other than one's gender at birth.

### **Pornography**

Sexual immorality such as the use of pornography is condemned in scripture (Matt. 5:27-28). As servants furthering the gospel and providing spiritual leadership, we must live lives that are holy and consider the interests of others above our own. In so doing, we should refrain from immoral behaviors including printed or internet and other forms of pornography.

## **II. Standards Regarding Substance Use/Abuse and Addictions**

Addiction is a tragic but prevalent reality in our society and therefore must be addressed in particular by a ministry that works directly with young people. We are a ministry of restoration and transformation into the likeness of Christ. The outreach of YFC/USA is often to those who are struggling with or directly impacted by *addictions of all kinds*. While we desire to be redemptive of all staff, volunteers or board members who struggle with *addictions of any kind*, we maintain a primary commitment to high standards and expectations of anyone involved with our mission and pray for restoration for those who cycle back into addictions. Leaders with a history of addiction must be in recovery.

Use of alcohol or tobacco should not take place in the presence of students, and any use is expected to always be in moderation, and with sensitivity to others who may have addictions (Romans 14:21).

### **III. Financial Responsibilities**

YFC/USA expects our staff, volunteers or board members to manage all finances of the organization and their personal finances with upmost integrity. As stated in 2 Corinthians 8:20-21, *"We take this course so that no one should blame us about this generous gift that is being administered by us, for we aim at what is honorable not only in the Lord's sight but also in the sight of man."* Financial misconduct includes, but is not limited to, mismanagement of donations and other ministry funds, embezzlement, theft, misuse or abuse of YFC/USA property or assets, identity theft, and misuse of financial and personal data. Such misuse of YFC/USA assets will not be tolerated.

### **IV. Behavioral Appropriateness**

Our goal is to strive to maintain a culture of employees, volunteers and boards who live a life free from intimidation, threats, or violent acts. This includes, but is not limited to, intimidating, threatening or hostile behaviors, physical abuse, vandalism, or any other act, which, in management's opinion, is inappropriate. In addition, insensitive or offensive comments regarding violent events and/or behavior are not tolerated. Except in cases of emergency, employees are expected to contact Human Resources if they believe there is a serious threat to the safety and health of themselves or others.

### **CONCLUSION**

YFC/USA leadership retains the discretion to make assessments about the staff, volunteer or board member's sin and their ability to continue in this ministry. While we desire to be redemptive toward those who struggle with sin of any kind, we maintain a primary commitment to biblical standards and expectations of anyone involved with our mission. We pray for restoration for those dealing with sin but are uncompromising in our commitment to protect young people providing for them appropriate supervision and ministry role models. YFC/USA expects every staff, volunteer and board member to be consistent with these standards in their lifestyle and in their teaching, and to use YFC/USA's reporting processes\* whenever they have a good faith belief that these Standards of Conduct are not being followed. The areas of concern listed in this document are not an exhaustive list, Youth for Christ desires that involved staff, volunteers and board members live a life above reproach using good and appropriate judgment in all matters. Policies within local YFC Chapters should not be in conflict with the standards contained in "Living the Life of a Leader". Issues of a more serious nature are expected to be communicated to YFC/USA for counsel and guidance. We desire to be transparent and systematic in addressing these issues. Any concerns, questions, or requests for assistance by YFC Chapters to the National Service Center are encouraged and welcomed.

The Christian faith is clearly a welcoming respite for wanderers who fall short of God's glory, but for those involved in ministry, particularly ministry with young people, we are held to a higher standard. Being a part of the ministry of YFC/USA is not a "right", it is a calling and privilege that must be affirmed by those placed in positions of authority within YFC/USA. Individuals who are truly called to the YFC/USA ministry will gladly strive to serve Christ with lives marked by holiness and godliness in lifestyle.

**\*Reporting** When these standards of conduct are not being followed, staff, board members and volunteers should directly contact their local YFC leadership (James 5:19-20, Matthew 18:15-17). In some cases it may be appropriate to contact the YFC/USA Human Resources Department at (303) 843-9000. You are also encouraged to use the anonymous reporting process provided by YFC/USA by calling 1-866-607-SAFE.

**Adult Ministry Leaders:** By signing below, I acknowledge that I have read and agree with YFC/USA's **Statement of Faith, YFC/USA's Mission Statement, YFCNWOH Conduct Policy and YFC/USA's Standards of Conduct.**

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Print Name

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Sign Name

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Date

WORD:BOARD:VOL MINISTRY LEADER APPLICATION

**YOUTH FOR CHRIST/USA  
PERSONNEL POLICY MANUAL**

POLICY: Sexual Misconduct  
EFFECTIVE DATE: November 18, 2000  
REVISION DATE:

Policy

A. Christian Principles toward Sexual Abuse of Children

Luke 12:48: "From everyone to whom much has been given, much will be required; and from the one to whom much has been entrusted, even more will be demanded."

Jesus said in Matthew 18:5, "Whoever welcomes [a] child ... welcomes me."

Throughout the history of the Christian church, children have been included in the worship and ministry of the community of faith. Today, the church may be the only place where some children find the unconditional love and care they so desperately need to grow, to thrive, and to become faithful people. -Joy Thornburg Melton, Safe Sanctuaries

B. In Their Own Words

"At youth group we play this game where we have to hide in the dark and this older guy in the group always finds me and wants to get really close, if you know what I mean ..."

"At the end of camp when the bus arrives everyone seems to get into a wild frenzy of crying and hugging ... even people who don't know each other. I don't want to be a part of that but somehow it seems as though I have to be. Even the leaders get into it. Last summer I saw this leader kissing a boy from my cabin group."

"I really like my minister. He's cool and funny and really handsome, plus he knows so much about God, and love, and he's not immature like the guys at school. He comes over after school when my mom is at work and we talk about relationships and stuff. Last week when he left, we kissed. I am really happy."

"Every time I go to youth group, my leader turns what I say into a joke about sex, even though that's not what I mean."

(Quotes from the "Youth and Young Adult Committee Against Sexual Harassment and Abuse in the United Church of Canada" brochure)

C. Definition of Child Sexual Abuse/Misconduct

Child sexual abuse/misconduct occurs when an adult or someone who is at least 2 years older than the child, whether a YFC leader, employee or volunteer, engages in sexual contact or sexualized behavior with a minor. Sexual abuse within the relationship involves a betrayal of sacred trust and is an exploitation of power, which is a violation of those who are vulnerable. Such behavior will not be tolerated by Youth for Christ/USA.

Possible behaviors in youth showing signs of sexual abuse:

- Depression – cries often for no apparent reason
- Promiscuous behavior
- Runs away from home
- Starts drinking or using illegal drugs
- Difficulty walking or sitting
- Sexually transmitted diseases
- Reluctance to participate in activities that were previously enthusiastically enjoyed
- Comments such as “I don’t want to be alone with \_\_\_\_\_,” in reference to a YFC staff member or volunteer
- Unexplained hostility toward a YFC staffer or volunteer

D. Safeguard Measures

1. The “Two-Years-Older” Rule. It is important practice to not have workers less than two years older than the youth this person leads. For example, a college freshman should not be working with high school seniors.
2. Open-Door Counseling. At any counseling sessions with youth, the door of the room should remain open for the entire session. Ideally, the session will be conducted at a time when others are nearby. It is best to counsel while in a group setting where there are witnesses to the conversation.
3. Protection of Children. Youth for Christ strictly prohibits interaction with youth by anyone with a civil or criminal record of child sexual abuse or any crime that would make the individual unsuitable to working in close proximity to youth or who has admitted prior sexual abuse or anyone known to have a paraphiliac diagnosis (e.g., pedophilia, exhibitionism, voyeurism) as defined by the American Psychiatric Association.
4. Automobile rule. We understand that adults may drive youth to and from activities. However, if a staff member or volunteer drives one child, they must be the same sex as the child.

E. Reporting

It is YFC/USA’s commitment to the prevention of abuse that requires its staff and volunteers to report child sexual abuse or suspicion of abuse to the proper authorities in the state in which they live. You must tell the immediate supervisor of the incident as soon as possible. YFC may have the obligation under law to report child sexual abuse to civil authorities, depending on the laws of each individual state. For the steps pertaining to the implementation of this policy, please see the “Procedures for Sexual Misconduct” in Human Resources at the National Headquarters.

## YOUTH FOR CHRIST SEXUAL ABUSE POLICY

### WHAT IS IT?

- any sexual exploitation of children under the age of 18 by an adult or a person 4 years older than the victim even if the child seems to be consenting.
- it includes:
  - fondling
  - oral, genital or anal stimulation
  - non-violent sexual stimulation
  - incest
  - rape
  - murder
  - assault
- it can involve:
  - inappropriate touching
  - verbal sexual stimulation
  - witnessing adult sexual relations
  - indecent exposure
  - peeping toms
  - obscene phone calls
  - involving children in pornography or prostitution
  - exhibitionism

### STATISTICS:

1 in 4 girls are sexually abused by age 18  
1 in 10 boys are sexually abused by age 18  
85% abused by people they know and trust

### GUIDELINES:

For staff and volunteers:

- appropriate expressions of love and support include touching; however, children must be physically respected
- any verbal or non-verbal sexual interaction with a child is inappropriate
- as much as possible, use the Buddy System when working with individual kids
- good judgment should be exercised and, when possible, one-on-ones should be boy-boy and girl-girl
- keep a log of any unusual events or incidents involving a child

- in the event you are called in to an unusual situation or have concern about a request requiring your presence, attempt to take along another staff person or volunteer. If that is not possible, let someone know by phone where you are going and why. Log in and out with them.
- appearances are important

If sexual abuse is suspected, notify immediately your Executive Director. If, after consultation, it is determined that there is a possibility that abuse has occurred, a report should be made to the Child Abuse and Neglect Hotline 1-800-252-2873. This call should be made by you or the Executive Director with both of you present. If the child is in immediate danger, notify the police.

I have read and understand the Guidelines on Sexual Abuse:

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Checklist**

Steps to take if abuse is suspected:

1. Report to the Executive Director (staff or volunteer).
2. Call Hotline 1-800-252-2873 (Executive Director or person reporting incident).
3. Notify police – if warranted (Executive Director).
4. Notify parents, if appropriate (Executive Director).
5. Notify attorney (Executive Director).
6. Executive Director will act as only spokesman to the press and will use the press report prepared and approved by the Board which is on file.

**Staff Abuse Policy Agreement**

I have read and understand the guidelines of YFC on child abuse.

Signed \_\_\_\_\_ Date \_\_\_\_\_

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I have never been indicted for or convicted of a sexual abuse crime.

Signed \_\_\_\_\_ Date \_\_\_\_\_

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I agree to be responsible in reporting through my supervisor any type of abuse I become aware of.

Signed \_\_\_\_\_ Date \_\_\_\_\_

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Have you ever been accused of or charged with neglect or abuse of an adult or child?

Yes \_\_\_\_\_ No \_\_\_\_\_

Signed \_\_\_\_\_ Date \_\_\_\_\_

**Turn this in to your supervisor.**



**YOUTH FOR CHRIST®**

NORTHWEST OHIO | GIVE LIFE TO  
YOUR STORY

# Online abuse prevention training

## **To Enroll:**

1. Go to [www.praesidiuminc.com/yfc](http://www.praesidiuminc.com/yfc)
2. Follow link that says “1. Enroll for training (a valid registration code is required)”
3. Use registration code - yfc7270
4. Complete form and be sure to click Employee or Volunteer and Submit
5. Write down login and password on this form for your records

## **To Begin Training:**

1. Go to [www.praesidiuminc.com/yfc](http://www.praesidiuminc.com/yfc)
2. Follow link that says “2. Click here to begin training (you must already have an account)”
3. Enter Login and Password
4. Click on title to begin training (use orange arrow to move through course)

Thank you for doing your part in helping prevent child abuse within YFC

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

Password: \_\_\_\_\_



**DISCLOSURE AND AUTHORIZATION FOR EMPLOYER TO ACCESS CONSUMER REPORTS  
Youth for Christ USA**

**DISCLOSURE**

In connection with your application for employment with **Youth for Christ USA** (including any independent contract for services and volunteer work) or when deciding whether to modify or continue your ongoing employment (if hired), **Youth for Christ USA** may obtain a “consumer report” and/or an “investigative consumer report” on you from **Praesidium, Inc.**, a consumer reporting agency, or from any third party, in strict compliance with both state and federal law. A consumer report is a communication of information by a consumer reporting agency bearing on your credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used for purposes of serving as a factor in establishing your current and/or continuing eligibility for employment purposes. An investigative consumer report is a report obtained through personal interviews with individuals who may have knowledge of your character, general reputation, personal characteristics, or mode of living. The consumer reports or investigative consumer reports may contain information regarding your credit history (if applicable to position), criminal records, driving history records, education records, previous employment history, social security traces, military records, professional licensure records, drug testing, government records, and other types of background information. You further understand that these reports may contain information concerning the reasons for termination of past employment. You are hereby notified that you have the right to make a timely request for the nature and scope of any investigative consumer report. You are further notified that, prior to being denied employment based in whole or in part on information obtained in the consumer report, you will be provided a copy of the report, the name, address and telephone number of the consumer reporting agency and a description in writing of your rights under the Fair Credit Reporting Act. Inquiries to **Praesidium, Inc.** should be directed to **Praesidium, Inc.; Consumer Disputes; P.O. Box 202002, Arlington, TX 76006. 1 (800) 743 - 6354. MAINE AND NEW YORK APPLICANTS OR EMPLOYEES ONLY**: You have the right to inspect and receive a copy of your investigative consumer report requested by **Youth for Christ USA** by contacting the consumer reporting agency identified directly above.

**AUTHORIZATION**

I hereby authorize, without reservation, the obtaining of “consumer reports” or “investigative consumer” reports by **Youth for Christ/USA** at any time after receipt of this authorization and throughout my employment, or service, if applicable. I further authorize and request, without reservation, any present or former employer, school, police department, state or federal agency, financial institution, division of motor vehicles, consumer reporting agencies, or other persons or agencies having knowledge about me to furnish Praesidium, Inc. or **Youth for Christ USA** with any and all background information in their possession regarding me, so that my employment qualifications may be evaluated and/or reassessed. I also agree that a fax or photocopy of this authorization with my signature should have the same authority as the original.

**By signing below, I certify: (1) that I have read and fully understand this disclosure and authorization; (2) that all of the information I am providing is true, complete, correct and accurate; and (3) that I have received the attached Summary of Your Rights under the Fair Credit Reporting Act (15 U.S.C. §1681 et seq.). NEW YORK APPLICANTS OR EMPLOYEES ONLY**: By signing below, you acknowledge receipt of Article 23-A of the New York Correction Law.

**MINNESOTA AND OKLAHOMA APPLICANTS OR EMPLOYEES ONLY**: Please check this box if you would like to receive a copy of a consumer 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 at no charge if one is obtained by the Company whenever you have a right to receive such a copy under California law.



The following is information required in order for **Youth for Christ USA** to obtain a complete consumer report:

**PLEASE PRINT CLEARLY.**

**FULL LEGAL NAME (First, Full Middle Name, Last Name):**

\_\_\_\_\_

**STREET ADDRESS CITY STATE ZIP:** \_\_\_\_\_

**COUNTIES YOU HAVE LIVED WITHIN THE PAST TEN YEARS (USE BACK OF SHEET IF YOU NEED ADDITIONAL SPACE):**

\_\_\_\_\_

**SOCIAL SECURITY NUMBER AND DATE OF BIRTH: (This information will be used for background screening purposes only.)**

\_\_\_\_\_

**DRIVER'S LICENSE NUMBER & ISSUING STATE: DL# \_\_\_\_\_ STATE \_\_\_\_\_**

**OTHER OR FORMER NAMES (AKA, Maiden Names, Married Names, Surnames, Etc.)**

\_\_\_\_\_

**CONSUMER'S SIGNATURE AND DATE**

#### **NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW**

**Youth for Christ USA** (the "Company") intends to obtain information about you for employment purposes from an investigative consumer reporting agency or consumer credit reporting agency. Thus, you can expect to be the subject of "investigative consumer reports" and "consumer credit reports" obtained for employment purposes. Such reports may include information about your character, general reputation, personal characteristics and mode of living. With respect to any investigative consumer report from an investigative consumer reporting agency ("ICRA"), the Company may investigate the information contained in your employment application and other background information about you, including but not limited to obtaining a criminal record report, verifying references, work history, your social security number, your educational achievements, licensure, and certifications, your driving record, and other information about you, and interviewing people who are knowledgeable about you. The results of this report may be used as a factor in making employment decisions. The source of any investigative consumer report (as that term is defined under California law) will be **Praesidium, Inc.; P.O. Box 202002 Arlington, TX 76006. 1 (800) 743 - 6354.**

The source of any credit report will be **Praesidium, Inc.; P.O. Box 202002 Arlington, TX 76006. 1 (800) 743 - 6354.** The Company agrees to provide you with a copy of an investigative consumer report when required to do so under California law. Under California Civil Code section 1786.22, you are entitled to find out from an ICRA what is in the ICRA's file on you with proper identification, as follows: In person, by visual inspection of your file during normal business hours and on reasonable notice. You also may request a copy of the information in person. The ICRA may not charge you more than the actual copying costs for providing you with a copy of your file. A summary of all information contained in the ICRA's file on you that is required to be provided by the California Civil Code will be provided to you via telephone, if you have made a written request, with proper identification, for telephone disclosure, and the toll charge, if any, for the telephone call is prepaid by or charged directly to you.

By requesting a copy to be sent to a specified addressee by certified mail. ICRAs complying with requests for certified mailings shall not be liable for disclosures to third parties caused by mishandling of mail after such mailings leave the ICRAs. "Proper Identification" includes documents such as a valid driver's license, social security account number, military identification card, and credit cards. Only if you cannot identify yourself with such information may the ICRA require additional information concerning your employment and personal or family history in order to verify your identity.

The ICRA will provide trained personnel to explain any information furnished to you and will provide a written explanation of any coded information contained in files maintained on you. This written explanation will be provided whenever a file is provided to you for visual inspection. You may be accompanied by one other person of your choosing, who must furnish reasonable identification. An ICRA may require you to furnish a written statement granting permission to the ICRA to discuss your file in such person's presence.