

**CALLED TO BE A SAFE PLACE:
CHILD AND YOUTH
ABUSE PREVENTION PROGRAM
The Lutheran Church of The Redeemer,
55 Wyckoff Ave, Ramsey NJ
201-327-0148**

All forms of abuse and sexual misbehavior by clergy and lay leaders with church members are unacceptable within the life of the church. The church should be a safe place where people can worship, learn, work, love, and receive care in a manner that is free from sexual misconduct.

Adopted April 12, 2016

CALLED TO BE A SAFE PLACE: CHILD AND YOUTH ABUSE PREVENTION PROGRAM FOR THE LUTHERAN CHURCH OF THE REDEEMER

INTRODUCTION

To help protect children, The Lutheran Church of the Redeemer has adopted the following Child and Youth Abuse Prevention Program. It is important that all The Lutheran Church of the Redeemer paid staff and volunteers understand and implement these guidelines to help prevent physical and sexual abuse against children. The following includes the Purpose and Definitions for these guidelines, the outlines of Protection and Prevention, and an Acknowledgement to be signed by those people working with children.

PURPOSE

These procedures are designed to reduce the risk of child sexual abuse in order to:

1. Provide a safe and secure environment for children, youth, adults, members, volunteers, visitors, and paid staff.
2. Assist The Lutheran Church of the Redeemer in evaluating a person's suitability to supervise, oversee, and/or exert control over the activities of children and youth.
3. Satisfy the concerns of parents and staff members with a screening process for paid staff and volunteers.
4. Provide a system to respond to alleged victims of physical or sexual abuse and their families, as well as the alleged perpetrator.
5. Reduce the possibility of false accusations of physical or sexual abuse made against volunteers and paid staff.

DEFINITIONS

The following terms used herein and are defined as follows:

1. *Paid Staff*: Any pastor, minister, preacher, cleric, or employee who is paid
2. *Children/Youth/Minor*: Any person who has not reached his/her 18th birthday.
3. *Adult*: Any person who has reached his/her 18th birthday.
4. *Volunteer*: Any unpaid person engaged in or involved in activities and who is entrusted with the care and supervision of minors or a person who directly oversees and/or exerts control or oversight over minors or adults.

5. *Persons Responsible for a Child*: Includes a teacher, employee, or volunteer, whether compensated or uncompensated, of an institution who is responsible for the child's welfare and any other staff person of an institution, regardless of whether or not the person is responsible for the care or supervision of the child.
6. *Child Abuse*: Shall be defined as physical, emotional, or sexual abuse of a minor.
7. *Physical Abuse*: 'Abused child' or 'abused or neglected child' means a child under age 18 whose parent, guardian, or other person having custody and control:
 - Inflicts or allows to be inflicted upon such child physical injury by other than accidental means that causes or creates a substantial risk of death, serious or protracted disfigurement, protracted impairment of physical or emotional health, or protracted loss or impairment of the function of any bodily organ
 - Creates or allows to be created a substantial or ongoing risk of physical injury to such child by other than accidental means
 - Unreasonably inflicts, or allows to be inflicted, harm or substantial risk thereof, including the infliction of excessive corporal punishment or by any other acts of a similarly serious nature requiring the aid of the court
 - Uses excessive physical restraint upon the child under circumstances that do not indicate that the child's behavior is harmful to himself, others, or property
8. *Neglect*: 'Abused child' or 'abused or neglected child' means a child younger than age 18 whose physical, mental, or emotional condition has been impaired or is in imminent danger of becoming impaired as the result of the failure of his parent, guardian, or other person having custody and control, to exercise a minimum degree of care:
 - In supplying the child with adequate food, clothing, shelter, education, medical, or surgical care, although financially able to do so or although offered financial or other reasonable means to do so
 - In providing the child with proper supervision or guardianship
9. *Sexual Abuse/Exploitation*: The terms 'abused child' or 'abused or neglected child' include a child under age 18 whose parent, guardian, or other person having custody and control commits or allows to be committed an act of sexual abuse against the child. The employment, use, persuasion, inducement, enticement, or coercion of any minor or adult to engage in, or assist any other person to engage in, any sexually explicit conduct or any simulation of such conduct for the purpose of producing any visual depiction of such conduct or rape, and in cases of caretaker or inter-familial relationships, statutory rape, molestation, prostitution, or other form of sexual exploitation of minor or adult, or incest with a minor or adult, or as defined by federal and state law. This includes and is not limited to unwelcome sexual remarks, jokes, advances, leering, whistling, or sexual gestures; sexual touching, fondling, molestation, assault, or other intimate physical contact; compelling another person to engage in a sexual act by threats or fear or undue influence; and providing or displaying pornographic materials to another person.

PROTECTION AND PREVENTION

Paid Staff Screening Procedures

The following screening procedures are to be used with all paid staff. All information collected should be maintained in confidence.

1. *Employment Application*: All paid staff must complete the Employment Application. The release statement attached to the Application must be signed by the individual completing the Application to apply for and qualify for service.

Our Employment Application includes questions regarding:

- Current and previous residence addresses.
- Current and previous employment, including addresses, dates, duties, titles, and reasons for leaving.
- Names and addresses of schools attended and degree(s) earned.
- References from previous employers and organizations that serve children.
- Pending criminal charges (where not prohibited by state law).
- Criminal history information.

Applications include a statement, which the applicant should acknowledge in writing, certifying that statements provided in the application are true and complete, and any misrepresentation or omission may be grounds for rejection of the applicant or for dismissal if he/she is employed. This statement authorizes The Lutheran Church of the Redeemer, Ramsey, NJ to contact any individual or organization listed in the application.

2. Review all statements made in the application, paying specific attention to any gaps in time and irregular employment patterns or unexplained absence. Pursue these gaps with employers listed and in a subsequent interview.
3. Conduct interviews with qualified applicants.

If detrimental information is uncovered but the applicant remains desirable, discuss this information with the applicant. In the event the applicant is ultimately hired, document the reasons for overriding the prior information.

4. Contact all listed references and employers for paid staff. Inquire as to the reason the applicant left and ask for any information that might help determine the applicant's suitability for the position. If a response is not received within a reasonable period of time, follow up and keep notes if possible.
5. *Criminal Background Check*: The Lutheran Church of the Redeemer will conduct a criminal background check on all paid staff. All criminal background checks will be updated at least every three years.

Volunteer Screening Procedures

The following screening procedures are to be used with volunteers who are entrusted with the care and supervision of minors or a person who directly oversees and/or exerts control or oversight over minors as well as all members of the Church Council. All information collected should be maintained in confidence.

1. *Criminal Background Check:* The Lutheran Church of the Redeemer will conduct a criminal background check on all volunteers who are entrusted with the care and supervision of minors or a person who directly oversees and/or exerts control or oversight over minors as well as all members of the Church Council. Such volunteers are required to sign an authorization/release in order for a criminal background check to be conducted. All criminal background checks will be updated at least every three years.
2. *Acknowledgment Form:* All volunteers will be required to review the Child and Youth Abuse Prevention Program and sign an acknowledgment form.

Confidentiality

Information obtained through the screening, application, reference check, interview, and criminal background check will be kept in confidence, unless otherwise required by law. All information discovered or obtained through the above-referenced means will be kept in a secure location and access to it will be restricted if possible. These materials will be archived.

Supervision Procedures

Unless an extenuating situation exists, The Lutheran Church of the Redeemer:

1. Will have an adequate number of screened and trained paid staff or volunteers present at events involving minors. Supervision will increase in proportion to the risk of the activity.
2. Will monitor facilities during activities involving children.
3. Will release minors only to a parent, guardian or other adult so authorized in writing by the parent/guardian .
4. Will obtain written parental permission, including a signed medical treatment form and emergency contacts, before taking minors on trips and should provide information regarding the trip.
5. When transporting minors in vehicles, a paid staff or volunteer may not be alone in the vehicle with a single child who is a non-family member.
6. Will require that young children be accompanied to the restroom and the paid staff or volunteer wait outside the facility to escort the child back to the activity. Whenever possible, the escort will be the same sex as the minor.

7. Will encourage minors to use a "buddy system" whenever minors go on trips off of The Lutheran Church of the Redeemer property.
8. Will screen all paid staff and volunteers and approve those individuals in advance for any overnight activities.
9. Church staff members and volunteer directors (e.g. Sunday School Director), will supervise activities on an ongoing basis and may make unannounced visits into classroom or other program sites from time to time.

Behavioral Guidelines for Religious Organization Paid Staff & Volunteers

All volunteers and paid staff will observe the following guidelines during any church activity or program:

1. Do not provide alcoholic beverages, tobacco, drugs, contraband, obscene or pornographic material, or anything that is prohibited by law to minors.
2. The possession and consumption of or being under the influence of illegal or illicit drugs and/or alcohol while leading or participating in a function for minors at or for the church is strictly prohibited.
3. To the extent possible, The Lutheran Church of the Redeemer events that are co-educational will have both male and female chaperones.
4. When an activity involving minors is underway in a room with doors and without windows, those doors shall remain open for as long as minors are present in that space. If at any time, only one adult and one child are in a room together, the door to the room must remain open at all times.
5. Avoid all inappropriate touching with minors. All touching shall be based on the needs of the individual being touched, not on the needs of the volunteer or paid staff. In the event a minor initiates physical contact and/or inappropriate touching, it is appropriate to inform the minor that such touching is inappropriate. The volunteer or paid staff member should document this event and report it to the Pastor and Council President.
6. Never engage in physical discipline of a minor. Volunteers and paid staff shall not abuse minors in any way, including but not limited to physical abuse, verbal/mental abuse, emotional abuse, and sexual abuse of any kind.
7. If you recognize an inappropriate relationship developing between a minor and adult, maintain clear professional boundaries and refer the minor to another individual with supervisory authority.
8. If one-on-one pastoral care is necessary, avoid meeting in isolated environments.

9. Anyone who observes abuse of a minor will take appropriate steps to immediately intervene and provide assistance. Report any inappropriate conduct to the proper authorities and officials of The Lutheran Church of the Redeemer for handling.

Disqualification

No person shall be entrusted with the care and supervision of minors or may directly oversee and/or exert control or oversight over minors who has been convicted of the offenses outlined below, been on a probated sentence or received deferred adjudication for any offense outlined below, or has presently pending any criminal charges for any offense outlined below until a determination of guilt or innocence has been made, including any person who is presently on deferred adjudication. This includes members of the Church Council. The following offenses disqualify a person from care, supervision, control, or oversight of minors:

1. Any offense against minors as defined by state law.
2. A misdemeanor or felony offense as defined by state law that is classified as sexual assault, indecency with a minor or adult, assault of a minor or adult, injury to a minor or adult, abandoning or endangering a minor, sexual performance with a minor or adult, possession or promoting child pornography, enticing a minor, bigamy, incest, drug-related offenses, or family violence.
3. A prior criminal history of an offense against minors.

Sexual Offender at The Lutheran Church of the Redeemer, Ramsey, NJ

The Lutheran Church of the Redeemer may allow a person known to be a sexual offender to remain or become a member of the congregation, but they must adhere to specific guidelines. However, first check with the offender's probation/parole officer for any restrictions regarding attending services or other functions where children are present. Ask the probation/parole officer to put any restrictions in writing. If restrictions do not prohibit participation, implement the following four guidelines.

1. A known sexual offender cannot participate in any of the child or youth programs in any way;
2. A known sexual offender can only participate in a predetermined service each week;
3. A known sexual offender must report in and be assigned to an escort who will accompany him or her at all times; and
4. The identity of the sexual offender will be disclosed to the congregation.

Reporting Child Abuse

In New Jersey, any person having reasonable cause to believe that a child has been subjected to abuse or acts of abuse should immediately report this information to the State Central Registry (SCR). If the child is in immediate danger, call 911 as well as **1-877 NJ ABUSE**.

Keep the following considerations in mind when talking to a child who is disclosing abuse:

- Help the child feel comfortable. Talking about abuse is not easy for the child. Respect the child's privacy and talk to the child in a quiet and private place. The place should be familiar to the child. This will help the child feel comfortable.
- Reassure the child that it is not his/her fault. Most children who are abused feel, or are told by their abusers, that they are to blame for their own abuse. It is very important to tell the child that he/she is not guilty and that the child is not responsible for the abuse. Let them know that they have not done anything wrong.
- Don't react with shock, anger, disgust. Your reaction to that the child tells you is very important to the child. The child will be watching your reaction closely. Be calm. When you react with disgust or anger, the child will not feel comfortable talking to you anymore. The child may also feel scared and confused. This will prevent you from acting promptly and getting help immediately.
- Don't force a child to talk. Give the child time. Let the child talk to you at the child's own pace. If the child is unwilling to talk or seems uncomfortable, don't pressurize the child to do so. If the child seems uncomfortable when talking about certain specific things, don't press the child for details. You can change the topic to something that the child is more comfortable talking about.
- Don't force a child to show injuries. If the child is willing to show you the injuries, you may allow the child to do so. However, when a child is unwilling to show you the injuries, you may not insist that the child do so. Also, you cannot insist that a child take off any clothing so that you can see the injuries.
- Use terms and language that the child can understand. If the child says something that you don't understand, like a word for a body part, ask the child to explain or to point to the body part. Don't correct or make fun of the words the child is using. When you use the same words as the child does, it helps the child feel less confused and more relaxed. The child will feel that you understand him.
- Don't 'interview' the child. The purpose of your discussion with the child is to gather enough information so that you can make an informed report. When you have the information you need, you must stop the discussion. Don't try to prove that abuse has happened.
- Ask appropriate questions. The questions that you ask the child must be appropriately worded. Choose your language carefully. This ensures that you get correct information

from the child. For example, if you see a bruise on a child and you suspect that it is the result of abuse, you may say to the child, “That looks painful. Do you want to tell me how you got it” or “Do you want to talk about that bruise you have”. It would be inappropriate to say, “Did you get that bruise when someone hit you?” Remember that you can do more harm by supplying a child with words and ideas. Let the child tell their own story and give you the answers.

- Don’t ask ‘why’ questions. Why questions like, “Why did he hit you?” or “Why did she do that?” will only confuse a child more. Remember that children who are abused often do not understand why it is happening. These types of questions will force them to think about the reasons for the abuse. ‘Why’ questions also will not give you any helpful information.
- Don’t teach the child new terms or words. Don’t teach the child new words or give that child new ideas. This is harmful. When you do this, you are biasing the child. Also, when you teach a child a new term or word, you are changing the child’s original disclosure. This is important in relation to the court and law.
- Find out what the child wants from you. A child may ask you to promise not to tell anyone. The child may ask you to take him/her/her home with you. The child may ask you what you are going to do. It is good to know what the child is expecting from you. This will help you in deciding what your course of action should be.
- Be honest with the child. Let the child know what you are going to do. This will build trust. Be honest about what you can do for the child. Don’t promise things that cannot be done. For example- let the child know that you may have to tell someone so that the child will not be hurt anymore. Then the child will not be surprised or afraid when the child finds out that someone knows.
- Confirm the child’s feelings. Let the child know that it is okay to feel scared, hurt, confused or angry.
- Be supportive. Let the child know that you are glad the child told you about the abuse. Let the child know that you believe the child and that you care about the child. Some children may think that you will not like them anymore because of what they told you. Assure the child that you are still a friend.
- Remember: the safety of the child is most important. Be sensitive to and aware of the child’s safety. Keep in mind that a child might be further abused if the child reports that the child has spoken to someone about the abuse. If you feel that the child is in danger, you must call 911 as well as **1-877 NJ ABUSE**.

Responding to Allegations of Sexual Abuse

The Lutheran Church of the Redeemer, Ramsey, NJ will respond promptly to investigate any accusation of sexual abuse. All accusations of sexual abuse will be taken seriously. It is

important to be appropriately respectful to the needs and feelings of those who allege sexual abuse and those who have been accused of sexual abuse.

When an allegation is made involving sexual abuse, the person reporting the complaint is to be told about the guidelines and the procedures to be followed. *The Pastor* or an appointed person will begin investigating the allegations and may use the assistance of legal counsel or other consultants. If *the Pastor* is the individual accused of sexual abuse, then *the church council president* will conduct the investigation. The investigation will be conducted as follows:

1. Report the incident to appropriate authorities in accordance with the state mandatory reporting laws. If a paid staff member or volunteer suspects a case of child abuse, he or she is required by law to report his or her suspicions immediately to the Division of Youth and Family Services. If the child is in immediate danger, the individual should also call 911 as well as 1-877-NJ ABUSE.
2. Report the matter to The Lutheran Church of the Redeemer's insurance carrier.
3. Cooperate with authorities and the insurance carrier.
4. The Lutheran Church of the Redeemer may suspend (with pay for paid staff) the alleged offender while a confidential investigation is being conducted.
5. An official of The Lutheran Church of the Redeemer (and legal counsel or other consultants) will then meet with the governing body of The Lutheran Church of the Redeemer and present a report on their investigation, which will include findings and recommendations of actions.
6. An official of The Lutheran Church of the Redeemer will meet with the alleged perpetrator and notify him/her of the results of the investigation and recommendations for actions.
7. An official of The Lutheran Church of the Redeemer will meet with the alleged victim, along with his/her parents or guardians, and notify them of the results of the investigation and recommendations for actions.
8. During the investigation, an official of The Lutheran Church of the Redeemer shall maintain contact with the alleged victim and his/her parents or legal guardian, and inform them of the actions taken and assist them in their process of healing.
9. An official of The Lutheran Church of the Redeemer (and legal counsel or other consultants) may meet with the alleged perpetrator, the alleged victim, and any others with knowledge of relevant facts.
10. Communicate with criminal and civil legal counsel of The Lutheran Church of the Redeemer.
11. Communicate with those affected by the ministry of the alleged perpetrator.

12. Hire a consultant or assign a spokesperson to respond to media or prepare a statement for the media if the need shall arise, subject to the approval of The Lutheran Church of the Redeemer's attorney.
13. Cases involving allegations of misconduct by a rostered member of the ordained clergy or rostered layperson in this congregation shall be promptly reported to the Bishop of the local synod.

Child and Youth Abuse Prevention Program Acknowledgment

These guidelines have been designed to guide and assist you when working with minors. The information establishes general practices and guidelines and should not be construed in any way as a contract of employment or continued employment. The Lutheran Church of the Redeemer reserves the right to make changes in the content or application of this program and to implement those changes with or without notice.

The terms defined herein are defined for the purposes of the program and do not suppose or establish a legal relationship. These terms are not defined for the purposes of creating a legal relationship with The Lutheran Church of the Redeemer or any related or associated entity and instead are to be used with this document.

I have received a copy of The Lutheran Church of the Redeemer's Child and Youth Abuse Prevention Program. I understand it is my responsibility to become familiar with and adhere to the information contained herein. I understand that these policies are the property of the The Lutheran Church of the Redeemer.

Print Name

Signature

Date

**THE LUTHERAN CHURCH OF THE REDEEMER
SCREENING QUESTIONNAIRE**

Applicant Questionnaire

The Lutheran Church of the Redeemer has established policies concerning professional conduct in order to maintain a healthy work and worship environment. Our commitment to these policies requires that we conduct a background investigation of persons prior to employment or service in all paid staff positions at The Lutheran Church of the Redeemer. **The communications with your schools, employers, congregations and religious supervisors will make it clear that our inquiry is being made to comply with our employment and screening policies and not because we suspect that you are, or have been, involved in inappropriate conduct.**

As part of this process, we require each person to answer a series of questions which are, of necessity, intimate in nature. If you do not understand the question, please call < *Primary/Secondary Church Contact* >, < *Title* >, at < *Phone* >. You must answer all questions. Your answers will be kept as part of our confidential files. Please complete and return the questionnaire directly to the address below as soon as possible. We know you may have concerns about who will have access to the information from the background investigation. < *Primary Church Contact* >, < *Title* > will be the person who reviews the information. In most cases no one else will have access to it. However, The Lutheran Church of the Redeemer reserves the right to share the information with others who it determines have a need to know or whom The Lutheran Church of the Redeemer determines it is legally obligated to disclose information.

Please supply the names, addresses and, if available, telephone numbers of the following on the enclosed "Identification Form:"

- All schools you attended since high school for at least one quarter/semester or more.
- All those who employed you, or organizations you have served in the past. You should consider yourself to have been “employed” by any entity for which you provided substantial services, whether or not you were paid for those services.
- All religious supervisors (Bishops, District Supervisors, Executive/Area Ministers, etc.), past and present, having authority or supervisory responsibility over you (include the dates each had authority/responsibility). Only ordained persons should complete this section.

AUTHORIZATION / RELEASE

I understand and agree that a background investigation may be conducted with respect to me, and that the information I have provided The Lutheran Church of the Redeemer may be verified by contacting persons and organizations with whom I have had contact or which may have information concerning me. I agree to release from liability and damages The Lutheran Church of the Redeemer and its agent(s) who conduct and participate in any such review and those individuals, organizations and their agent(s) who provide information about me during this review, only to the extent that such information is released without malicious intent. All materials pertaining to the background check shall be the property of The Lutheran Church of the Redeemer. I authorize all such persons to treat a photocopy of this Authorization as though it were an original, executed Authorization.

Dated this _____ day of _____ 20____ at _____
(City, State)

(Social Security Number)

(Signature)

(Please Print Name)

Please return this questionnaire to:

Name: _____

Home Address: _____

City: _____ State: _____ Zip: _____ Home Phone: _____

Please circle either "yes" or "no" for each question. If the answer to any of the following questions is "yes," please indicate the question number, provide relevant information regarding your response and indicate resolution of the issues, if any. Use the back of this form or additional paper if necessary.

1. Has disciplinary action of any sort ever been taken against you by a licensing board, professional association, or educational/training institution? No Yes

Have there been written complaints against you that did not result in discipline? No Yes

Are there complaints pending against you before any of the above-named bodies? No Yes

2. Have you ever been subjected to church disciplinary proceedings? No Yes

3. Have you ever been asked to resign or been terminated by a training program or employer? No Yes

4. Have you ever had a civil suit brought against you relative to your professional work or is any such pending? No Yes

Have you ever had professional malpractice insurance suspended or revoked for any reason? No Yes

5. Have you ever been charged¹ with any ethics violation or are any such actions pending against you? No Yes

6. Have you ever been charged with having sexual contact or attempted sexual contact (sexual intercourse of any kind, intentional touching, or conversation for the purpose of sexual arousal) with persons that you were seeing in a professional context (e.g., a parishioner, a client, a patient, an employee, a subordinate, a student)? No Yes

7. Since the age of 21, have you ever been charged with engaging in sexual behavior (sexual intercourse of any kind, intentional touching, or conversation for the purpose of sexual arousal) with persons under 18 years of age? No Yes

8. Have you ever been charged with the production, sale, or distribution of pornographic materials? No Yes

9. Have you ever been charged or adjudicated with sexual misconduct, including

- * abuse of power or role for sexual purposes No Yes
- * sexual contact with a minor or an adult incompetent to give consent? No Yes
- * sexual assault (e.g., rape) No Yes
- * solicitation for sexual purposes (e.g., prostitution) No Yes
- * an offense related to pornography or public indecency (e.g., indecent exposure) No Yes

10. Have you ever been charged with an offense related to sexual harassment, including unwelcome

- * sexual advances No Yes
- * requests for sexual favors No Yes
- * sexually motivated physical contact No Yes
- * verbal or physical domination of a sexual nature No Yes

11. Do you have a history of alcohol abuse? No Yes

12. Do you have a history of drug abuse with any other drugs: recreational, prescription, over-the-counter, or illicit? No Yes

13. Have you ever been charged, arrested, or convicted of any felonies or misdemeanors? No Yes

Have you ever been legally charged with DUI or DWI? No Yes

Has your driver's license ever been revoked or suspended? No Yes

14. Have you ever had a restraining order, injunction, order for protection or the like issued against you as a result of allegations of domestic violence, abuse or the like? No Yes

Have you ever had your parental rights restricted, suspended or terminated or have any of your children been put into foster care? No Yes

15. Have you ever been charged with misappropriating funds or otherwise breaching
fiduciary duties in any professional capacity? No Yes

1 Throughout this document, “charged” indicates allegations made in writing and known to you.

STATEMENT OF APPLICANT: (Please read carefully before signing)

I certify, to the best of my knowledge, that all information given by me in this Screening Questionnaire is true and correct. I understand that false or misleading statements made by me or consequential omissions of any kind in this Screening Questionnaire are sufficient cause for my not being further considered or being accepted as a employee/volunteer or for my dismissal no matter when discovered, or from discontinuation of consideration for ordination, if applicable.

I understand and I agree that I will notify the church office immediately of any changes in the status of my licensure, censure or sanction by professional bodies, or in any information reported above.

Name (please print) _____ Date _____

Signature _____

AUTHORIZATION / RELEASE FOR CRIMINAL BACKGROUND CHECK

I have volunteered to serve at the Lutheran Church of the Redeemer in a role whereby I will be entrusted with the care and supervision of minors or direct oversight of and/or control of another person with control or oversight of minors, or I have volunteered to serve on the Church Council. As such, I understand and agree that a criminal background investigation will be conducted with respect to me. I agree that the information I have provided The Lutheran Church of the Redeemer is truthful and may be verified by contacting persons and organizations with whom I have had contact or which may have information concerning me. I agree to release from liability and damages The Lutheran Church of the Redeemer and its agent(s) who conduct and participate in any such review and those individuals, organizations and their agent(s) who provide information about me during this review, only to the extent that such information is released without malicious intent. All materials pertaining to the criminal background check shall be the property of The Lutheran Church of the Redeemer. I authorize all such persons to treat a photocopy of this Authorization as though it were an original, executed Authorization.

Dated this _____ day of _____ 20____ at _____
(City, State)

(Social Security Number)

(Signature)

(Please Print Name)