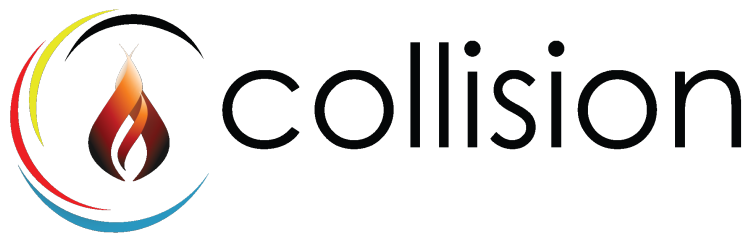




RETURNING COLLISION VOLUNTEERS



RETURNING COLLISION VOLUNTEERS

PERSONAL INFORMATION

First Name

Last Name

____/____/____
Date of Birth

Social Security Number

Driver's License Number

Street Address

Apt Number

City

State

Zip Code

Email Address

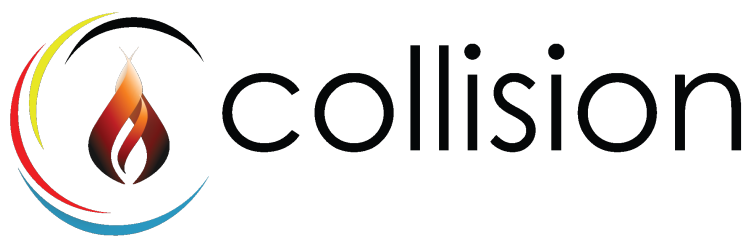
Phone Number

Marital Status

What did you like about your volunteer role this last school year?

What didn't you like about your volunteer role this last school year?

How can we better equip you? Any specific training you would find helpful?



RETURNING COLLISION VOLUNTEERS

CONTINUED.....

Are you happy to continue volunteering within the same role this coming school year?

When do you meet with the students?

Time

Day

Location

Have you maintained a connection with the students since school finished? If yes, is this through social media (please specify), phone calls, text etc.?

How many students are in your group?

What are your goals with the students this year?

How well did you and the students do with the goals set from last year? Please be specific.



RETURNING COLLISION VOLUNTEERS

CONTINUED.....

How well did you and the students do with the goals set from last year? Please be specific. CONTINUED.....

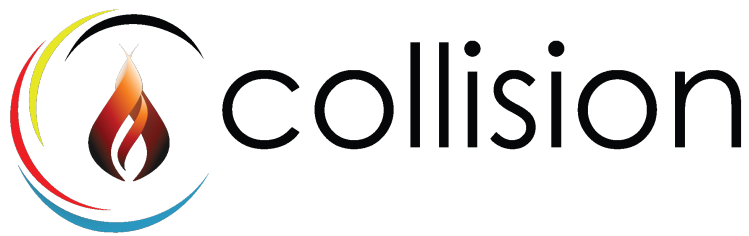
Since we last met, how do you feel you have grown:
Spiritually in your own personal life?

In your ministry with the students?

How have the students grown you have been volunteering with? Please provide examples.

Over the past 12 months, or since you have been volunteering with Collision this year, have you been convicted of any crime other than a minor traffic offence? Please specify.

Have you done anything within the past 12 months, or since you have been volunteering with Collision, which is against Biblical principles or morally wrong that we need to be aware of? (please be specific)



RETURNING COLLISION VOLUNTEERS

CONTINUED.....

Do we have your permission to carry out a background check on you? If no, please specify why. Also note, your application may be rejected and you will not be able to volunteer with Collision if you answer no.

Yes / No

Do you Agree with the attached 'Statement of Faith'? If no, please specify. Also note, your application may be rejected and you will not be able to volunteer with Collision if you do not sign the Statement of Faith and agree with it.

Yes / No

Do you Agree to uphold all the 'Policy Procedures'? (copy attached) If no, please specify why. Also note, your application may be rejected and you will not be able to volunteer with Collision.

Yes / No

I _____ have read and agree with the Statement of Faith, to uphold the Policy Procedures, and for Collision to carry out a background check on me.

Signed _____

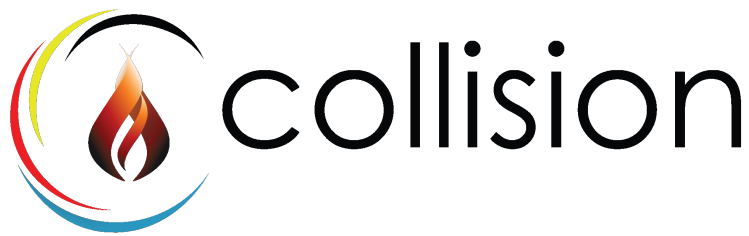
Date _____

PLEASE MAIL TO:

COLLISION
3815 S. WESTERN AVE
SIOUX FALLS
SD, 57105

OR EMAIL:

IAN@COLLISION.ORG
TABS@COLLISION.ORG



RETURNING COLLISION VOLUNTEERS

STATEMENT OF FAITH

The Bible is the perfect Word of God. It is holy and inspired by God. It is God's only written source and final authority in knowing God and His will. (2 Timothy 3:15-16)

The Bible, more specifically, the books of the Old and New Testaments. The Word of God is fully inspired by the Holy Spirit, and is inerrant and infallible in the original manuscripts.

There is one God, eternally revealed in three persons-- The Father, The Son, and The Holy Spirit. (Matthew 28:19)

All parts of the trinity are equally and fully divine.

Jesus Christ is the Son of God. He was conceived by the Holy Spirit and was born of the Virgin Mary. He lived a sinless life and then took all our sins upon Himself on the cross. His death on the cross paid the penalty God has set for our sins. He rose from the grave, ascended back into heaven, and is at the right hand of the Father in heaven working as our mediator and advocate. He is returning to earth to judge all mankind, the living and the dead, and will set up His promised eternal kingdom. (John 1:14)

Jesus Christ is God incarnate, and is the only mediator between God and man unto salvation. He continually intercedes on our behalf. Jesus atoned for the sins of men through His substitutionary death on the cross, through His death He satisfied God's wrath and accomplished salvation for all who trust in Him alone.

That every person everywhere has been separated from God by willfully choosing to sin and will face the judgment of God. (Romans 3:23)

Man's nature is corrupted, and he is completely unable to please God. The only hope is the regenerating work of the Holy Spirit.

Heaven is a real place and is the eternal destiny for those people who have been made right with God through Jesus Christ. (John 14:1-3) Hell is a real place created for the Devil and his demons. All people who die without Christ will also be sentenced to hell for eternity. To go to heaven a person must accept Jesus Christ to receive God's love and forgiveness, demonstrated and offered to every person, by God, only through His Son Jesus Christ who shed His blood on the cross of Calvary. (Romans 6:23)

Salvation is a work of God's free grace and is not through any work of man, in part or in full. God imputes His righteousness to those who have faith in Christ alone for their salvation. Assurance of salvation is not based upon human merit, but is based solely on God's faithfulness.

Every Christian is born again by the power of the Holy Spirit. Every Christian possesses the Holy Spirit as God's redeeming presence and regenerating power in their life. Every Christian should seek everyday to be filled and led by the Holy Spirit continually.

The Holy Spirit came into the world to reveal and glorify Christ and to regenerate lost souls. He continually is convicting and drawing sinners to Christ, imparting new life, and continually indwells them. Every believer is predestined for sanctification through daily living in the power of the indwelling Spirit.

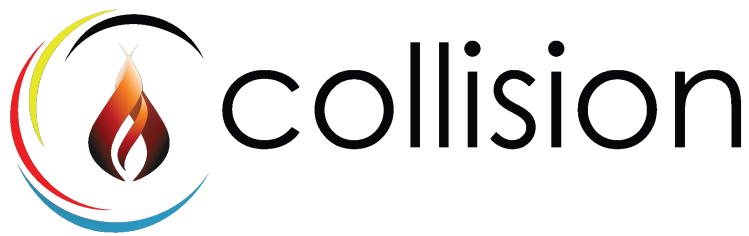
Every Christian is to be transformed into the likeness of Jesus Christ which is God's design and desire for their destiny. (Romans 8:28-29)

Every Christian should dedicate themselves to serve Jesus Christ. We must submit to His authority over our lives and to His purpose in our lives.

Every Christian should have compassion and concern for the well being of every person, putting others before themselves.

The way God has chosen to accomplish His purposes is through His Church, the Body of Christ, working together in local congregations in every community but also working as One Body everywhere.

Jesus Christ commands that all believers proclaim the Gospel. God's purpose is to bring glory to Himself by drawing men unto Himself-- by the preaching of the good news. The fulfillment of the Great Commission requires that all worldly and personal ambitions be subordinated to total commitment to "Him who loved us and gave Himself for us."



RETURNING COLLISION VOLUNTEERS

POLICY PROCEDURES

Code of Conduct

As a First Priority / Collision Volunteer, Coach and/or Leader you have chosen to accept the incredible opportunity of introducing teenagers to Jesus Christ. Along with this opportunity comes the responsibility of representing the Christian faith, First Priority / Collision, and yourself with integrity.

Ephesians 5:15-17

Be very careful, then, how you live—not as unwise but as wise, making the most of every opportunity, because the days are evil. Therefore do not be foolish, but understand what the Lord's will is.

How you live your life often has a greater impact on your ministry than anything you say. Teenagers decide whether you can be trusted and whether the message of Jesus Christ can be trusted by what they observe in your life. How you treat your family, the decisions you make about your career, the purchases you make, the language you use, the stories you tell, the way you conduct yourself in social settings, etc., all have a crucial impact on your ministry among the teenagers with whom you are working

All your behaviors have the potential to influence the youth and students you deal with in any setting. Your conduct also has an effect on how First Priority / Collision is viewed. The recommendations below are not exhaustive and should be used as a base line for conduct, not a maximum requirement.

First Priority / Collision Staff, Volunteers, Coaches and Leaders MUST:

ALWAYS keep to The Bibles Teaching, and NOT deviate from this.

BELIEVE The Bible, Gods Word, is infallible and inerrant.

BELIEVE in The Holy Trinity. God the Father, God the Son, God the Holy Spirit. 3 Persons in One form.

BELIEVE Jesus is the only way to God.

BELIEVE you are to **REPENT** of your sins and put your faith in Jesus' death and resurrection in order to be in Heaven.

ALWAYS lead a life of repentance.

ALWAYS portray yourself as a great example of Christ. If this is questioned at any point by a student, a member of staff, a member of the public or anyone else, an immediate meeting will be held with the Director of Collision and any other persons concerned. You may be asked to take a temporary break at this point with immediate effect until the matter has been resolved and prayed about.

NOT portray the Staff of First Priority / Collision, The ministry of First Priority / Collision, its Volunteers, Coaches and Leaders or anyone associated with the ministry in a bad way through any means of communication and/or social media. Any issues are to be dealt with between the parties concerned along with the Collision Director immediately.

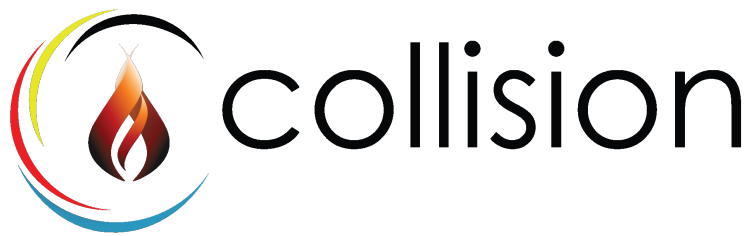
NEVER let the students know you are just there to disciple them.

NEVER meet one-on-one with a student.

In **ALL** meetings, there **MUST** be no less than 3 students.

ALWAYS meet in public places with students.

ENSURE there is at least **ONE** staff member available if a student wants to meet in private or to discuss a private matter. If it is a sensitive topic, the meeting can take place at the First Priority / Collision Office.



RETURNING COLLISION VOLUNTEERS

POLICY PROCEDURES CONTINUED.....

Communication

For your protection and accountability purposes, we would suggest keeping all texts / group texts, email etc. to and from students.

Examples of communication:

Phone calls
Texting
Facebook
Twitter
Instagram
Snapchat
Email

Please be wise with your words, messages and pictures that you send to a student and what you portray on social media if you have students as 'friends' on these sites. We want to be leaders who are above reproach and maintain a high level of integrity in all areas of our life.

Regardless of whether you are mentoring a student or not, do not add students of the opposite sex on social media or contact them in any way. This is for your protection. Do not provide your information to any student of the opposite sex. If you run into a situation where a person of the opposite sex needs to be contacted, then please refer to a Collision Leader of the same sex.

No students from other schools are allowed to attend groups which are being held on the school premises, unless we are holding an All Collision Event off campus.

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RETURNING COLLISION VOLUNTEERS

POLICY PROCEDURES CONTINUED.....

Confidentiality

Who to contact if you have important information about a student self-harming, being abused (sexually, emotionally, and physically), mistreated, or neglected by friends, family or somebody else.

If you find any student in any of the above situations, then please contact your Collision Leader or the Collision Director immediately.

What a student tells you in confidence, you are not to spread to anyone, or gossip in any way through verbal communication, texting, phone calls, email or social media, or in any other ways possible.

Do not give out student information, without obtaining the students permission first. But on all occasions, please be aware and ask questions as to why the other person requires this information.

It is illegal to send group text or Email messages without a way for the student to either opt out or refuse receiving them. Please **DO NOT** do this!

Exceptions (to the above): (We are required to report)

- If you feel the student is in danger
- If you think the student's parent(s) need to be informed
- If you think the schools need to be aware of the information
- If you think the police need to be informed
- If you think the health services need to be informed

In all cases, please speak to your Collision Leader or directly to the Collision Director.

Preparation

- Pray before preparing
- Prepare ahead of time for small groups, meetings or accountability groups
- Please use scriptures which relate to topics you are discussing

Conduct towards young people

- Do not swear at the students or use derogatory terms to or about them for any reason, or under any circumstances.
- Do not practice negative OR positive discrimination.
- Never hit or threaten the students, although in extreme circumstances it may be necessary to restrain a student for their own protection or for your own or others' protection.
- Staff, Volunteers, Coaches and Leaders must inform their Collision Leader or the Collision Director if they witness actions or behavior by First Priority / Collision Staff, Volunteers, Coaches and/or Leaders that is inappropriate in any way.

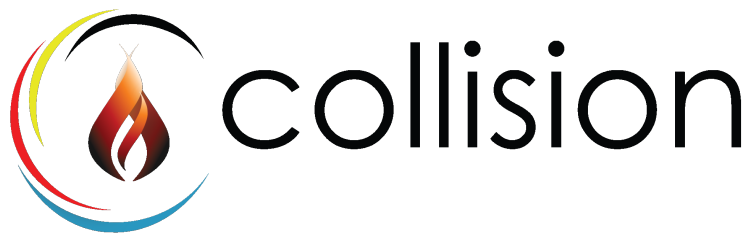
Dress code

While there is no dress code. Staff, Volunteers, Coaches and Leaders must always dress appropriately for the meeting, event or activity you are attending;

- Casual and comfortable for youth work settings
- Smart casual for meetings

First Priority / Staff, Volunteers, Coaches and Leaders must maintain a high standard of hygiene, and clothing should be clean and tidy

Students can give a high degree of importance to personal appearance. Therefore it is necessary to consider what your clothes are saying about you. For example, tight or revealing clothes or up-to-the-minute fashions may



RETURNING COLLISION VOLUNTEERS

POLICY PROCEDURES CONTINUED.....

make you feel good about yourself, but they could give young people, colleagues and the wider community the wrong messages.

Ladies, do not wear clothing which reveals your chest or bum! Dress moderately for each occasion.

Alcohol and Substance Misuse

First Priority / Staff, Volunteers, Coaches and Leaders:

Will **NOT** consume alcohol in the presence of the students, or where they might meet the students that they usually work with.

Will **NOT** consume alcohol before going to work with the students.

Will **NOT** give the impression that excessive alcohol consumption is acceptable.

Will **NOT** condone the purchase of alcohol by or for people under the age of 21.

Will **NOT** take illegal substances in the presence of the students, or where they might come into contact with the students that they usually work with.

Will **NOT** take illegal substances before going to work with the students.

Will **NOT** give the impression that any involvement with illegal substances is acceptable.

Will **NOT** in any way sell, distribute, take, or use any type of illegal substance.

Will **NOT** distribute, take, or use prescription drugs in any other way than prescribed.

Will **NOT** distribute prescription and/or non prescription drugs to any student.

Smoking

First Priority / Staff, Volunteers, Coaches and Leaders:

Will **NOT** smoke in the presence of young people while working or where they might meet the students that they usually work with.

Will **NOT** imply that smoking is not harmful to their health or implies maturity.

Will **NOT** promote smoking.

Sex and Sexuality

Ephesians 5: 3-4, 8 says, "But among you there must not be even a hint of sexual immorality, or of any kinds of impurity, or of greed, because these are improper for God's holy people. Nor should there be obscenity, foolish talk or coarse joking, which are out of place, but rather thanksgiving. For you were once darkness, but now you are light in the Lord."

Dating between First Priority / Collision Staff, Volunteers, Coaches, Leaders and a student is never appropriate and is **strictly prohibited.**

We believe that God's design for the gift of sexual relations is that it be exercised and enjoyed exclusively within the covenant relationship of marriage between **one man and one woman**. In your work with First Priority / Collision and in your private life, First Priority / Collision staff, Volunteers, Coaches and Leaders shall not engage in any relationship or activity which constitutes sexual misconduct, including but not limited to the following:

Sexual relations or activities with any person outside of the marriage covenant.

Sexual relations or activities that constitute sexual offenses as defined by federal or state law.

Any other sexual relations or activities that are contrary to the theological and moral affirmations of First Priority / Collision's ministry.

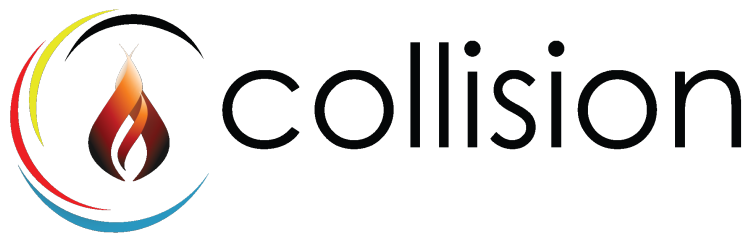
First Priority / Collision staff, Volunteers, Coaches and Leaders:

Will **NOT** actively promote sexual activity;

Will **NOT** engage in sexually provocative behavior and/or discussions;

Will **NOT** actively encourage sexually provocative behavior and/or discussions;

Will **NOT** engage in intimate relationships with the students;



RETURNING COLLISION VOLUNTEERS

POLICY PROCEDURES CONTINUED.....

Will **NOT** talk provocatively to or about students;

Will **NOT** hesitate to take action if they believe that a student is being forced into a sexual relationship with anyone.

Will **NOT** be alone in a recreational or driving situation with a person of the opposite sex.

Will **NOT** drive students of the opposite sex alone. *Please think ahead when picking up students or dropping them off in order to avoid being on your own with someone of the opposite sex. If necessary take someone with you so you are not on your own with one student of the opposite sex on your way to pick up or drop off another.

Will **NOT** take students off campus during schools hours.

Will **NOT** take part in any one-to-one in-depth conversations with students of the opposite sex in private. These should be held in a public place with at least one member of Staff.

Pictures, Images and Videos

NO Pictures, Images or Videos are to be taken of any student (unless appropriate and permission is obtained by the students)

NO Pictures, Images or Videos are to be sent of students to anyone

NO Pictures, Images or Videos of students are to be used or sent via Social Media or any other electronic means

NO inappropriate Pictures, Images or Videos are to be sent between you and any student

NO inappropriate Pictures, Images or Videos are to be taken of any student, with or without their consent

NO SEXTING - Sexting is defined as sending, forwarding, displaying, retaining, storing or posting sexually explicit, lewd, indecent or pornographic photographs, images or messages by or on a cell phone, computer, or other electronic means. Sexting will not be tolerated!

If a student sends you an inappropriate image, photo or video, this **MUST NOT** be deleted and **MUST** be reported to the First Priority / Collision Director immediately so the situation may be dealt with appropriately. This image, photo or video **MUST NOT** be shown to anyone, but should be kept as evidence if needed by the proper authorities.

Weapons, Dangerous Instruments, and Explosive Chemicals and/or Devices

The possession, use or threat of use of any object that may reasonably be believed to cause physical injury to another person is prohibited. Specific violations of this policy include, but are not limited to, the possession, use or threat of use of any of the following items:

Any firearm (including any weapon or instrument from which a shot, projectile, or other object may be discharged by force, whether operable or inoperable, loaded or unloaded)

Any toy gun which, based on color, design or appearance, would be considered by a reasonable person to be an actual firearm

Any deadly weapon, defined as any instrument, item, or material readily capable of causing death or serious physical injury

Any BB gun, pellet gun, air rifle, paint gun, sword (whether decorative or not), or other martial arts weapon

Any knife (other than an ordinary pocketknife carried in a closed position, with a blade of three inches or less or cutlery of a reasonable size, when used in a kitchen or other food preparation area) or

Any explosive chemical or device including a substance or a combination of substances possessed or prepared for the purpose of producing a visible or audible effect by combustion, explosion, deflagration, or detonation, including fireworks and illegal or potentially dangerous chemicals.

Please Note: Possession of a license to possess or use any of the above items will not constitute a defence of any violation of this section.

This policy does not prohibit the possession or use of a firearm, knife or other object off school premises, provided it is in accordance with local, state or federal laws regulating such possession and use. Please speak to First Priority / Collision Staff if you fall into this category.



RETURNING COLLISION VOLUNTEERS

POLICY PROCEDURES CONTINUED.....

Discrimination

Discrimination and harassment on the basis of race, color, creed, religion, sex, marital status, sexual orientation, public assistance status, disability, age, national origin, or Veteran status are forbidden by First Priority / Collision. Additionally, discrimination on the basis of political opinions or affiliation with any union or other organization representing the interest of public employees is forbidden.

The above Code of Conduct has been put into effect to protect first and foremost the name and reputation of Jesus, First Priority / Collision, the students and yourselves.

Consequences for failure to uphold any of the above Code of Conduct will result in an immediate removal from First Priority / Collision activities until the matter has been resolved with you, the First Priority / Collision Director and anyone else concerned. If necessary, the matter will be taken to the appropriate authorities for further consequences.

Once the matter has been reviewed and dealt with, if the result of the matter is your complete removal from First Priority / Collision, all communications with any of the students will be revoked. You **MUST NOT** contact them, or meet up with them in any way. Failure to meet this requirement will result in further consequences.