



**WILLOW CREEK CHURCH
VOLUNTEER APPLICATION**

Volunteer/Ministry Area _____

Date _____

INSTRUCTIONS: Thank you for your willingness to volunteer and serve Willow Creek Church. Please READ and complete BOTH pages of WCC Volunteer Application form, SIGN and return to the ministry leader or church office (4725 E Lake Drive, Winter Springs, FL 32708 407-699-8211)

- ▷ If you are volunteering to serve in an area overseeing children or youth you must also complete AUTHORIZATION & DISCLOSURE FORMS authorizing us to request and receive background report information. NOTE: SOCIAL SECURITY NUMBER IS REQUIRED on form.
- ▷ If you will be driving children or youth for WCC events away from WCC facility, D/L # is required on AUTHORIZATION FORM.
- ▷ If you do not wish to provide your SSN and/or D/L # in writing, we can provide you with an e-link allowing you to enter this information directly to the background company (GIS). We will send you a request with email link giving you 5 days to respond.
 - CHECK HERE to receive e-link in lieu of completing AUTHORIZATION & DISCLOSURE FORM. Please include email below.

| | |
|---------------------------|---------------------------|
| Full Name | SEX: M or F DOB AGE |
| Home Address (# & Street) | Hm Phone |
| City/ST/Zip | Cell Phone |
| Email | Other phone(s) |

| | |
|---------------------------|-------|
| Emergency Contact Name(s) | Phone |
|---------------------------|-------|

Are you a member of Willow Creek Church? Yes No How long have you attended Willow Creek Church: _____

If not, are you interested in pursuing membership? Yes No OR Would you meet with an Elder to discuss our vision & statement of faith? Yes No

Do you have any areas of question or concern? Yes No _____

If you do not attend Willow Creek or have attended Willow Creek for less than one (1) year please provide previous church reference:

Church Name: _____ Location: _____

years attended: _____ Church Phone: _____ Pastor Name _____

PERSONAL REFERENCES: Please list 3 persons, not related to you, that are qualified to evaluate your capabilities and character, that we may contact for personal references:

| Name/Address | Telephone | Relationship | # years known |
|--------------|-----------|--------------|---------------|
| _____ | _____ | _____ | _____ |
| _____ | _____ | _____ | _____ |
| _____ | _____ | _____ | _____ |

What specific qualities or talents or spiritual gifts do you feel you have and how would you like to use them at Willow Creek? _____

What are some of your expectations from the ministry staff? _____

How long are you willing to commit to serve in this ministry area? _____ (Note: Some positions may require a one year commitment)

MINISTRY EXPERIENCE—Please list any ministry/church experience you have been involved with (use back of form or separate paper if necessary).

| Date Started | Ministry/Activity | Date Ended | Reason Ended | Church |
|--------------|-------------------|------------|--------------|--------|
| _____ | _____ | _____ | _____ | _____ |
| _____ | _____ | _____ | _____ | _____ |
| _____ | _____ | _____ | _____ | _____ |

Please write a brief testimony about how and when you became a Christian (use separate paper if necessary).

WILLOW CREEK PRESBYTERIAN CHURCH

OUR VISION: "To help build a great city and region for all people through a gospel movement that brings *revival, renewal, and reformation* to every aspect of life and culture in Central Florida and, through it, the world."

OUR BELIEFS:

Willow Creek, as a Christian church, affirms the orthodox, historic faith taught in the Scriptures and articulated in the Apostles' Creed and Nicene Creed.

As a twenty-first century expression of the Protestant Reformation, we also hold to the Westminster Confession of Faith and Catechisms as a sound reflection of our beliefs, subordinate to the supreme standard of God's Word.

Beyond this, we sometimes use five descriptors to describe Willow Creek Church. Although not exhaustive, they provide a clear snapshot of our identity.

Christians: First and foremost, we are followers of Jesus Christ, King of kings and Lord of lords. We believe that he is God, the second person of the Trinity, and our only redeemer. This is our ultimate and essential identity: children of God by his grace alone through faith alone in Jesus Christ alone. In this regard, we are united to all true believers throughout space and time, in heaven and on earth. Our denominational affiliation and convictions on secondary matters do not undermine or overshadow our fundamental unity with the universal church.

Evangelicals: We unashamedly and graciously preach of the gospel of Jesus Christ, the good news that salvation is by God's grace alone through faith alone in Jesus Christ alone. We want to live and share the awe-inspiring message of God's love, mercy, and forgiveness.

Missional: We believe that to share the gospel in word and deed requires that we live as missionaries in our families, schools, workplaces, communities, and culture with a posture of grace and peace. We long for members to have vital and loving connections in their communities, sharing the light and love of Christ with their neighbors.

Reformed: We are striving to be thoroughly biblical in our understanding of and approach to discipleship. We affirm that Scripture, and Scripture alone, is the highest authority in faith and practice. Searching the Scriptures, we hold to the apostolic and biblical teachings concerning God, humanity, and redemption recovered during the Protestant Reformation.

Presbyterian: We believe that the Scriptures clearly teach a governing structure for the church, and we enthusiastically embrace it: Presbyterianism.

Conclusion: With that said, one of our preeminent ministry maxims is this:

In the essentials, unity; in the non-essentials, liberty; in all things, charity.

In other words, not all aspects of our identity or belief are equally important; some things are more important than others. We unite around what matters most, and do not break fellowship on secondary matters that – while important – are clearly not essential.

What unites us as members at Willow Creek Church is our shared affirmation of the gospel of Jesus Christ, that we are Christians. On secondary matters, we affirm a wonderful and godly diversity. And in everything, we strive toward grace and peace - together!

For more about the PCA Church beliefs, Westminster Confession of Faith and Larger and Shorter Catechism go to www.pcanet.org.

While ministering at or through Willow Creek Presbyterian Church, I will not teach or otherwise seek to advance views contrary to the church's vision and its doctrinal beliefs as outlined in the Westminster Confession of Faith and its Larger and Shorter Catechisms.

Signature: _____

Date: _____

WCC OFFICE USE: Instructions: Ministry leader should review and verify application. For all areas where volunteers will be working with children, volunteers must COMPLETE AND SIGN the AUTHORIZATION & DISCLOSURE forms allowing us to complete a background check. If a volunteer will be DRIVING or TRANSPORTING children for WCC events away from WCC facility, they must include their D/L # where requested. Ministry leader should sign below and forward ALL paperwork to church office for completion of background. Staff will return volunteer application to ministry leader with background approval signature and date. Ministry leader files approved Volunteer Application.

MINISTRY LEADER PLEASE CHECK HERE TO INDICATE IF D/L CHECK NEEDED FOR INDIVIDUAL (only needed for those driving children/youth)

Ministry Leader Reviewed (signature) _____

Date: _____

Background Completed (WCC staff signature) _____

Date: _____

D/L Check Completed (WCC staff signature) _____

Date: _____

Disclosure

We (WILLOW CREEK CHURCH) will obtain one or more consumer reports or investigative consumer reports (or both) about you for volunteer and/or employment purposes. These purposes may include hiring, contract, assignment, promotion, re-assignment, and termination. The reports will include information about your character, general reputation, personal characteristics, and mode of living.

We will obtain these reports through a consumer reporting agency. Our consumer reporting agency is General Information Services, Inc. GIS's address is P.O. Box 353, Chapin, SC 29036. GIS's telephone number is (866) 265-4917. GIS's website is at www.geninfo.com, where you can find information about whether GIS's international privacy practices.

To prepare the reports, GIS may investigate your education, work history, professional licenses and credentials, references, address history, social security number validity, right to work, criminal record, lawsuits, driving record, credit history, and any other information with public or private information sources.

You may obtain a copy of any report that GIS provides and GIS's files about you (in person, by mail, or by phone) by providing identification to GIS. If you do, GIS will provide you help to understand the files, including trained personnel and an explanation of any codes. Another person may accompany you by providing identification.

If GIS obtains any information by interview, you have the right to obtain a complete and accurate disclosure of the scope and nature of the investigation performed.

Please sign below to acknowledge your receipt of this disclosure.

Signature

Date

Printed Name

Do not attach this document to, or include it in, an employment application or any other document.

Authorization

Authorization: By signing below, you authorize: (a) General Information Services, Inc. ("GIS") to request information about you from any public or private information source; (b) anyone to provide information about you to GIS; (c) GIS to provide us (WILLOW CREEK CHURCH) one or more reports based on that information; and (d) us to share those reports with others for legitimate business purposes related to your employment or volunteer status at WILLOW CREEK CHURCH. GIS may investigate your education, work history, professional licenses and credentials, references, address history, social security number validity, right to work, criminal record, lawsuits, driving record, credit history, and any other information with public or private information sources. You acknowledge that a fax, image, or copy of this authorization is as valid as the original. You make this authorization to be valid for as long as you are an applicant or employee with us.

The Consumer Financial Protection Bureau's "Summary of Your Rights under the Fair Credit Reporting Act" is attached to this authorization. If you are a New York applicant, a copy of New York's law on the use of criminal records is attached. By signing below, you acknowledge receipt of these documents.

Personal Information: Please print the information requested below to identify yourself for GIS.

Printed name:

| | | |
|-------|---|------|
| First | Middle (<input type="checkbox"/> none) | Last |
|-------|---|------|

Other names used: _____

Current and former addresses:

| | | | |
|------------|----------|--------|-------------------|
| | current | | |
| from Mo/Yr | to Mo/Yr | Street | City, State & Zip |
| from Mo/Yr | to Mo/Yr | Street | City, State & Zip |
| from Mo/Yr | to Mo/Yr | Street | City, State & Zip |

Some government agencies and other information sources require the following information when checking for records. GIS will not use it for any other purposes.

***REQUIRED FOR
BACKGROUND**

Date of birth*

Social security number*

****REQUIRED FOR
D/L CHECK**

Driver's license number & state**
*Only complete if you will be transporting
children/youth for WCC activities*

Name as it appears on license**

Report Copy: If you are applying for a job or live in California, Minnesota, or Oklahoma, you may request a copy of the report by checking this box: .

Signature

Date

Para información en español, visite www.consumerfinance.gov/learnmore o escribe a la Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to: Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.

- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:

- a person has taken adverse action against you because of information in your credit report;
- you are the victim of identity theft and place a fraud alert in your file;
- your file contains inaccurate information as a result of fraud;
- you are on public assistance;
- you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.

- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.

- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.

- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.

- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need – usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.

• **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.

• **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-567-8688.

• **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.

• **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. For information about your federal rights, contact:

| TYPE OF BUSINESS: | CONTACT: |
|---|---|
| 1.a. Banks, savings associations, and credit unions with total assets of over \$10 billion and their affiliates. b. Such affiliates that are not banks, savings associations, or credit unions also should list, in addition to the Bureau: | a. Bureau of Consumer Financial Protection 1700 G Street NW Washington, DC 20552 b. Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357 |
| 2. To the extent not included in item 1 above: a. National banks, federal savings associations, and federal branches and federal agencies of foreign banks b. State member banks, branches and agencies of foreign banks (other than federal branches, federal agencies, and insured state branches of foreign banks), commercial lending companies owned or controlled by foreign banks, and organizations operating under section 25 or 25A of the Federal Reserve Act c. Nonmember Insured Banks, Insured State Branches of Foreign Banks, and insured state savings associations d. Federal Credit Unions | a. Office of the Comptroller of the Currency Customer Assistance Group 1301 McKinney Street, Suite 3450 Houston, TX 77010-9050 b. Federal Reserve Consumer Help Center P.O. Box 1200 Minneapolis, MN 55480 c. FDIC Consumer Response Center 1100 Walnut Street, Box #11 Kansas City, MO 64106 d. National Credit Union Administration Office of Consumer Protection (OCP) Division of Consumer Compliance and Outreach (DCCO) 1775 Duke Street Alexandria, VA 22314 |
| 3. Air carriers | Asst. General Counsel for Aviation Enforcement & Proceedings Department of Transportation 400 Seventh Street SW Washington, DC 20590 |
| 4. Creditors Subject to Surface Transportation Board | Office of Proceedings, Surface Transportation Board Department of Transportation 1925 K Street NW Washington, DC 20423 |
| 5. Creditors Subject to Packers and Stockyards Act | Nearest Packers and Stockyards Administration area supervisor |
| 6. Small Business Investment Companies | Associate Deputy Administrator for Capital Access United States Small Business Administration 406 Third Street, SW, 8th Floor |

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|--|---|
| | Washington, DC 20416 |
| 7. Brokers and Dealers | Securities and Exchange Commission 100 F St NE Washington, DC 20549 |
| 8. Federal Land Banks, Federal Land Bank Associations, Federal Intermediate Credit Banks, and Production Credit Associations | Farm Credit Administration 1501 Farm Credit Drive McLean, VA 22102-5090 |
| 9. Retailers, Finance Companies, and All Other Creditors Not Listed Above | FTC Regional Office for region in which the creditor operates or Federal Trade Commission: Consumer Response Center – FCRA Washington, DC 20580 (877) 382-4357 |

Additional Information about the Fair Credit Reporting Act

The Summary of Your Rights provided above does not reflect certain amendments contained in the Consumer Reporting Employment Clarification Act of 1998. The following additional information may be important for you:

- Records of convictions of crimes can be reported regardless of when they occurred.
- If you apply for a job that is covered by the Department of Transportation's authority to establish qualifications and the maximum hours for that job and you apply by mail, telephone, computer, or other similar means, your consent to a consumer report may validly be obtained orally, in writing, or electronically. If an adverse action is taken against you because of a consumer report for which you gave your consent over the telephone, computer, or similar means, you may be informed of the adverse action and the name, address and phone number of the consumer reporting agency, orally, in writing, or electronically.

ARTICLE 23-A
LICENSURE AND EMPLOYMENT OF PERSONS PREVIOUSLY
CONVICTED OF ONE OR MORE CRIMINAL OFFENSES

Section 750. Definitions.

Section 751. Applicability.

Section 752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited.

Section 753. Factors to be considered concerning a previous criminal conviction; presumption.

Section 754. Written statement upon denial of license or employment.

Section 755. Enforcement.

§ 750. Definitions. For the purposes of this article, the following terms shall have the following meanings:

- (1) "Public agency" means the state or any local subdivision thereof, or any state or local department, agency, board or commission.
- (2) "Private employer" means any person, company, corporation, labor organization or association which employs ten or more persons.
- (3) "Direct relationship" means that the nature of criminal conduct for which the person was convicted has a direct bearing on his fitness or ability to perform one or more of the duties or responsibilities necessarily related to the license, opportunity, or job in question.
- (4) "License" means any certificate, license, permit or grant of permission required by the laws of this state, its political subdivisions or instrumentalities as a condition for the lawful practice of any occupation, employment, trade, vocation, business, or profession. Provided, however, that "license" shall not, for the purposes of this article, include any license or permit to own, possess, carry, or fire any explosive, pistol, handgun, rifle, shotgun, or other firearm.
- (5) "Employment" means any occupation, vocation or employment, or any form of vocational or educational training. Provided, however, that "employment" shall not, for the purposes of this article, include membership in any law enforcement agency.

§ 751. Applicability. The provisions of this article shall apply to any application by any person for a license or employment at any public or private employer, who has previously been convicted of one or more criminal offenses in this state or in any other jurisdiction, and to any license or employment held by any person whose conviction of one or more criminal offenses in this state or in any other jurisdiction preceded such employment or granting of a license, except where a mandatory forfeiture, disability or bar to employment is imposed by law, and has not been removed by an executive pardon, certificate of relief from disabilities or certificate of good conduct. Nothing in this article shall be construed to affect any right an employer may have with respect to an intentional misrepresentation in connection with an application for employment made by a prospective employee or previously made by a current employee.

§ 752. Unfair discrimination against persons previously convicted of one or more criminal offenses prohibited. No application for any license or employment, and no employment or license held by an individual, to which the provisions of this article are applicable, shall be denied or acted upon adversely by reason of the individual's having been previously convicted of one or more criminal offenses, or by reason of a finding of lack of "good moral character" when such finding is based upon the fact that the individual has previously been convicted of one or more criminal offenses, unless:

- (1) there is a direct relationship between one or more of the previous criminal offenses and the specific license or employment sought or held by the individual; or
- (2) the issuance or continuation of the license or the granting or continuation of the employment would involve an unreasonable risk to property or to the safety or welfare of specific individuals or the general public.

§ 753. Factors to be considered concerning a previous criminal conviction; presumption.

1. In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer shall consider the following factors:
 - (a) The public policy of this state, as expressed in this act, to encourage the licensure and employment of persons previously convicted of one or more criminal offenses.
 - (b) The specific duties and responsibilities necessarily related to the license or employment sought or held by the person.
 - (c) The bearing, if any, the criminal offense or offenses for which the person was previously convicted will have on his fitness or ability to perform one or more such duties or responsibilities.
 - (d) The time which has elapsed since the occurrence of the criminal offense or offenses.
 - (e) The age of the person at the time of occurrence of the criminal offense or offenses.
 - (f) The seriousness of the offense or offenses.
 - (g) Any information produced by the person, or produced on his behalf, in regard to his rehabilitation and good conduct.
 - (h) The legitimate interest of the public agency or private employer in protecting property, and the safety and welfare of specific individuals or the general public.

2. In making a determination pursuant to section seven hundred fifty-two of this chapter, the public agency or private employer shall also give consideration to a certificate of relief from disabilities or a certificate of good conduct issued to the applicant, which certificate shall create a presumption of rehabilitation in regard to the offense or offenses specified therein.

§ 754. Written statement upon denial of license or employment. At the request of any person previously convicted of one or more criminal offenses who has been denied a license or employment, a public agency or private employer shall provide, within thirty days of a request, a written statement setting forth the reasons for such denial.

§ 755. Enforcement.

1. In relation to actions by public agencies, the provisions of this article shall be enforceable by a proceeding brought pursuant to article seventy-eight of the civil practice law and rules.
2. In relation to actions by private employers, the provisions of this article shall be enforceable by the division of human rights pursuant to the powers and procedures set forth in article fifteen of the executive law, and, concurrently, by the New York city commission on human rights.