



Dear Potential Volunteer,

Thank you for your interest in volunteering at our centers. Please review all of the following information to complete the volunteer application process.

Please prayerfully consider the area(s) of interests that you feel would be the best fit for your skill set and gift mix. It is our desire that your heart is full and that you thrive as a team member! This ministry should not be taken lightly. We are seeking volunteers who are willing to commit to volunteering with our team for a **minimum of 12 months**. The training process will take 3-12 months, depending upon individual efforts and availability.

Here are the steps:

- Read through and complete the application packet (Care Net Volunteer Application, Qualifications, Statement of Faith, Statement of Principle, Confidentiality Agreement and Volunteer Pledge)
- Return the application packet in a *sealed* envelope Attn: Advocate Director
- Contact the Advocate/Center Director to schedule a 30 - 60 minute interview & tour
- Our Advocate/Center Director facilitates a reference check process regarding your character, your spiritual development, purity, integrity, team dynamics, etc.
- Upon approval, you will be scheduled for your first orientation day for paperwork, videos and shadowing process. At a later date, you will attend the next 2 day volunteer training. Dates are pending volunteers and availability.
- Follow up with the either the Center/Advocate Director to schedule ongoing training/practicum checklist
- Within 15 days of your first scheduled volunteer shift at the center, you will be required to provide proof of a TB test and physical exam within the last 12 months. ***You may not volunteer at the center on an ongoing basis until this has been completed.***

Please contact the center for more information and/or questions.

We look forward to hearing from you!

May He bless you with wisdom through this process!

Cordially Yours,

Care Net Executive Director



General Qualifications of a Care Net Staff/Volunteer

1. Be a committed Christian who demonstrates a personal relationship with Jesus Christ as Savior and Lord and a lifestyle demonstrating Biblical integrity.
2. Exhibit strong commitment and dedication to the sanctity of all human life.
3. Faithfully attend church and be in fellowship with other believers.
4. Fully agree with and uphold the Care Net Pregnancy Center Statement of Faith, Statement of Principle, Mission/Vision Statement, Volunteer Pledge Agreement and policies of the Center.
5. Must have compassion and a heart for women facing crisis or unplanned pregnancies.
6. Servant attitude and willingness to submit authority.
7. Willingness to uphold and submit to the Board of Directors' and Executive Director's decisions and policies and accept direction and guidance from the Board of directors, the Executive Director, and the Client Services Director.
8. Have immediate family members be supportive of his/her volunteer time commitment to Care Net Pregnancy Center.
9. Be able to respect and keep information confidential.
10. Be dependable and capable of following through on commitments.
11. Neat appearance and adherence to dress code.
12. Have a sincere desire to reach out with the love of Jesus to people in distress.
13. Be willing to attend and complete the necessary application, reference checks, interview and training for particular responsibility.
14. Be willing to take ownership and responsibility for this ministry as an extension of our local church body.
15. Be willing to allow your life to be transformed as you serve the Lord Jesus Christ in your calling.



Confidential Application for Volunteers

Care Net MISSION: Acknowledging that every human life begins at conception and is worthy of protection, Care Net offers compassion, hope, and help to anyone considering abortion by presenting them with realistic alternatives and Christ-centered support through our life-affirming network of pregnancy centers, organizations, and individuals.

Personal Information:

Name: _____ DOB: _____

Address: _____

City, State, Zip: _____

Email: _____

Home Phone: _____ Cell Phone: _____

Marital Status: Single Married Separated Divorced Remarried
 Widow Engaged If married, how long: _____

Spouse's Name _____

Does your spouse approve of your involvement with Care Net: Yes No Not Applicable

Please list names and ages of children living at home: _____

How did you hear about Care Net? _____

Briefly state why you are interested in volunteering at Care Net: _____

Education:

High School: _____ Years Attended: _____

College: _____ Years Attended: _____ Major: _____ Degree: _____

College: _____ Years Attended: _____ Major: _____ Degree: _____

Post Grad Work: _____ Years Attended: _____ Major: _____ Degree: _____



Please list other relevant education such as seminars, training programs, Bible school, etc. _____

Employment :

Current/Most Recent Employer: _____

Title: _____ Length of Employment: _____

Address: _____ Phone: _____

May we contact your employer: Yes No Name/number: _____

Previous Employer: _____

Title: _____ Length of Employment: _____

Address: _____ Phone: _____

May we contact your employer: Yes No

Name: _____ Number: _____

Character Information:

What gifts, talents, or special personality traits would you bring to this ministry? _____

What are your personal strengths? _____

What are possible areas of weakness? _____

Do you consider yourself a Christian? Yes No Not Sure

If yes, when did you become a Christian? _____



Church Information:

Are you established in a local church? Yes No For how long? _____

Name of Church: _____ Church Member? Yes No

Address: _____ Phone: _____

Pastoral Reference (name): _____

Phone: _____ Email: _____

Previous Church Affiliation: _____

Have you had any Christian ministry training? Yes No

Please describe: _____

Are you a leader or member of any group? Yes No

If yes, please list: _____

References:

Please list three people who would be able to give a character reference for you:

1. Name: _____	Relationship: _____
Email: _____	Phone: _____
2. Name: _____	Relationship: _____
Email: _____	Phone: _____
3. Name: _____	Relationship: _____
Email: _____	Phone: _____

General Care Net Center Information:

Is there anything that you know of in your past that may negatively affect our organization?
(This is not asked as a means of exclusion – but that we have a thorough understanding of all our volunteers.)

How do you feel about a woman parenting her baby if she is single? _____

How do you feel about a woman placing her baby for adoption as an alternative? _____



When do you feel sexual intercourse is morally permissible? _____

Under what circumstances would you consider abortion as an alternative for a woman with an unplanned pregnancy? never an option in cases of rape/incest in cases of extreme, severe, psychological stress in cases of knowledge of a child's deformity Other _____

Please list any books, films or other materials that you have read or viewed that relate to abortion, pregnancy, or alternatives to abortion: _____

Have you ever counseled a woman who was considering an abortion? Yes No
If yes, explain: _____

Have you had any traumatic experiences related to abortion? Yes No If yes, explain: _____

Personal Abortion Knowledge:

Knowledge of how abortions are performed and methods used to perform abortions:

- Excellent Good Fair Poor

Knowledge of the existing laws regulating abortion:

- Excellent Good Fair Poor

Knowledge of what the bible teaches (directly or indirectly) about abortion:

- Excellent Good Fair Poor

Do you believe in our statement of faith? Yes No

Do you believe in and will you abide by our statement of principles? Yes No

Will you commit yourself to any ongoing training that is requested of you? Yes No

Are you willing to ask for advice & seriously consider advice given to you by the Center's leadership? Yes No



Please circle the times you would be available to volunteer:

Monday	Tuesday	Wednesday	Thursday	Friday
9:30 am – 1:30 pm				
12:30 pm – 5:30 pm				
Other	Other	Other	Other	Other

Please list other days/times that work for you: _____

By signing this document, I hereby agree that the above answers and statements are true and correct to the best of my knowledge. I agree that I have read through the volunteer packet at large and are in agreement with all contents included.

If for any reason that I am not in agreement, I will be forthcoming in my questions and resolutions thereof, as to be in alignment with the Care Net Pregnancy Center of Northern California’s mission, vision and services, etc. that they provide to the community.

Print Name

Date

Signature



Staff/Volunteer Confidentiality Agreement

Care Net MISSION: Acknowledging that every human life begins at conception and is worthy of protection, Care Net offers compassion, hope, and help to anyone considering abortion by presenting them with realistic alternatives and Christ-centered support through our life-affirming network of pregnancy centers, organizations, and individuals.

I understand that by my presence here at CareNet Pregnancy Center and Medical Clinic, I am to hold confidential any and all information exchanged with the clients who enter the clinic or thrift store. I will not share any and all information with other client advocates, clerks, volunteers and managers with whom I interact. I am not to share any confidential information with those at home, at work, or during casual activities.

I will not acknowledge a client in a public or private setting unless the client initiates the communication. I will not mention their relationship with Care Net Pregnancy Center of Northern California during this communication except when the client initiates the topic and requires a direct response.

This is in accordance to the State of California's Health Insurance Portability and Accountability Act, referred to as HIPAA. This act developed standards to protect the security and privacy of the patient/client information/history.

Signature

Date

Print Name

Volunteer/Staff Position



Statement of Principle

- Care Net Pregnancy Center is an outreach ministry of Jesus Christ through His church. Therefore, Care Net, embodied in its volunteers, is committed to presenting the gospel of our Lord to men and women with crisis pregnancies – both in word and in deed. Commensurate with this purpose, those who labor as Care Net board members, directors, and volunteers are expected to know Jesus Christ as their Savior and Lord.
- Care Net Pregnancy Center believes that God had ordained marriage to be between one man and one woman and labor as CareNet members, directors, staff, and volunteers are expected to live a lifestyle in agreement with this principle.
- Care Net Pregnancy Center is committed to providing its clients with accurate and complete information about both prenatal development and abortion.
- Care Net Pregnancy Center is committed to integrity in dealing with clients, earning their trust, providing promised information and services, and eschewing any form of deception in its corporate advertising or individual conversations.
- Care Net Pregnancy Center is committed to assisting women to carry to term by providing emotional support and practical assistance. Through the provision of God's people and the community at large, women may face the future with hope and plan constructively for themselves and their babies.
- Care Net Pregnancy Center never discriminates in providing services because of the race, creed, color, national origin, age, or marital status of its clients.
- Care Net Pregnancy Center never advises, provides, or refers for abortion or abortifacients.
- Care Net Pregnancy Center offers assistance free of charge at all times, excluding STD testing at this moment.
- Care Net Pregnancy Center is committed to creating awareness within the local community of the needs of pregnant women and of the fact that abortion only compounds human need rather than resolves it.
- Care Net Pregnancy Center does not engage in contraceptive counseling or in referring for contraceptives or contraceptive services. (Married women seeking contraceptive information should be urged to seek counsel, along with their husbands, from their pastor and physician.)
- Care Net Pregnancy Center recognizes the validity of adoption as one alternative to abortion, but is not biased toward adoption when compared to the other life-saving alternatives. Clinics are independent of adoption agencies, relating to them in the same manner as to other helpful referral sources. Clinics receive no payments of any kind from these agencies, do not enter into contractual relationships with them, and do not share combined office space. Adoption agencies are not established under the auspices of clinics. Clinics neither initiate nor facilitate independent adoptions.

Signature

Volunteer/Staff Position



Statement of Faith

- We believe in one God eternally existing in three persons: Father, Son, and Holy Spirit.
- We believe in God, the Father, whose creation reveals His unparalleled power and whose love extends to every person even before each is born.
- We believe in the deity of Jesus Christ, His virgin birth, in His sinless life, in His miracles, in His atoning death on the cross in our place, in His bodily resurrection, in His ascension to the right hand of the Father and in His future, personal return in power and glory.
- We believe that human beings are created in God's image, but because of human sin against God, that image was defaced and fellowship with God was broken.
- We believe that God had demonstrated His love for lost and sinful humanity, in that, while we were yet sinners, Christ died for us. We believe that the Holy Spirit convicts us of sin and leads us to experience God's salvation through faith in Jesus Christ as Savior and Lord, who alone reconciles us to God and who is restoring God's image in us.
- We believe in the ongoing ministry of the Holy Spirit, Who empowers us to live Godly lives and to express our personal faith in good works.
- We believe in life after death of both the saved and the lost: the saved to dwell in God's presence forever and the lost to exist externally without God.
- We believe that the Bible is the inspired, infallible and uniquely authoritative word of God and our guide in faith and life.
- We believe in the body of Christ, which by the Holy Spirit is bound together in spiritual unity and sent out in gifted diversity to accomplish Christ's mission in the world.

Print Name

Volunteer/Staff Position

Signature

Date

Note: This statement of faith was developed by an interdenominational task force, consisting of Christian describing themselves as Evangelicals, Catholics, and Protestants of various denominations, all involved in one pregnancy center.



Volunteer Pledge

Recognizing the Pregnancy Center is a Christian Ministry, I openly acknowledge my personal faith in Jesus Christ as my Lord and Savior. I have read the Statement of Faith and am in complete agreement with all statements in it.

I believe in the sanctity of human life as taught in the Bible and, therefore, reject abortion as an acceptable option for any woman facing a crisis pregnancy, except to save the life of the mother in some cases (e.g. tubal pregnancy).

I believe in chastity outside of marriage and the sanctity of marriage between a man and a woman as taught in the Bible. Therefore, I commit myself to a lifestyle of sexual purity.

I agree to be faithful in church attendance and participation, as a member of the body of Christ.

I accept the responsibility to act as an advocate on behalf of the women under my care; to give accurate information, emotional support, and spiritual guidance. I will keep all information on center clients in the strictest confidence, in accordance with center policies. I will consistently uphold the center's policies relating to confidentiality, even after I am no longer a volunteer.

Understanding the vital role volunteers play in the work of the center, I commit myself to faithfully serve _____ hours per week on a regular basis. Additionally, I agreed to attend volunteer staff meetings and in-service training sessions. I have agreed to enter into my role as a volunteer without any expectation of receiving any compensation for the services I may perform.

I have read, understand, and agree with the center's Statement of Principle and will at all times uphold it, as well as all policies and procedures established by the Board of Directors and the Executive Director.

Volunteer Signature

Date