



## Staff and Volunteer Application

*This application and the information provided in it will be reviewed by qualified Crossroads Resource Center staff only and will remain confidential.*

### Directions

1. Fill out all sections of this application as completely as possible.
2. Provide the Pastoral and Personal Reference Forms to the persons completing them for you. (See Section E).
3. Sign the application at the Signature of Agreement and Commitment section. (See Section J)
4. Provide a Resume and at least two professional references **only if applying for a paid staff position.**
5. Return the completed application to Crossroads Resource Center.

***Your involvement in Crossroads Resource Center including training, can begin only after a complete application is returned and reviewed by appropriate staff.***

### A) Demographic Information – Please Print Clearly

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone: Cell: \_\_\_\_\_ Home: \_\_\_\_\_

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

Church Currently Attending \_\_\_\_\_

Name of Employer: \_\_\_\_\_

### B) Interest in Crossroads Resource Center

How did you hear about Crossroads Resource Center?

\_\_\_\_\_

Why would you like to be involved with Crossroads Resource Center \_\_\_\_\_

Are you interested in working directly with patients?     Yes     No

If yes, please describe your expectations: \_\_\_\_\_

\_\_\_\_\_

Are you interested in a staff or volunteer position?      \_\_\_\_\_ Staff      \_\_\_\_\_ Volunteer      \_\_\_\_\_ Either

### **C) Abortion / Adoption Experiences**

Have you had any personal experiences with abortion or adoption?      \_\_\_\_\_ Yes      \_\_\_\_\_ No

If yes, please describe: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### **D) Mission, Values and Strategy**

Please carefully read the Mission, Values, Core Values and other Positional Statements. To be involved with Crossroads Resource Center you are expected to know and adopt these, as well as perform your role in accordance.

#### **Vision and Mission Statement**

Our mission is to provide evidence based medical and education services along with practical resources for Columbia Basin families in a respectful and caring environment

#### **Core Values**

- Christ Centered
- Compassionate
- Trustworthy / Integrity
- Genuine Connection

#### **Statement of Faith**

1. We believe the Bible to be the inspired, and the only infallible, authoritative Word of God.
2. We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe that for the salvation of lost and sinful people, regeneration by the Holy Spirit is absolutely essential, and that this salvation is received only through faith in Jesus Christ as Savior and Lord and not as a result of good works.
5. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life.
6. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.
7. We believe in the spiritual unity of believers in our Lord Jesus Christ.

## **Apostles Creed**

I believe in God the Father almighty, Creator of heaven and earth, and in Jesus Christ, his only son, our Lord, who was conceived by the Holy Spirit, born of the Virgin Mary, suffered under Pontius Pilate, was crucified, died and was buried; he descended into hell; on the third day he rose again from the dead; he ascended into heaven, and is seated at the right hand of God the Father almighty; from there he will come to judge the living and the dead. I believe in the Holy Spirit, the holy Catholic Church the communion of saints, the forgiveness of sins, the resurrection of the body, and life everlasting. Amen.

## **Abortion**

1. We believe that human life begins at conception. Every human being, being created in the image and likeness of God Himself, is a unique, immeasurable precious person whose life deserves protection, care, and respect. The biblical teachings regarding the sanctity of human life require Christians to oppose the evils of abortion (both chemical and surgical), infanticide, euthanasia and other forms of violence and injustice against the defenseless and innocent.
2. It is our position that every abortion claims an innocent life.
3. We are painfully aware of the trauma surrounding pregnancies related to rape, incest, deformities of the developing child, and/or health risks to the mother. We exist, in part, to provide helpful information in such cases, but we do not find abortion to be either effective or morally acceptable as a method of reducing such trauma.
4. In those extremely rare cases where continued pregnancy is reasonably expected to precipitate the mother's immediate and literal death, we have been able to discover no clear biblical principle absolutely prescribing or recommending the act of abortion. In such cases, we encourage the parties involved to prayerfully consider the gravity of their decision and the merit of available alternatives. Furthermore, we commit ourselves to respect the decision of the parents and to provide whatever support is possible.

## **Statement of Principle**

1. Human life is sacred from the moment of fertilization throughout the life continuum.
2. Legalized abortion on demand is the unjustifiable taking of a human life. Therefore, Crossroads will not counsel, refer, or recommend any woman, regardless of the circumstances of conception (including rape, incest or the prospect of a disability) for an abortion.
3. We oppose the development, production, and use of abortifacient pharmaceuticals and devices.
4. Adoption is one viable alternative to abortion. Crossroads commends those agencies that assist women in placing their children for adoption and Crossroads will cooperate with such agencies whenever possible.
5. Crossroads affirms the Biblical model for marriage and family as described in Genesis 2:24; Ephesians 5:21; 6:4; Colossians 3:18, 21 and 1 Peter 3:7.
6. Crossroads affirms the teaching that children are a blessing. (Psalm 127:3)
7. Crossroads is committed to providing patients with accurate information about prenatal development, abortion, STI's and parenting skills.
8. Crossroads is committed to integrity in dealing with patients, in such a way that Crossroads will earn their trust, give them promised information and services and abstain from any form of deception in advertising or individual conversations.
9. Crossroads will not discriminate in providing services based on a patient's race, creed, color, national origin, age, marital status, or sexual identity.
10. Crossroads is committed to ministering to the needs of the post-abortive women and offering them hope and healing through Jesus Christ.
11. Crossroads is committed to providing an environment of safety, compassion, and confidentiality.
12. Crossroads serves our community through compassionate, non-coercive educational ministries. We unequivocally condemn any and all acts of illegal violence, regardless of an individual's motivation. No person who is truly pro-life could commit such an act of violence in the name of protecting unborn children. The pro-life movement works to protect the right to life and to restore respect for human life. Violence opposes that goal.

If you have variance or questions concerning any part of the Mission, Values, Strategy or four Positional Statements, please state them below:

5/3/23

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### E) References

Involvement with Crossroads Resource Center requires two references, one from your current Pastor and one from a person who knows you well and for longer than a year. The personal reference cannot be an immediate family member.

Please note you are responsible for getting the Reference Forms (located at the end of this Application) to the people who will complete the forms on your behalf. Please ask them to return the Reference Forms directly to the Crossroads Resource Center as soon as possible.

Please list the two people who will be completing the Reference Forms for you.

Pastoral \_\_\_\_\_ Phone \_\_\_\_\_

Personal \_\_\_\_\_ Phone \_\_\_\_\_  
(Relationship to you) \_\_\_\_\_

### F) Relevant Experience & Skills

Please describe any experience you believe may be relevant to your ministry at Crossroads Resource Center. This may be employment, volunteer/ministry experience, occupational training, public speaking, etc.

Organization / Company	Job Title	Responsibilities
_____	_____	_____
_____	_____	_____
_____	_____	_____

Please provide us with information about other skills you may have (Office skills, computer, medical, etc.)

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### G) Commitment to Standards and Non-Disclosure

Crossroads Resource Center is committed to serving our patients and donors with the highest standard of professionalism. To do this, we require that all staff and volunteers agree to and commit to the standards listed below.

**Please read each of the standards carefully. We require that you adhere to these standards at all times during your involvement with Crossroads Resource Center.**

NOTE – If you have a question about a standard or feel that you may be unable to adhere to a standard, please indicate this in the space at the end of this section.

- I will know and responsibly work towards fulfilling Crossroads Resource Center's Mission and Strategy.
- I will apply the values of Christ centered, Compassion, Integrity, and Genuine Connection to my role and activities at Crossroads Resource Center.

- I will serve women and men in unplanned pregnancies and post-abortion counseling with care and compassion, speaking the truth in love through ministry and not manipulation.
- I will keep all patients' identities and life situations in strict confidence at all times.
- I will keep all donors' identities and donations in strict confidence at all times.
- I will keep all business operations, processes, methods, and documentation of Crossroads Resource Center in strict confidence at all times.
- I will comply with the Policies and Procedures established by Crossroads Resource Center.
- I will commit to serve in my position with Crossroads Resource Center for at least one year, following training.
- I will never refer or advise anyone to have an abortion.
- I will uphold Crossroads Resource Center's policy on birth control, and abstinence only for unmarried patients.
- I will maintain my scheduled hours and to seek a qualified substitute when necessary.
- I will be prepared for my scheduled duties and will remain responsibly engaged while performing my duties.
- I will pray for Crossroads Resource Center staff, volunteers, and patients.
- I will commit to a monogamous marriage relationship during my time at Crossroads Resource Center (if married).
- I will remain sexually abstinent during my time at Crossroads Resource Center (if unmarried).
- I will maintain any professional licenses and certifications required to perform services at Crossroads Resource Center.

Questions or comments concerning the above Commitment to Standards and Non-Disclosure:

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## H) Signature of Agreement and Commitment

Having carefully read and completed this Application, I, the undersigned, agree that:

- I have provided information that is accurate
- I will uphold the Mission, Values, Strategy and other Positional Statements of Crossroads Resource Center
- I will uphold the Positional Statements as stated
- I will uphold the Commitments to Standards and Non-Disclosure as stated
- I have included any questions, concerns or differences as I presently have them

Print Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_