



# The Catholic Community of St. Francis of Assisi

Stewardship Office  
11401 Leesville Road  
Raleigh, North Carolina 27613

## Instructions for Completing Volunteer Application Level B Volunteer

Thank you for your interest in becoming a volunteer minister at the Catholic Community of St. Francis of Assisi. We welcome all who come to us and appreciate your sharing your time and talent with our community of faith.

In order to create a safe environment for all of our children and youth, we screen all prospective volunteers, as required by the Diocese of Raleigh and the Safe Environment Team at St. Francis of Assisi. The attached application form is used for all Level B volunteers. These are volunteer positions that have regular, but supervised interaction with minors.

Please complete this form and submit it directly to Trina Sugrue. You may contact Trina at 847-8205, extension 245, or [trina.sugrue@stfrancisraleigh.org](mailto:trina.sugrue@stfrancisraleigh.org). We also require that you have two individuals who have seen you interact with children, complete the **Reference for Volunteer Ministry** form included in this packet and have them return the form to the church in a sealed envelope. Your application cannot be completed until these are received.

Your application will be treated with the highest level of confidentiality and security. You may contact Trina Sugrue (919-847-8205x245) if you have any questions regarding the application process.

We appreciate your generous giving of yourself to our parish.  
Thank you for enabling us to better create a safe environment for all who come to us.



**Diocese of Raleigh**  
The Catholic Community of St. Francis of Assisi

**Level B Volunteer Application**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

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

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Cell Phone: \_\_\_\_\_ E-mail Address: \_\_\_\_\_

**Ministry:** \_\_\_\_\_

Emergency Contact: \_\_\_\_\_ Phone: \_\_\_\_\_

Has a civil lawsuit or employment complaint ever been filed against you for child abuse or sexual abuse? \_\_\_\_\_

If yes, give details: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Have you ever been arrested or convicted of a crime related to child abuse or sexual abuse? \_\_\_\_\_

If yes, give details: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Have you ever left an assignment or employment or been removed from an assignment or employment for reasons related to allegations of child abuse, physical abuse or sexual abuse? \_\_\_\_\_

If yes, give details: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I understand that in signing this Personal Information Sheet, I affirm that the information I have given is true and correct.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Level B Volunteer Application**

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**Volunteer Experience** – Please list your volunteer experiences with other churches, civic or non-profit organizations (use additional pages if needed).

<b>Organization</b>	<b>Volunteer Duties</b>	<b>Dates of Service</b>	<b>Contact/Supervisor</b>	<b>Phone #</b>

**References** - List at least three personal or professional references who could attest to your character and interaction with minors. These people should know that you have applied as a volunteer and that you have

<b>Name of Reference</b>	<b>Relationship to Volunteer</b>	<b>Address</b>	<b>Phone #</b>	<b>E-mail</b>

named them as a reference. Use extra pages if necessary. Please avoid listing family members.

## Declarations

**The Catholic Diocese of Raleigh appreciates your willingness to share your faith, gifts and skills. Providing safe and secure programs for our members is of utmost importance to us. The information gathered in this application is designed to help us provide the highest quality Catholic programs for the people of our community.**

*Please read and initial each of the statements below.*

\_\_\_\_\_ I declare that all statements contained in this application are true and that any misrepresentation or omission is cause for rejection of my application or dismissal from my position.

\_\_\_\_\_ I agree to observe all of the Catholic Diocese of Raleigh guidelines and policies for the program in which I am applying, especially the Code of Conduct for Church Personnel for the Diocese of Raleigh.

\_\_\_\_\_ I understand that the Catholic Diocese of Raleigh has ZERO TOLERANCE FOR ABUSE and takes all allegations of abuse seriously. I further understand that the Catholic Diocese of Raleigh cooperates fully with the authorities to investigate all cases of alleged abuse. Abuse of minors or vulnerable adults is grounds for immediate dismissal and possible criminal charges.

\_\_\_\_\_ I understand that I can withdraw from the application process at any time.

\_\_\_\_\_ I understand and agree that false statements and/or omissions regarding past conduct and/or present situations may be grounds for denial of application to provide employment and/or volunteer services.

\_\_\_\_\_ I hereby authorize the Catholic Diocese of Raleigh to conduct a personal and professional background check for the purposes of my application at the Catholic Diocese of Raleigh. The Catholic Diocese of Raleigh may contact any references, past and current employers, church, youth organizations, agencies where volunteer service has been completed, and any individual or organization which might be relevant to my desired position. I hereby release all of the above stated persons from any and all liability for damages that might occur during the Catholic Diocese of Raleigh's contact with the individuals for purposes of employment or volunteer services. I understand and agree that information may be obtained from sources that I provided above and that this information will be held confidentially by the Catholic Diocese of Raleigh. I have also read and understood the above stated information within this release and am signing below of my own free will.

\_\_\_\_\_ I hereby acknowledge that I have been notified in a separate writing that the Catholic Diocese of Raleigh may request a Consumer Report about me if needed for further investigation. I understand that the Consumer Report may contain information bearing on my credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living. I understand that the Consumer Report may contain public record information such as consumer credit reports, criminal records, judgments, liens, driving records, educational history, prior history, or other public record information. I further understand that information may be requested from various Federal, State, local and other agencies that reflects my past activities.

\_\_\_\_\_ By my signature below, I authorize the Catholic Diocese of Raleigh to request and obtain a Consumer Report containing, without limitation, the above-described information in connection with my application. I also authorize, without reservation, any person, agency, or other entity contacted by or on behalf of the Catholic Diocese of Raleigh to furnish the above described or similar information. Also by my signature below, I waive any and all causes of action that I may have against the Catholic Diocese of Raleigh caused by the gathering or supplying of the above described or similar information.

\_\_\_\_\_ I understand that a criminal background check will be conducted prior to and may be conducted during my service. I authorize investigations of all statements contained in the application.

\_\_\_\_\_ My signature indicates that I have read and understand the above. Do not sign until you have read and initialed the above statements.

\_\_\_\_\_  
Applicant Signature

\_\_\_\_\_  
Date

## **Declarations Supplement Level B Volunteer**

In order to create a safe environment for our youth, the Diocese of Raleigh and the Catholic Community of St. Francis of Assisi screen all prospective volunteers. There are four levels of volunteers, each determined by the level of supervision and amount of interaction with minors. A Level C Volunteer may be in a supervisory position or may have unsupervised interaction with minors. To serve as a Level C Volunteer, applicants must have a Criminal Background Check to include a search for criminal records and a check of the National Sex Offender Registry.

The application form for Level C Volunteers includes a Declarations Form. Each statement on the Declarations Form must be read and initialed by the applicant to indicate that he/she agrees to each of the declarations. There are two declarations statements that might need some explanation. These two statements along with a further explanation of them follow:

The statements read:

I hereby acknowledge that I have been notified in a separate writing that the Catholic Diocese of Raleigh may request a Consumer Report about me if needed for further investigation. I understand that the Consumer Report may contain information bearing on my credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living. I understand that the Consumer Report may contain public record information such as consumer credit reports, criminal records, judgments, liens, driving records, educational history, prior history, or other public record information. I further understand that information may be requested from various Federal, State, local and other agencies that reflect my past activities.

By my signature below, I authorize the Catholic Diocese of Raleigh to request and obtain a Consumer Report containing, without limitation, the above-described information in connection with my application. I also authorize, without reservation, any person, agency, or other entity contacted by or on behalf of the Catholic Diocese of Raleigh to furnish the above described or similar information. Also by my signature below, I waive any and all causes of action that I may have against the Catholic Diocese of Raleigh or any person, agency, or other entity providing information for inclusion in the Consumer Report for libel, slander, defamation, intentional or negligent infliction, emotional distress, or for any other injury of any kind or nature caused by the gathering or supplying of the above described or similar information.

**“Consumer Report” is a legal term that refers to a background check of public record information.**  
The Fair Credit Reporting Act is the law that permits such a check.

The “Consumer Report” is not a credit history such as would be obtained when someone applies for a loan.

For prospective Level C Volunteers, a criminal background check is performed. This check may access some “Consumer Report” information. Two uses of this information data are: 1) To obtain verification of past addresses for identification purposes. 2) To find any criminal activity that may be a part of applicant’s financial history.

Here are two examples of the use of “Consumer Report” information:

**Example 1:**

John Smith has applied to be a Level C Volunteer. A background check for John Smith gives multiple results for the name “John Smith”. One of those records may contain criminal records. In order to verify that our prospective volunteer does not have a criminal record, a full investigation of past address history might be required. The search of a billing address history is most accurately found through a credit history. No financial information is seen, only the address history. If the John Smith with the criminal record lived in Peoria, IL when the offense occurred and our prospective volunteer lived in Greensboro, NC at the same time, we can verify that the John Smith with the criminal record is not the same as our prospective volunteer. We are required to inform applicants that a credit history may be accessed, even if only for billing address information. This is an example of why the application obtains your authorization to access consumer report data.

**Example 2:**

Matthew Rottweiler has applied to be a Level C Volunteer. A background check finds that he has a criminal record of writing fraudulent checks. In this case, the Diocese Director of Child and Youth Protection would review the background check results and see a record of writing fraudulent checks *because it is a criminal offense*. There would be no financial history revealed other than the criminal record. The criminal record happens to contain “Consumer Report” information that has a bearing on the credit worthiness of Mr. Rottweiler. Because this financial information is part of a “Consumer Report,” the signed declarations are needed for the Diocese to request and obtain the information. The search is for criminal records. Criminal records may be in a “Consumer Report” and may contain information on credit worthiness.

These illustrations describe only two possible examples of the use of “Consumer Report” information. There are other uses that are not illustrated by these examples.

If you have any questions regarding this Declarations Supplement, please contact Sue Mathys, Coordinator of Stewardship, at 919-847-8205x222 or Pat Kowite, Coordinator of Finance and Administration, at 919-847-8205x229.

# Catholic Diocese of Raleigh

## Code of Conduct for Church Personnel

### Preamble

By virtue of our baptism, all Catholics share in the mission of the Church to continue the work of Jesus Christ. Jesus is Lord and we must seek heaven as he did. We must preach the Good News that there is a God who loves us beyond our imagining. We must give our love and the provisions of life to those who have them in small measure. By our actions we must share our conviction that it is in serving our brothers and sisters that we are reconciled to God and that all that passes between us is a function of our relationship with God.

Our call to discipleship is an abundant grace. It is also an awesome responsibility. Church personnel who publicly represent the Church, whether by office, employment, or appointment, have a special obligation because they have chosen to assume positions of trust. Our brothers and sisters, young and old, invite us into their lives, open their hearts, and share their joys, hopes, grief, and anxieties with us. They are confident that we will listen compassionately and act honorably in their best interest. Because of this trust, our public and private behavior has the potential to inspire faith and hope and promote greater generosity and participation. Sadly, it may also scandalize them, weaken or destroy their faith, or increase their sense of isolation.

Therefore, it is essential that anyone who undertakes a position of leadership or ministry in the Church be constantly mindful of the trust they have been given. Faithfully discharging the responsibilities that accompany our work requires constant prayerful reflection since we must be sustained and supported by God's grace. Our obligations also require each of us to periodically undertake a personal inventory. It is hoped this Code of Conduct will assist us in this task.

These statements do not presume to provide answers to all ethical questions. They present a set of general ethical standards to help guide our day to day actions and form a framework for developing policies and discussing ethical questions. However, it is anticipated that Church personnel in the Diocese of Raleigh agree to abide by these principles and understand that disregarding them may lead to remedial action.

### Principles

Church personnel of the Diocese of Raleigh shall:

- Actively embrace the teachings and precepts of the Church and work to promote the Gospel of Jesus Christ.
- Demonstrate their respect for the rights, dignity, and worth of each person from conception to natural death. Conduct relationships with others free of deception, manipulation, exploitation, and intimidation.
- Ensure just treatment of colleagues, employees, volunteers, parishioners, and others who may be effected by the administration of their ministries.
- Provide a professional education and work environment that is non-discriminatory and free of all forms of physical, sexual, and psychological abuse including written or verbal intimidation and harassment.
- Accept personal responsibility to protect, to the best of their ability, children, youths, and adults, especially those who are physically or mentally challenged, from all forms of abuse and neglect.
- Provide counseling for individuals or groups in ways that protect and respect people's rights and advance their welfare without benefit to themselves as counselors.
- Keep all information received in the course of counseling, spiritual direction, and other professional or ministerial contact, in the strictest confidence except as mandated by law.
- Refrain from making false accusations against another or revealing the faults and failings of another to those who have no right to know.
- Be responsible stewards of human and financial Church resources, observe canon and civil law, and make decisions regarding the disposition of resources which reflect Catholic Social teachings.
- Maintain a high level of competence in their particular ministry. Prudently attend to their own physical, spiritual, mental, and emotional well-beings.
- Avoid accepting or conferring an office, position, assignment, or compensation which may present even the appearance of a conflict of interest.
- Examine their own actions and intentions objectively to ensure that their behavior promotes the welfare of the community and exemplifies the strong moral tradition of the Church.
- Promptly report incidents of ethical misconduct by Church personnel to the proper church authority.

## Behavioral Guidelines for Church Personnel Working with Minors

The following guidelines are intended to assist Church personnel in making decisions about interactions with minors in Church sponsored and affiliated programs. They are not intended to address every possible situation or designed to address interactions within families. For clarification of any guideline or inquiring about a behavior not addressed here, please contact your pastor, agency director, principal or the Director for the Program for the Protection of Children and Young People.

1. Church personnel are prohibited from speaking to minors in a manner that is or could be construed by an observer as derogatory, demeaning, or humiliating and are expected to refrain from swearing or using foul language in the presence of minors.
2. Church personnel are prohibited from using physical discipline in any way for the behavior management of minors. No form of physical discipline is acceptable including physical force as retaliation or correction for inappropriate behavior except as may be needed to restrain them from inflicting harm on themselves or others.
3. Church personnel are prohibited from possessing any sexually explicit or morally inappropriate materials on Church property or in the presence of minors. Such materials include, but are not limited to, magazines, videos, films, recordings, computer software, computer games, or printed materials. In addition, topics of conversation or discussion, vocabulary or any other form of personal interaction or entertainment that could not be used in the presence of parents or a responsible adult are also prohibited.
4. Church personnel are prohibited from engaging in any sexually oriented conversations/discussions with minors and are never permitted to discuss their own sexual activities with minors. It is expected that, from time to time, the diocesan approved curriculum in our schools or religious education programs may address issues of human sexuality, especially for teenagers who may have questions related to dating and sex before marriage. These occasions give educators an excellent opportunity to present the Church's teachings in a creative and positive way. Questions that go beyond the scope of the lesson plan should be referred to the parents of the minor, guardian, or qualified counselor for clarification.
5. Church personnel are prohibited from the use, possession, or being under the influence of any tobacco products, alcoholic beverage, or illegal drugs while working with minors. Church personnel are prohibited from providing minors with any alcoholic beverage, tobacco, drugs, or substance prohibited by law. Medications of any kind may be administered to minors only with written parental consent.
6. Church personnel should schedule one-on-one counseling sessions or meetings with minors at times and locations that promote accountability and meet accepted standards of propriety. They should limit the length and the number of meetings, make referrals as appropriate, and notify the parents and/or guardian of the meetings.
7. Church personnel are prohibited from sleeping in the same bed, hotel room, van, sleeping bag, or tent with a minor unless the adult is a parent, guardian, or sibling. Church personnel should not take an overnight trip alone with a minor who is not an immediate family member. Church personnel should avoid being alone with a minor (not a member of the family) in a locker room, restroom, dressing facility, car or transportation vehicle, or other isolated area that is not appropriate to a ministerial relationship. When the good of the minor requires that they be accompanied by an adult to any of these locations, the time alone with the minor should be minimal and another adult should be made aware of the circumstances. As a general rule, changing and showering facilities should be separate for male and female and facilities and arrangements for minors separate from adults or should be used by adults and minors at different times.
8. Appropriate demonstrations of affection between Church personnel and minors can be important for a child's development and a positive part of ministry. Touching must be age appropriate and based on the need of the minor not the adult. If the adult has questions regarding demonstrating affection toward a minor they should discuss the matter with his/her supervisor or an adult qualified to render an opinion.
9. Church personnel may be in a position to provide transportation for minors. The following guidelines apply:
  - a. Ordinarily, minors should not be transported without written permission.
  - b. Minors should be transported directly to their destination with no unauthorized stops.
  - c. Drivers must be validly licensed and insured. They may not drive a diocesan vehicle without prior authorization.
10. Clergy should not allow individual minors who are not members of their immediate family to stay overnight in their private accommodations or residence. Other Church personnel should not provide shared, private, overnight accommodations for individual minors including, but not limited to, accommodations in any church-owned facility, private residence, hotel room, or any other place where there is no other adult supervision present.
11. Church personnel observing anyone (adult or minor) abusing a minor must take immediate steps to intervene and provide a safe environment for the minor and report the misconduct in accord with diocesan policies and civil law.



## **Guidelines for the Supervision of Minors**

Guidelines include, but are not limited to, the following:

1. Church personnel are responsible for releasing minors in their care at the close of activities only to parents, legal guardians, or other persons designated by parents or legal guardians in writing.
2. Programs for minors should not be administered by only one adult without additional adult supervision.
3. Church personnel should report uncontrollable or unusual behavior of minors to parents as soon as possible.
4. Facilities should be monitored during church services, school, and other activities.
5. Encourage parents to join all services and programs in which their children and youth are involved.
6. Parental permission should be obtained, including a signed medical treatment authorization form, before taking minors on trips. Have minors use a “buddy system” whenever they go on trips away from church property.
7. Always obtain parental approval before permitting any minor to participate in athletic or other activities that involve potential risk.



Safe Environment Office  
11401 Leesville Road  
Raleigh, NC 27613

## Reference for Volunteer Ministry

Please complete this form, sign and return it to St. Francis of Assisi in a sealed envelope.

I am submitting this reference for \_\_\_\_\_  
(First and Last Name)

who has offered to serve as a volunteer at St. Francis of Assisi.

Date: \_\_\_\_\_

How long have you known the individual listed above? \_\_\_\_\_ Years \_\_\_\_\_ Months

Have you seen him/her interact with children? \_\_\_\_\_ Yes \_\_\_\_\_ No

If yes, what were your observations? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Would you find this individual to be an asset to our community? \_\_\_\_\_ Yes \_\_\_\_\_ No

What admirable qualities can you share about this individual? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Do you perceive any limitations or areas where you would not recommend this individual to work with the youth of our parish? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Overall Evaluation: \_\_\_\_\_ Recommend with confidence \_\_\_\_\_ Recommend with reservation  
\_\_\_\_\_ Recommend \_\_\_\_\_ Not recommended

Thank you for your time today and thank you for helping our community find superlative people to work with our youth.

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Print Name)



Please return within seven days. Thank you.  
**The Catholic Community of St. Francis of Assisi**  
Safe Environment Office

11401 Leesville Road  
Raleigh, NC 27613

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(First and Last Name)

who has offered to serve as a volunteer at St. Francis of Assisi.

Date: \_\_\_\_\_

How long have you known the individual listed above? \_\_\_\_\_ Years \_\_\_\_\_ Months

Have you seen him/her interact with children? \_\_\_\_\_ Yes \_\_\_\_\_ No

If yes, what were your observations? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Would you find this individual to be an asset to our community? \_\_\_\_\_ Yes \_\_\_\_\_ No

What admirable qualities can you share about this individual? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Do you perceive any limitations or areas where you would not recommend this individual to work with the youth of our parish? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Overall Evaluation: \_\_\_\_\_ Recommend with confidence \_\_\_\_\_ Recommend with reservation  
\_\_\_\_\_ Recommend \_\_\_\_\_ Not recommended

Thank you for your time today and thank you for helping our community find superlative people to work with our youth.

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Print Name)

**Please return within seven days. Thank you.**