



Women's VOLUNTEER APPLICATION

**Your personal information will be held in strictest confidence,
accessible only by the CEO and/or Director of Operations.**

**If you are uncomfortable answering any questions, please leave
blank and discuss them at your interview.**

Please Print Your Information

Date: _____

Name: _____

Birthday: _____

Home Phone #: _____

Cell Phone: _____

Email: _____

Address: _____

City: _____ Zip Code: _____

Occupation: _____ Hours: _____

Marital Status: _____

Spouse: _____

Children & Ages: _____

How does your spouse/family feel about your
possible involvement with Life Choice?

How did you find out about Life Choice?

Why are you interested in volunteering with Life
Choice Pregnancy Centers?

Where do you currently Fellowship:

Previous Volunteer Experience and/or Pro-life
activism:



Please make a general evaluation of your personal knowledge, prior to training, in the abortion areas:

Methods ☐ Excellent ☐ Fair ☐ Poor

Issues ☐ Excellent ☐ Fair ☐ Poor

I would like to learn more about abortion methods: ☐ YES ☐ NO

What circumstances would be okay to consider abortion?

- ☐ Never an option
- ☐ Rape or incest
- ☐ Save Mother's life
- ☐ Psychological Stress
- ☐ Financial Hardship
- ☐ Birth Defects
- ☐ Abusive Partner
- ☐ Other: _____

Have you ever been involved in any form of pro-life activism?

- ☐ Operation Rescue
- ☐ Lobbying
- ☐ Sidewalk Counseling
- ☐ Other: _____

ABORTION KNOWLEDGE

Have you ever had an abortion? ☐ YES ☐ NO

How long ago? _____

Have you ever told anyone? ☐ YES ☐ NO

Who in your immediate family knows about the abortion and how have they dealt with it?

Have you gone through a healing process for the pain attached to the abortion? ☐ YES ☐ NO

When and what type of abortion recovery did you go through?

Have you completed the following workshops?

SaveOne ☐ YES ☐ NO

Forgiven and Set Free ☐ YES ☐ NO

Other Recovery Study _____

Have you ever known a woman who was considering an abortion? ☐ YES ☐ NO

Describe what happened:

What books, videos, films, materials, presentations have you seen/heard relating to abortion?

How do you feel about birth control for unmarried people?

GOAL

To make abortion unthinkable while strengthening and supporting families

AGREEMENT

Please read, initial and sign the following:

- ☐ I recognize Life Choice Pregnancy Centers is a Christian Ministry.
- ☐ I agree that the Bible is the inspired, infallible word of God and is the final authority concerning morality and conduct of humankind
- ☐ I openly acknowledge my personal faith in Jesus Christ as MY Lord and Savior.
- ☐ I have read and agree with the Goal, Mission and Statement of Faith.
- ☐ I believe in the sanctity of human life as taught in the Bible and do not accept abortion as an option.
- ☐ I believe in chastity outside of marriage and in the sanctity of marriage, taught in the Bible. I commit to a lifestyle of purity.
- ☐ I accept the responsibility to act as an advocate on behalf of the people under my care; to give accurate, emotional and spiritual guidance.
- ☐ I will keep all clients information in strict confidence as stated in this document.
- ☐ I commit myself to the Lord to serve in the position I will volunteer to fill.

I believe that God wonderfully and immutably created persons distinctly male and female. To reject ones biological gender is a rejection of the image of God.

I have **read, understand** and **agree** with the Life Choice Pregnancy Centers Statement of Faith, Goal and Mission Statements. I will at ALL times uphold them, as well as all policies and procedures established by the Board of Directors and/or CEO.

Volunteer's Printed Name

Signature

Date

VOLUNTEER AGREEMENT

With statement of confidentiality and code of Christian conduct

MISSION STATEMENT

Rescue the Vulnerable, Redeem the broken and Restore wholeness by providing compassionate care, truthful information and practical support to empower life-affirming choices while demonstrating the love of Christ in every interaction, offering hope and guidance to those facing unexpected pregnancies.

STATEMENT OF FAITH

- **One God. We believe there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.** (Isaiah 44:6; John 1:1-4; Deut. 6:4; Isaiah 43:10b; Matthew 28:10; Luke 3:21-22; John 8:58; John 14:16-17; John 10:30; Revelation 1:11-17; 22:13)
- **Jesus Christ. We believe in the deity of our Lord Jesus Christ, His virgin birth, sinless life, miracles, vicarious and atoning death through His shed blood, bodily resurrection, ascension to the right hand of the Father, and His personal return in power and glory.** (Matthew 1:21-23; Hebrews 7:26-28; Acts 2:22; 1 Corinthians 15:3-4; Ephesians 4:9-10; 1 Thessalonians 4:16)
- **Unity of Believers. We believe in the spiritual unity of all believers in our Lord Jesus Christ.** (1 Corinthians 12:12-27; Ephesians 1:22-23; John 4:23-24; 1 Corinthians 11:23-31; James 2:14-21)
- **The Bible. We believe that God is the Creator of all life and that He has revealed His love and plan of restoration for humankind through His Word, the Holy Bible, which is inspired, complete, and authoritative.** (2 Timothy 3:16-17; 1 Thessalonians 2:13; 2 Peter 1:20-21; Matthew 4:4; Hebrews 4:12)

CONFIDENTIALITY:

Life Choice Pregnancy Centers makes a promise to each client to keep their matters confidential. We must honor our word.

BE VERY CAREFUL TO NEVER:

- Discuss client's problems with anyone without written consent.
- Leave files in open view.
- Leave Clinic door and front office window open.
- Violate clients' privacy with your family or friends.
- Give out client's names or info.
- Give out appointment date/time.
- Talk loudly with client or on phone.
- Discuss client info with staff or other volunteers when anyone else is near.

Code of Christian Conduct



We are conscious of the fact that everything we do, directly or indirectly, has the potential to reflect on Life Choice Pregnancy Centers as a clinic.

We work to always conduct ourselves with openness, forthrightness, and honesty in dealing with people and organizations, both internally and externally.

We hold ourselves to the highest possible standard of conduct, always striving to avoid even the appearance of impropriety.

All our communications are truthful, honest, and accurately describe the services we offer.

We abide by the agreed Commitment of Care and Competence.

We agree and conduct our ministry according to the affiliate Principles of Heartbeat International.

We operate in accordance with all applicable city, county, state and federal laws.

We respect confidentiality and only disclose information required by law.

We treat all with kindness, compassion, and in a caring and courteous manner.

We believe in the sanctity of life from the moment of conception until natural death.

We oppose abortion under any circumstance.

We oppose all forms of abortifacients.

We give accurate information about pregnancy, fetal development, lifestyle issues and related concerns. We do not offer, recommend or refer for abortions or abortifacients.

We are committed to offering accurate information about all abortion procedures and risks.

We believe the Bible is the inspired, complete, and inerrant Word of God. We commit to upholding it as our final authority, living and serving in accordance with its teachings.

We believe that God intends sexual intimacy between a biological man and a biological woman who are married to each other. We believe in the sanctity of marriage between one biological man and one biological woman as taught in the Bible.

Therefore, all staff and volunteers commit to a lifestyle of sexual purity and will refrain from engaging in any sexual relationships outside the bonds of Christian marriage.

We live a lifestyle consistent with biblical values.

All "conflict of interest" relationships will be avoided with board members, staff, suppliers, those we serve and other organizations with whom we deal, unless disclosed and approved.

No one will accept gifts or favors which might influence the performance of their responsibilities.

I agree to uphold the values and beliefs expressed in this Statement of Faith, Religious Beliefs and Code of Christian Conduct and promise to strive to live a biblical lifestyle.

I understand that violation of these principles shall constitute cause for discipline up to and including termination.

CONFLICT RESOLUTION POLICY



As is the case in any organization or workplace conflict will occur for many reasons. God's Word makes it very clear that those who claim the name of Christ should handle conflict in a godly, calm manner. The aim is not so much to prove who is right, but to put conflict to rest even if we must agree to disagree.

In Mathew 18 we are given a template to follow should we experience conflict with a fellow believer. We here at Life Choice Pregnancy Centers accept this Scripture as the most efficient, kind and God-honoring manner to deal with conflict. While we all like to be right, we must understand that sometimes there is no right or wrong in matters of preference or perception. Often, we will need to be willing to agree to disagree.

According to Mathew 18, one believer is to go directly to another with whom there is conflict and to make every attempt to resolve the conflict between the two persons.

If, however, the disagreement cannot be resolved, another person is to be asked to be present when the issue is restated. The third person is asked to help resolve the conflict in a manner agreeable to all, but most especially to honor Christ.

Should you have an issue arise, you are to go first to the person with whom there is conflict. If there is no satisfactory resolution, the staff (paid or volunteer) is to take it to the person of authority that is next on the Organizational Chart. For example: should a volunteer have conflict with another volunteer the first step would be to discuss the matter between the two volunteers. In no case is it ever permissible or acceptable to discuss the conflict with another volunteer or paid employee. If the two volunteers are unable to resolve the conflict the matter should be taken by the volunteer who initiated the discussion to the Director of Operations and/or CEO. The intention of the third party will be to resolve the conflict in a calm and Biblical manner. If wrongdoing is discovered the Supervisor will take the action needed to see that corrections are made. If it is determined the conflict is a matter of preference or perception, the Supervisor may choose to encourage the two people to agree to disagree.

Likewise, should a paid employee have a disagreement he/she is not to discuss the issue with anyone other than the other party involved in the conflict. It is never permissible or acceptable for paid staff to discuss conflict with any other paid staff or volunteer.

If no resolution can be agreed upon the issue is to be brought to the next person on the Organizational Chart. For example, if a paid employee has a disagreement with his/her Supervisor and the conflict cannot be resolved, the paid employee is to go to the Supervisor's Supervisor and ask for assistance. Again, the three persons will meet for the purpose of resolving the conflict in a godly and peaceful manner. If corrections are to be made the third person will assist to determine what and how, and if no corrections need to be made, the third person will encourage those in conflict to agree to disagree.

Further, all paid employees or volunteer staff are to adhere to LCPC's policy and procedure. All Policy & Procedures will be approved by and set in place by the CEO. All suggested changes or amendments will be cleared with the CEO who will then make written changes and assign the communication process to those who are best suited for this task. No Policy or Procedure is to be implemented without the approval of the CEO.

If a paid employee or volunteer staff disagrees with the approval of or the disapproval of a Policy or Procedure, the employee or volunteer who disagrees to is bring the matter to the CEO for discussion. If the employee or volunteer is not satisfied with the outcome, the issue which is in conflict will be taken to the CEO's Supervisor, The Chairman of the Board. It is not permissible to share complaints with other staff; paid or unpaid.

Foremost, we are all to keep in mind is that those who work in this organization in any capacity should first consider the good of the ministry, and the glorification of God as a first consideration. Should, after considering this goal there is conflict or an issue to resolve, the steps as listed above may be taken.



INTERPERSONAL COMMITMENT AGREEMENT

Please initial each statement and place your signature at the bottom of this document.

- ☐ I have read Life Choice Pregnancy Center's **Conflict Resolution Policy**.
- ☐ I am completely committed to adhering to Life Choice Pregnancy Center's **Conflict Resolution Policy** and center procedures.
- ☐ My conduct shall be according to the principles of Matthew 18 regarding conflict resolution and interpersonal relationships.

Furthermore:

- ☐ I will accept responsibility for establishing and maintaining healthy interpersonal relationships with every member of the board, staff and volunteer team.
- ☐ I will establish and maintain a relationship of functional trust with the Board of Directors and every member of the staff and volunteer team.
- ☐ My relationships with each board member, staff and volunteer will be respectful at all times. I will not engage in the “3 Bs” (Backbiting, Bickering, Blaming). In addition, if I hear a board member, staff or volunteer doing so, I will remind him/her about our commitment to the Matthew 18 principle and I will ask him/her to follow the procedures as defined in this Conflict and Resolution policy.
- ☐ I will be committed to finding solutions to problems, rather than complaining or blaming.
- ☐ I will remember no one is perfect, and that human error provides opportunities forgiveness and growth—not for shame or guilt.

I have read the preceding and my signature indicates my agreement to all that is written herein.

Signature

Date

LIFE CHOICE PREGNANCY CENTERS

TIME PREFERENCE SHEET

REFERENCES FOR: _____

As a volunteer, we require two letters of reference. These should be from people who have known you for at least one year and who can comment on your potential as an Advocate or Volunteer.

(Please, no relatives.)

If you are involved in a church, one reference should be from your pastor. If you attend a large church, you can get a reference from someone on the pastoral team who knows you well.

Give the attached reference form to the people you have listed below. Print your name at the top of each form and ask THEM to return their reference to our center as soon as possible.

REFERENCE #1

Name: _____

Phone: _____

Address: _____

City: _____ Zip: _____

REFERENCE #2

Name: _____

Phone: _____

Address: _____

City: _____ Zip: _____

VOLUNTEER INTERESTS

Check all that apply:

- ☐ Advocate (at one of our Centers)
- ☐ Post-Abortion Recovery
- ☐ Receptionist/Clerical
- ☐ Bulk Mailings
- ☐ Write Thank You Notes
- ☐ Sort & Organize Baby Items -
San Bernardino/Moreno Valley Only
- ☐ Clean and Decorate
- ☐ Handyman Repair Projects
- ☐ Haul Large Items
- ☐ Translate English/Spanish
- ☐ Fund-raising Projects
- ☐ Annual Fund-raising Gala
- ☐ Church Liason

NOTE: To be an Advocate, you will be required to attend a 2-session workshop and purchase the training manual for \$40.

Please complete the entire application prior to the beginning of the Advocate Training Class.

Together you and the Director of Operations will determine how you can best be involved with the Center.

Date Ref #1 Rec'd _____ Date Ref #2 Rec'd _____

Dear Friend:

_____ has applied to become a volunteer at Life Choice Pregnancy Centers and has given your name as a reference. Kindly fill out this form and return it to us as soon as possible (address below.) Use the back of this form if we have not allowed enough space for your thoughts.

PLEASE KNOW THAT THIS FORM IS COMPLETELY CONFIDENTIAL AND IT WILL NOT BE REVIEWED BY THE INDIVIDUAL.

It would be most helpful to us if you could be quite candid in your evaluation. Thank you.

1. How long have you known this person and in what capacity? _____

2. How well would you say you know this person?

☐ Intimately ☐ Very well ☐ Well ☐ Average ☐ Not very well

3. How would you rate this person's skills with interpersonal relationships?

☐ Excellent ☐ Good ☐ Fair ☐ Poor

Comments: _____

4. Would you say this person's life is well ordered?

☐ Very much so ☐ Pretty much ☐ Not really

Comments: _____

5. Does this person tend to become over-committed, starting projects with enthusiasm but quickly "fizzling out?"

☐ Yes, you described it! ☐ No, he/she sticks with projects.

6. What evidence do you see of this person's relationship with Christ? _____

7. In your best judgment, would this person be better off serving us in a role other than working directly with clients (secretarial, fundraising, sorting baby clothes, etc.?) ☐ YES ☐ NO

Why? _____

8. Any other observations that might help us place this person? _____

Your name: _____ Phone: _____ Date: _____

Please return this to:

Kathleen Jones - kjones@lifechoicepc.com

Life Choice Pregnancy Center

114 E. Airport Dr, Suite 104, San Bernardino, CA 92408

Dear Friend:

_____ has applied to become a volunteer at Life Choice Pregnancy Centers and has given your name as a reference. Kindly fill out this form and return it to us as soon as possible (address below.) Use the back of this form if we have not allowed enough space for your thoughts.

PLEASE KNOW THAT THIS FORM IS COMPLETELY CONFIDENTIAL AND IT WILL NOT BE REVIEWED BY THE INDIVIDUAL.

It would be most helpful to us if you could be quite candid in your evaluation. Thank you.

1. How long have you known this person and in what capacity? _____

2. How well would you say you know this person?

☐ Intimately ☐ Very well ☐ Well ☐ Average ☐ Not very well

3. How would you rate this person's skills with interpersonal relationships?

☐ Excellent ☐ Good ☐ Fair ☐ Poor

Comments: _____

4. Would you say this person's life is well ordered?

☐ Very much so ☐ Pretty much ☐ Not really

Comments: _____

5. Does this person tend to become over-committed, starting projects with enthusiasm but quickly "fizzling out?"

☐ Yes, you described it! ☐ No, he/she sticks with projects.

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7. In your best judgment, would this person be better off serving us in a role other than working directly with clients (secretarial, fundraising, sorting baby clothes, etc.?) ☐ YES ☐ NO

Why? _____

8. Any other observations that might help us place this person? _____

Your name: _____ Phone: _____ Date: _____

Please return this to:

Kathleen Jones - kjones@lifechoicepc.com

Life Choice Pregnancy Center

114 E. Airport Dr, Suite 104, San Bernardino, CA 92408