
When did you become a Christian? _____ Are you comfortable sharing your personal faith in Jesus Christ? _____

Have you ever received training to share your faith in Jesus Christ? Yes No

If yes, what church, year, and type of program? _____

If no, are you willing to be trained in personal evangelism? Yes No

What role do you believe prayer plays in this ministry? _____

How does your spouse/family feel about your involvement in this kind of work? _____

Do you prefer interaction in: Large groups Small groups

Are there any personalities/socioeconomic backgrounds with whom you might have difficulty? Yes No

If yes, which type(s)? _____

Have you experienced anything traumatic in the past year? Yes No

If yes, how have you dealt with it? _____

What was the outcome? _____

Have you had an abortion? Yes No If yes, have you received counseling or completed an after-abortion study? Yes No

Briefly describe how you would advise a young woman experiencing a crisis pregnancy.

Please list two references with email address:

1. _____ Email: _____

2. _____ Email: _____

Do Not Write Below This Line

Interview Date(s): _____

Comments:

Executive Director Approval: _____ Date: _____



STATEMENT OF COMMITMENT

I believe I am called by God and convicted by Scripture to minister with compassion to women facing unplanned pregnancies.

I desire to be His light in darkness by speaking the truth in love.

I have read, agree with, and will abide by the the IWC [Statement of Faith](#), [Mission](#) and [Vision/Ends](#) Statements, [Commitment of Care and Competence](#), and the [Essential Commitments Policy](#).

Therefore, I am committing to the ministry of Insight Women's Center in the following position(s): _____

I hereby pledge that as an IWC staff member and/or volunteer, I will:

1. Attend all meetings and/or trainings that are required for my position at IWC.
2. Abide by applicable IWC Policies and Procedures.
3. Pray regularly for my part in the ministry and for the ministry as a whole.
4. Fellowship with other believers for encouragement and edification (this means being a part of a local Christian church).

Printed Name _____

Signature _____ Date _____



INSIGHT WOMEN'S CENTER STATEMENT OF FAITH

1. We believe the Bible to be the only fully inspired, infallible, inerrant, and authoritative, written word of God (2 Timothy 3:16; 2 Peter 1:21).
2. We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit (Genesis 1:1; John 10:30, 37-38).
3. We believe in the deity of the Lord Jesus Christ, in His virgin birth, in His bodily resurrection, and in His personal return in power and glory (Luke 1:35; John 2:11, 11:25; Acts 1:1; Revelation 19:11, 16).
4. We believe that the human race is fallen in Adam and that the salvation of lost and sinful man depends upon the substitutionary death of Jesus Christ and is made effectual by faith alone (Romans 3:19, 23; John 3:16, 19; Ephesians 2:8-9; Titus 3:5-6).
5. We believe in the personality and deity of the Holy Spirit (1 Corinthians 3:16, 6:19-20).
6. We believe in the resurrection of both the saved and the lost; those who are saved to the resurrection of life and those who are lost to the resurrection of damnation (John 5:28-29).
7. We believe in the Great Commission as the primary mission of the church, and in the spiritual unity of believers in our Lord Jesus Christ (Matthew 28:20; 1 Corinthians 12:12-13; Galatians 3:26, 28).
8. We believe that man was created in the image of God and that, from the moment of conception, man bears His image. We believe that all life begins at conception, and we have no right to interrupt that plan of God (Genesis 1:16, 28; 5:1-2; Psalm 139:13-16).

As a staff/volunteer representing IWC, I believe this statement of faith in its entirety. I pledge to support the staff and leadership of IWC, as we promote these truths together. I will not undermine these beliefs in any way. If questions of philosophy, theology or ethics should arise with any client; I will refer the client to the Executive Director.



MISSION STATEMENT

Insight Women's Center is a Christian ministry established for the purpose of reaching out with Jesus' love to women in our community facing unexpected or unplanned pregnancies.

It is a non-profit, non-denominational, non-political outreach supported by concerned evangelical Christians throughout the Lawrence area.

Why do we believe such a ministry is necessary in Lawrence?

We believe unplanned pregnancies are often symptomatic of even deeper needs in an individual's life. As we reach out with compassion and practical help, it is our desire to minister to the whole person with the healing message of forgiveness and redemption through Jesus Christ.

We believe abortion destroys a preborn human being made in the image of God, and it may leave a mother with lifelong emotional and spiritual scars as well. We also believe that lack of information is a major cause of abortion, especially among teenagers. We therefore propose to educate each girl who comes to us with the facts of her baby's development, the facts of abortion, and the options and opportunities available to her, making ourselves available to help her make a thoughtful decision concerning her own and her baby's future.

We believe pregnancy constitutes a God-given responsibility of mother to child which must be weighed carefully. When a girl chooses to keep and raise her child, we provide educational and practical assistance as needed--from housing, maternity clothes and baby items to lessons on child development, health and nutrition as well as friendly emotional support throughout.

We believe adoption is a very positive experience in God's plan and serves as a picture of the believer's adoption into God's family. When adoption is elected, we walk through the entire process with her. Although not an adoption agency, we are committed to providing emotional and practical support before, during and after the birth.

We believe that the one who chooses to abort in spite of the help offered needs our ongoing love and compassion. We want to continue to make our friendship available to her through the emotional and physical crises she may face.



ENDS STATEMENTS

- Because of IWC, pregnant women & other women in the Douglas County area will experience the love of Christ and be on the path to spiritual maturity, healthy and whole, and making life-affirming, family-building choices.
- Because of IWC, pregnant women and other women in the Douglas County area experience the love of Christ.
- Because of IWC, pregnant women & other women in the Douglas County area are growing in spiritual maturity.
- Because of IWC, pregnant women and other women in the Douglas County area are healthy and whole.
- Because of IWC, pregnant women and other women in the Douglas County area are making life-affirming, family-building choices.



Our Commitment to Care and Competence



- Clients are served without regard to age, race, income, nationality, religious affiliation, disability or other arbitrary circumstances.
- Clients are treated with kindness, compassion, and in a caring manner.
- Clients always receive honest and open answers.
- Client pregnancy tests are distributed and administered in accordance with all applicable laws.
- Client information is held in strict and absolute confidence. Releases and permissions are obtained appropriately. Client information is only disclosed as required by law and when necessary to protect the client or others against imminent harm.
- Clients receive accurate information about pregnancy, fetal development, lifestyle issues, and related concerns.
- We do not offer, recommend, or refer for abortions or abortifacients, but are committed to offering accurate information about abortion procedures and risks.
- All of our advertising and communication are truthful and honest and accurately describe the services we offer.
- We provide a safe environment by screening all volunteers and staff interacting with clients.
- We are governed by a Board of Directors and operate in accordance with our Articles of Incorporation, By-laws, and stated purpose and mission.
- We comply with the applicable legal and regulatory requirements regarding employment, fundraising, financial management, taxation, and public disclosure, including the filing of all applicable government reports in a timely manner.
- Medical services are provided in accordance with all applicable laws, and in accordance with pertinent medical standards, under the supervision and direction of a licensed physician.
- All of our staff, board members, and volunteers receive appropriate training to uphold these standards.

POLICY: ESSENTIAL COMMITMENTS

Webster's

Dictionary defines the word commit as: to give in trust or charge, to pledge oneself as to a position on an issue. Insight Women's Center (IWC) staff and volunteers give their time and talents in trust to the Center for the hours they serve. They are also pledging themselves to a pro-life position on the abortion issue and agreeing to maintain sexual purity. Commitment should not be taken lightly. IWC needs to have a commitment from its staff and volunteers in order to assure consistency and quality of services for its clients. Training and equipping of staff and volunteers is a timely and costly venture. Staff and volunteer commitment is essential for the organization to be able to make the best use of the resources God has provided.

PROCEDURE:

1. It is essential that staff and volunteers be able to make a commitment to IWC in the following five areas:
 - a. A commitment to the sanctity of human life, even in the hard cases of rape, incest, and suspected fetal deformity.
 - i. In order to make a commitment to the sanctity of human life even in the hard cases, it is necessary to understand what the Bible teaches in regard to this subject. There are numerous Biblical references to the sanctity of human life that clearly state life begins at conception (Job 10:8-12; Psalm 149:15b-16; Matthew 1:18-20) and all human life is created in the image of God (Genesis 1:27). There are also Biblical references that speak to Christ's esteem of children (Matthew 10:42, 18:2; Mark 10:13) and the fact children are a gift from God (Genesis 18:10; 1 Samuel 1:19). Given this, it is our responsibility as Christians to protect human life from the moment of conception regardless of the circumstances surrounding conception.
 - ii. The overwhelming majority of abortions in this country have nothing to do with rape, incest, or suspected fetal deformity. In the United States, 3% of women cite health concerns as a primary reason for abortion and 1% of women cite rape or incest as a primary reason for abortion (Family Planning Perspectives July/August 1988).
 - iii. Victims of rape and incest, who abort end up being victimized twice. Contrary to popular belief, there are emotional, physical and spiritual consequences to abortion. Abortion does nothing to help the woman heal from the original trauma and may compound it, making her recovery from the rape or incest even more difficult.
 - iv. In regard to suspected fetal deformity, popular culture puts a high premium on the quality of life. We are not to decide whose life is or isn't worth

- living. Only God can decide. We are called to love and accept all children, even disabled and deformed children as a precious gift from God.
- v. Do not be embarrassed if you struggle with these issues. Instead, search for the answers to your questions in Scripture.
- b. A commitment to both the woman and her unborn child.
 - i. It's a given: anyone involved in the pro-life movement cares deeply about the lives of unborn children. Nevertheless, the unborn child cannot be your primary focus. The mother must be. It has often been said the best thing a father can do for his children is to love their mother. This axiom holds true for those in the pro-life movement as well. The best thing a pro-life advocate can do for the unborn child is to love the mother. As a Center staff member, you are called to a compassionate and direct ministry to one woman at a time. As you meet her physical, emotional and spiritual needs, as you tangibly demonstrate your love for her, you will empower her to choose life for herself and her baby. Jesus is calling you to help one woman at a time, to help meet her needs. If we are effective in loving her, she will be more effective in loving her baby.
 - ii. When a mother chooses abortion, you recognize that it's her choice. Although you will uphold Biblical truths and can't agree with her decision, as a staff member and follower of Jesus, you can and should still show her the love of Christ. A woman who chooses to abort in spite of the help offered needs ongoing love and compassion. Your continued available friendship to her through the emotional and physical crises she may face is essential.
 - c. A commitment to Biblical truth versus personal or cultural values.
 - i. As a pro-life advocate, you encourage women to keep their babies and carry them to term whether they choose to parent the baby themselves or place the baby in an adoptive home. Although you might prefer one choice over the other, you really can't say one is better than the other. The Bible does not state unequivocally one of the choices is better than the other. Each course of action has its own merits and neither choice would be easy. It is not your job to say which choice would be better. As a Center staff member, you need to be aware of your own preferences, where Scripture is not black and white, and be careful not to impose them on your clients. Your job is to help the client to think through the implications and consequences of each choice so she can make the best choice for herself and her unborn child. As a Christian, you are called to uphold Biblical truths, not impose cultural or personal values.
 - d. A commitment to maintain confidentiality of all IWC information to which I have access, even after I am no longer associated with the the Center. Refer to [Confidentiality Policy](#).

- i. All IWC information could be sensitive and confidential in nature. Discretion is essential in discussing all information to which you have access, whether it be client or staff information or any business related information.
 - ii. A commitment to client confidentiality is necessary in order to create an environment of trust conducive to honest communication. If women do not believe what they say will be kept confidential, they will not come to the Center, nor refer their friends.
- e. A commitment to serving clients with a clear conscience, avoiding all “conflict of interest” relationships, and resolving staff conflicts using the Matthew 18 model. Refer to [Conflict of Interest Policy](#) and [Conflict Resolution Policy](#).
- i. John Calvin said, “The torture of a bad conscience is the hell of a living soul.” It would be very hard to overemphasize the importance of maintaining a clear conscience before God and man. The Apostle Paul said, “I strive always to keep my conscience clear before God and Man.” (Acts 24:16)
 - ii. Why is a clear conscience so vital to a believer?
 1. *A clear conscience is essential in loving others.* “The goal of this command is love, which comes from a pure heart and a good conscience and sincere faith.” (1 Timothy 1:5) As believers you must realize that what goes on inside your heart affects, your ability to respond to others. It is impossible to challenge a woman’s sexual choices and to relate to her in a free and loving manner when your conscience is not clear concerning your own sexual behavior.
 2. *Your conscience affects your faith.* When your conscience bothers you, you often have trouble trusting God. Confidence that you are walking with God grows from a clear and pure conscience, not from a perfect life – from God’s forgiveness, not from your works.
 3. *A guilty conscience slowly but surely erodes the confidence to lead.* Each counselor is a leader or a guide helping women through the crisis cycle. Paul exhorts leaders to “...keep hold of the deep truths of the faith with a clear conscience.” (1 Timothy 3:9) Effective leadership begins with a clear conscience.
 4. *A clear conscience is essential to having an effective ministry of any kind.* Paul tells us our presentation and defense of the gospel must be done while “...keeping a clear conscience, so that those who speak maliciously against your good behavior in Christ may be ashamed of their slander.” (1 Peter 3:16) A clear conscience enables you to be a more credible and effective witness for Jesus Christ. Your clients will be watching what you do, listening to what you say and looking for

inconsistencies. As you witness to them, it is essential they find nothing that demeans the person of Christ.

5. *If all are serving with a clear conscience it protects the ministry from internal sin, strife and division which, if hidden or covered up, could hurt or destroy the ministry.*