

Slatersville Congregational Church

Safe Church Policy

Jan. 25, 2015

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I. Introduction

Slatersville Congregational Church, United Church of Christ (SCC), is a caring and nurturing faith community. According to its By-Laws, "the avowed purpose of this Church shall be to worship God; to listen for the gospel of Jesus Christ; to celebrate the Sacraments; to realize Christian fellowship and unity within this Church and the Church Universal; to make the gospel known to humankind through the rendering of loving service; to strive for righteousness, justice, and peace". In order to adhere to these By-Laws and be a true sanctuary, a safe and supportive environment is necessary, and therefore, the importance of spiritual, social, emotional, mental, and physical trust cannot be minimized.

The SCC Safe Church Policy provides a framework for establishing a community in which people feel both protected and protective of one another. The expectation is that each person is willing to take an active role in maintaining a safe, supportive and spiritual environment for all.

This Safe Church Policy is organized as follows:

- Section II describes specific Safe Practice Expectations for the children, youth and adults in the congregation.
- Sections III and IV outline requirements for church staff and volunteers.
- Section V describes the processes for reporting and responding to alleged violations of the Safe Church Policy.
- Section VI describes SCC policy specifically related to Registered Sex Offenders.
- Section VII explains the adoption of this policy.

II. Safe Practice Expectations

This section identifies those practices that will create a safe environment. They are expected to be followed during worship services and all church-sponsored events and activities. SCC cannot enforce and takes no responsibility for activities that occur outside the confines of the church's specific authority or control. Safe Practice Expectations include but are not limited to the following:

Expectations related to SCC Children and Youth

Please Note: Parents or guardians are welcome and encouraged to visit classrooms and participate in activities at any time.

Supervision: SCC maintains a team leadership approach to events and activities that involve children and youth. See **Section III** for a complete list of guidelines for lay leaders and employees.

- **Two Adult Rule** – At least two approved adults will be present at all supervised church-sponsored events and activities. These adults must be SCC teachers or designated volunteers who meet requirements as stated in **Section III**. It is suggested that one of these two has been an active participant of the church for at least one year. Exceptions to the Two Adult Rule may be made in situations including but not limited to illness, injury, disruptive behavior or other extenuating circumstances.
 - An adult designated as a Sunday School Hall Monitor, when available, will be present in the Sunday School area to serve as an additional adult to ensure compliance with the Two Adult Rule.
 - No staff or volunteer will place themselves in a compromising situation by being alone with a child in church bathrooms during Sunday School.
- **Youth Helpers** – Youth and teenage helpers, at the discretion of the authorized minister and/or Sunday School Superintendent, may assist in supervising children's activities. There will be a minimum 3-year separation in age between these youth helpers and those they supervise. *However, their assistance does not change the expectation that at least two adults be present.*
- **Parental Supervision** – It is the responsibility and obligation of the parent or guardian to supervise their children, to know at all times where their children are, whom they are with, and what they are doing.
- **Parental Consent** – Written consent (permission slip and medical release) is required for all church programs that include overnight activities or off-site activities.

- **Protocol for Church-Sponsored Activities that Require Transportation** – Staff and volunteers cannot transport children and youth one-on-one. Drivers must be at least 21 years of age and have mandatory insurance as required by state law. Seatbelts must be worn by all individuals at all times. All laws regarding safe driving practices such as seatbelts, car seats, mobile devices, texting, etc., must be followed. Written consent from a parent or guardian is required for each minor who is transported by someone other than his or her parent or guardian.
- **Group Activities** – All children and youth participants are expected to remain with the group during an activity.
- **Disruptive Behavior** – If a child or youth exhibits behavior that is disruptive or dangerous to the well-being of self or others, a staff person or volunteer will be sent to locate or contact a parent or guardian. No child shall be disciplined by the use of physical punishment or harsh verbal reprimands.

Visibility: All rooms and gathering places for children and youth will be visually accessible to parents, guardians, staff and volunteers. Windows will not be covered and doors will not be blocked. No activities will take place in isolated parts of the building (areas not in use for designated activity).

Contact/Communication: When necessary to contact youth regarding church-related activities, volunteers should seek permission of a parent or guardian before having contact with their children. Parents or guardians are responsible for monitoring contact and communication so that it remains appropriate.

Expectations for Entire SCC Community (Adults, Children & Youth)

Behavior Expectations: Appropriate interactions and behaviors are expected to be followed by everyone in order to maintain the safest possible environment. If behavior expectations are not followed, this should be reported and responded to as specified in **Section V**.

- **Abuse of Children** – Abuse of children as defined by Rhode Island law is prohibited by this policy. This can include physical abuse, mental abuse, sexual abuse, and neglect. The details of this law are contained in Title 40 of Rhode Island General Laws, which can be found at <http://webserver.rilin.state.ri.us/Statutes/Statutes.html>.
- **Abuse of Elders** – Abuse of elders as defined by Rhode Island law is prohibited by this policy. This can include abuse, neglect, and exploitation. The details of this law are contained in Title 42 of Rhode Island General Laws, which can be found at <http://webserver.rilin.state.ri.us/Statutes/Statutes.html>
- **Inappropriate Physical & Verbal Interactions** – Any form of unwanted affection or physical contact is prohibited by this policy. The following verbal exchanges are prohibited by this policy: bullying, harassment, exploitation, intimidation, destructive

criticisms, insults, vulgarity, shouting, and derogatory comments of any kind. See **Appendix A: Interactions and Behaviors.**

- **Disruptive Behavior** – Behavior that is disruptive or dangerous to the well-being of self or others is prohibited by this policy.
- **Substance Use** – The use of any drugs, tobacco or alcohol on church grounds or during SCC sponsored activities is prohibited by this policy.

Additional Practices

Photography Protocol: Group photographs of church-sponsored events and activities that do not identify individuals by name may be published on the church's website, Facebook page, and in brochures. Photographs of individual children in Sunday School will not be published in any social media or marketing publications without consent from a parent or guardian.

General Safety: The following general safety practices will be followed:

- A First Aid kit with instructions will be kept in each area of the church: Sunday School area, the kitchen, and the Sanctuary.
- An Escape Plan and the location of the fire extinguishers will be posted near Exit doors.
- Phone access, unimpeded by a locked door, will be available on each floor of the church.

Distribution of the Safe Church Policy: This Safe Church Policy will be distributed as follows:

- A copy of the Safe Church Policy will be kept in each area of the church: Sunday School area, Globe Hall, and the Sanctuary.
- At least one Sunday per month, the Church Bulletin will contain a notice indicating the locations of the Safe Church Policy and a reminder that all should be familiar with the policy.
- Anyone expressing interest in joining the church will be given a copy of the Safe Church Policy.
- The Safe Church Policy will be available for viewing at www.SlatersvilleChurch.org.

III. Lay Leaders

This section outlines the requirements for all SCC lay leaders. A lay leader is a person engaged by the church to carry out its ministry, including elected or appointed leaders of the church, employees, and volunteers. Every lay leader shall seek to contribute to a safe environment and adhere to the SCC Safe Church Policy.

The congregation shall nurture good conduct as demonstrated by personal behaviors that are consistent with Christian values. All lay leaders of the church should be willing to assume leadership roles to set standards of behavior as needed; they should understand the ways in which their use or misuse of authority may impact others; they should seek to protect vulnerable individuals of every age and ability level; and they should comply with applicable local, state and federal laws.

Requirements

All people whose work or position shall place them in direct contact with minors shall meet the following requirements:

- Grant written permission to conduct background checks, such as a CORI check, or any other check/test deemed necessary by the pastor or moderator. This check may be repeated at any time but should be performed a minimum of once every 3 years. Should a check determine the existence of an offense, then the applicant may need to provide additional information. The pastor and the moderator will review the information and determine whether an action is required with regards to the Safe Church Policy. See **Appendix B: Authorization to Request CORI Report.**
- Read and adhere to the SCC Safe Church Policy.

Employees, in addition to the previously listed requirements, will also:

- Complete an application form to include work history, education, residence, and disclosure of criminal convictions.
- Submit to an interview.

IV. The Pastor

The pastor's primary role is to care for and nurture the spiritual well-being of the congregation. This objective can be achieved most easily in an environment in which people feel safe and supported. Because of the special nature of the pastor's role, safeguards must be in place to protect the congregation as well as the pastor from abuse. This section details the requirements and expectations of the Safe Church Policy.

Policy Statement

In addition to all of the requirements outlined in previous sections, the pastor shall hold him/herself to a higher standard with respect to his/her personal conduct and relationships with the congregation, staff, and volunteers, whether pastoral, administrative, or personal in nature.

It is important for the pastor to understand the ways in which his/her actions may impact those who may be vulnerable to the use or misuse of power. Exploitation of parishioners and others by anyone engaged in the ministry of SCC is unethical and unprofessional behavior and will not be tolerated within this congregation.

Requirements

- The pastor shall be hired according to the procedures outlined in the By-Laws of SCC in conjunction with the leadership and guidelines for ethical and professional standards established by the UCC.
- The pastor will attend a boundary training workshop suggested or required by the UCC at least once every three years.

Expectations

- The pastor will not make unannounced visits to parishioners in their homes except in emergency circumstances. Any visitation by the pastor will be mutually agreed to by both the pastor and the parishioner or caregiver.
- With regard to pastoral care and counseling:
 - The pastor can offer pastoral care to those in need of spiritual guidance and emotional support whenever there are life crises such as death, illness, divorce, job loss, or any other transition or circumstance that causes distress. This pastoral care includes prayer, direction, and encouragement to those who are struggling spiritually, physically, financially, or emotionally.

- However, except for spiritual counseling, the pastor cannot offer ongoing, comprehensive counseling, regardless of his/her training. The pastor can meet with individuals or families up to three times in one year for the same life crisis issue but shall then refer the individual/family to a professional therapist or other specialist for counseling and support.
- Pastoral care of minors will be done in a public place where private conversations are possible but where they are in full view of others (for example, the door of the room used will remain open for the entire session or the room will be easily visible through the door's window). Except for spiritual counseling, the pastor cannot meet with youth more than three times in one year to discuss the same life crisis issue but shall then refer them to a professional therapist or other specialist for counseling and support.
- The pastor will maintain confidentiality about the pastoral care sessions unless someone is at risk of being harmed or harming him/herself or others. The pastor must follow laws and procedures regarding mandatory reporting.
- Pastors will never receive additional compensation for pastoral care extended to others.

V. Accountability: Reporting and Responding

As previously stated, the expectation of this policy is that each person is willing to take an active role in maintaining a safe and spiritual environment for all. The following guidelines are in place to ensure accountability. SCC recognizes that an isolated violation of the Safe Church policy may not be intended or malicious; nevertheless, repeated violations will not be tolerated.

Response Team

A standing group called the SCC Response Team will be established. This team will be made up of the pastor, the moderator, the chair of diaconate and one male and one female member of the congregation. These two members will be chosen by the Nominating Committee. The regular term of office shall be two years. A second two-year term may be served but following this second term, the member shall not be able to serve in this position for at least one year.

When the Response Team is convened, at least three of these team members must participate. The Response Team will maintain records of all reported violations and associated responses.

Reporting

Violations of the Safe Church Policy should be reported as follows:

- **Third party reporting:**
If a person notices a violation of the Safe Church Policy, then that person shall inform the pastor, the moderator or, if a child is involved, the Sunday School Superintendent.
- **Self-Reporting:**
If a child or vulnerable adult tells a person that he or she is being abused by someone at the church, then this person must inform the pastor, the moderator or, if a child is involved, the Sunday School Superintendent.

Important note on mandatory reporting of abuse in Rhode Island: According to Rhode Island law, every person is a mandatory reporter of suspected child abuse or elder abuse. For details, please see Rhode Island General Laws, which can be found at: <http://webserver.rilin.state.ri.us/Statutes/Statutes.html>. Title 40 contains laws regarding child abuse, and Title 42 contains laws regarding elder abuse.

Responding

SCC is committed to prompt, professional and measured response whenever the pastor or an officer of the church is notified of a Safe Church Policy violation. These complaints may range from minor violations of the Safe Church Policy to allegations of abuse.

The response to complaints will be as follows:

1. The SCC Response Team will be convened.
2. If a minor is involved in the reported violation, and the parent/guardian is not suspected of abuse, the parent/guardian will be informed of the situation.
3. The Response Team will determine which of the following categories the reported violation falls into:
 - a. Category A: Reported violations or concerns that do not involve abuse and do not involve a known registered sex offender.
 - b. Category B: Reported violations or concerns that may involve abuse but do not involve a known registered sex offender.
 - c. Category C: Reported violations or concerns that involve a known registered Sex Offender.
4. The Response Team will carry out one of the below procedures based on the category.

Category A: Reported violations or concerns that do not involve abuse and do not involve a known registered sex offender abuse.

For reported violations of this category, the response team will use the method of progressive discipline as follows:

- 1) Reminding, counseling or a verbal warning
- 2) Written warning (filed in the Pastor's Office)
- 3) Action as determined by the pastor and/or the SCC Response Team for severe or repeated violations or failure to comply with remediation
- 4) Expulsion from SCC as determined by the pastor and/or the SCC Response Team

Progressive discipline will be the normal process in most situations. The step chosen for a particular violation will depend on a variety of factors including the severity of the violation and the number of occurrences.

If the pastor is the subject of a reported violation not involving abuse, the Response Team will follow the process of progressive discipline outlined above, excluding the pastor's participation.

Category B: Reported violations or concerns that may involve abuse but do not involve a known registered sex offender.

For reported violations of this category, the Response Team will take the following steps:

- Ensure that mandatory reporting laws have been followed;
- Determine limitations on the church activity of the alleged abuser while the suspicion is being investigated by the authorities;
- Assure that pastoral care is extended to anyone affected by the complaint (victims, families, respondent, the congregation, etc.);
- To the extent that is possible, keep those involved in the situation informed of the steps that are being taken and the status of the response process;
- Inform the church's insurance carrier, an attorney, and the appropriate member of the Conference staff regarding the reported violation;
- Keep a record of any necessary interactions with law enforcement, media, church insurance carrier and attorney, and the RICUCC conference minister;
- Communicate with the congregation, while appropriately protecting confidentiality;
- Determine any limitations of church activity of the alleged abuser after the investigation has been completed by the authorities.

As indicated in the above steps the first job of the Response Team is to ensure that any reasonable suspicion of abuse is reported to the appropriate authorities. The Response Team should not attempt to investigate the reported abuse, as the team and the church do not have the expertise to do this.

If the pastor is the subject of a complaint involving abuse, the Response Team will take the following steps:

- Ensure that mandatory reporting laws have been followed;
- Inform the RICUCC Conference Minister of the reported violation;
- Inform the church's insurance carrier and an attorney of the reported violation;
- Additional steps as warranted, after advisement by the RICUCC Conference Minister.

Category C: Reported violations or concerns that involve a known registered Sex Offender.

See the Accountability section within **VI. Registered Sex Offender Policy**.

VI. Registered Sex Offender Policy

SCC strives to be a welcoming congregation as exemplified by the statement, “No matter... where you are on your life’s journey, you...are welcome here.” This idea becomes complicated when considering registered sex offenders. There are two goals in this section:

- To protect the congregation from harm;
- To provide registered sex offenders a safe environment in which to worship.

With these goals in mind, the Registered Sex Offender Policy incorporates the following components:

Definitions

- **Registered Sex Offender (RSO)** – A Registered Sex Offender is defined in Rhode Island General Laws, Title 11. In the case of an individual residing outside of Rhode Island, it is defined in applicable laws of that state. See **Appendix C: Levels of Registered Sex Offenders in RI**.
- **Chaperone** – A Chaperone is an adult without felony criminal convictions who can be assigned to accompany an RSO while on the property of the church or while attending an event or activity sponsored by the church.
- **Expulsion** – Expulsion is defined as the immediate exclusion of the individual from church property and events and activities sponsored by the church as well as revocation of church membership.
- **Registered Sex Offender Covenantal Agreement** – This is an agreement between the church and the RSO that defines the limitations and conditions of the RSO’s participation in the church and its activities. See **Appendix D: Sample Registered Sex Offender Covenantal Agreement**.
- **Registered Sex Offender Review Group** – This group shall consist of the Pastor, the Moderator, the Sunday School Superintendent, and the Chair of the Diaconate.
- **Vulnerable Adult** – A vulnerable adult is an individual who is physically or mentally unable to advocate for himself or herself.

Requirements

- SCC shall comply with all state laws regarding restrictions placed on Registered Sex Offenders.
- Anyone who is an RSO is required to make that status known to the pastor. In addition, the RSO must provide contact information for his/her attorney, therapist, and parole/probation officer as well as give written permission for the pastor to talk to them at any time.
- When the pastor becomes aware of an RSO, he or she will meet with the RSO Review Group which shall address the following:
 - a. Review the individual’s situation;

- b. Assess the risk to the congregation;
 - c. Assign Chaperones to the individual;
 - d. Implement a Covenantal Agreement signed by the pastor, the moderator, and the individual;
 - e. Inform the Church Council of the situation.
 - f. Information regarding the names of registered sex offenders will be on file in the pastor's office and will be available upon request.
- Anyone who is an RSO will be required to sign a Registered Sex Offender Covenantal Agreement which defines the limitations and conditions of the individual's participation in the church. Violation of the RSO Covenantal Agreement is considered grounds for expulsion as well as the cancellation of the agreement. See **Accountability**.
 - Anyone who is an RSO will always be in the company of an assigned Chaperone while on the property of the church or while attending an event or activity sponsored by the church. The Chaperone shall not be a spouse, partner, or relative of the offender. It is the responsibility of the RSO to schedule the presence of a Chaperone when needed. Chaperones agree to report any breach of the Covenantal Agreement to the pastor.
 - In such case as the victim of an RSO is a member or employee of the congregation, the RSO may be subject to expulsion.
 - Anyone who is an RSO cannot work with children, youth, or vulnerable adults in any paid or volunteer capacity.
 - There shall be no expectation of anonymity on the part of the RSO. "Clergy-penitent privilege" does not prevent clergy from informing the congregation of matters which may be relevant to their safety nor does it require clergy to hold information in secrecy. This information is not confidential and will be shared by the Pastor with anyone he or she deems necessary, including but not limited to the Moderator, the Sunday School Superintendent, and the Chair of the Diaconate.
 - At the pastor's request, the RSO Covenantal Agreement can be reviewed and modified as necessary. At a minimum, the Agreement will be reviewed every 2 years.
 - As membership of the RSO Review Group changes due to term limits of committee members, or when there is a new pastor, the RSO Covenantal Agreement will be shared with each new member.

Accountability

- The failure of an RSO to notify the pastor of his or her status is grounds for expulsion.
- The failure of an RSO to comply with the Safe Church Policy is grounds for discipline up to and including expulsion.
- The failure of an RSO to comply with the RSO Covenantal Agreement is grounds for expulsion.

VII. Adoption of Policy

- This policy shall be adopted by a two-thirds affirmative vote of members of the congregation present at the time of the vote. Once adopted, this policy may be amended and/or updated upon recommendation of the Church Council and subsequent adoption by a vote of the members of the congregation present at the time of the vote, per Article XIV and Article XVII of the SCC By-Laws.
- This policy, after adoption by the congregation, replaces any and all previous Safe Church Policies of SCC.
- This policy shall be effective as of January 25, 2015.

Appendix A: Interactions & Behaviors

Interactions and behaviors include but are not limited to the following examples:

Appropriate Physical Interactions & Behaviors:

- Side hugs, shoulder-to-shoulder hugs
- Handshakes
- High-fives
- Pats on the head or back
- Touching hands, shoulders, or arm around shoulder
- Holding hands with small children when escorting
- Holding hands during prayer
- Giving a modest gift to a group of minors

Inappropriate Physical Interactions & Behaviors:

- Any form of affection that is unwanted
- Any form of physical contact that is unwanted
- Acting out in anger
- Bullying
- Singling out a minor with a personal gift without the knowledge of a parent or guardian
- Developing emotional attachments when interacting with individuals who may be vulnerable or in crisis situations

Appropriate Verbal Interactions & Behaviors:

- Positive reinforcement
- Encouragement
- Praise
- Constructive feedback
- Friendly conversation
- Speaking up about situations that cause concerns

Inappropriate Verbal Interactions & Behaviors:

- Bullying, shaming, or belittling
- Name-calling
- Cursing and inappropriate gestures
- Telling off-color or sexual jokes
- Racial insults or ethnic slurs
- Comments relating to physique or body development
- Keeping secrets involving inappropriate behavior
- Using language that may frighten, threaten, intimidate, or humiliate
- Making derogatory remarks about others
- Discussing sexual encounters
- Involving minors in the personal problems or issues of adults

Appendix B: Authorization to Request Criminal Offender Record Information (CORI) Report

(Printed on SCC Letterhead)

Name: _____ Maiden: _____

Date of Birth: _____

Street Address: _____

Mailing Address (if different): _____

Phone Number: _____ Email: _____

DISCLAIMER

I _____ hereby direct and authorize the Bureau of Criminal Identification of the Department of Attorney General for the State of Rhode Island to make available to Slatersville Congregational Church any criminal record that the Bureau of Criminal Identification has on file in reference to me.

I hereby waive and release any and all manner of actions, cause of actions, and demands of every kind, nature and description, arising from any release of criminal records and requests therefrom, whatsoever against the State of Rhode Island, Bureau of Criminal Identification, the Attorney General, and employees of the Attorney General's Office in both law and equity which I may have now or in the future.

Signature of Applicant

Sworn to before me in the City of

State of _____, this _____ day of _____, 20____.

Notary Public

Commission Expires

Appendix C: Levels of Registered Sex Offenders in RI

For purposes of general explanation only, RI General Laws Chapter 11-37.1-1 provides for community notification of the residences, work places, and school enrollment of sex offenders based upon a three-tiered evaluation of each individual offender, as determined by a review by the Parole Board before release to the community. The Parole Board is charged with making "a determination as to the level of risk an offender poses to the community" and whether "that person is a sexually violent predator." Those three categories are:

Level One: the risk of re-offense is **low**

Level Two: the risk of re-offense is **moderate**

Level Three: the risk of re-offense is **high**

Level Three offenders would be prohibited from all contact with juveniles as a condition of their parole in any event.

Appendix D: Sample Registered Sex Offender Covenantal Agreement

Note: This is a sample document which will be modified for each particular situation.

This Covenantal Agreement is executed between:

Slatersville Congregational Church, UCC, referred to below as “we”, “the congregation” and “clergy”;

And

(Petitioner Name), referred to below as “you” and “your”

Slatersville Congregational Church, UCC (SCC) strives to be a welcoming congregation. We are committed to being a religious community open to those who are in need of worshiping with us, especially in times of distress and serious personal troubles. However, based on your background, we have concerns about your contact with children, youth, and vulnerable adults in our congregation. The following guidelines are designed to reduce the risk to both you and them of an incident or accusation. We welcome you to our congregation and our membership but your participation will be limited to ensure the safety of our children, youth, and vulnerable adults and to assure that you will not be subject to future accusations.

The following requirements will be in place:

- You are welcome to participate in worship services, adult meetings, adult education, and all adult social events/activities.
- You will remain at all times in the presence of one of your named chaperones, referenced below. You must meet that person before coming onto church property or before arriving at any church-sponsored event/activity, remain with him or her at all times, and depart with him or her. It is your responsibility to schedule the chaperone.
- You may not enter the classroom area or the lower level of the church during worship, Sunday School, or church-sponsored events/activities. You must avoid all contact, including talking, with children, youth, and vulnerable adults on church property or church-sponsored events/activities.
- You may not volunteer or agree to lead, chaperone or participate in events/activities for children, youth, and vulnerable adults including such things as religious education classes, stories or talks for worship, youth group events/activities, activities during intergenerational events, driving or otherwise transporting children, youth, or vulnerable adults.
- If a child, youth, or vulnerable adult in the congregation approaches you, either at church or a church-sponsored event/activity, you must politely and immediately excuse yourself from the situation.
- You may not ask for, seek access to, nor remove from the church any materials, files, directories, etc. listing members and friends of the church.

As a part of this agreement it is understood that you will have three (3) members of this congregation, approved by the clergy, who thoroughly know your history and are willing to serve as your chaperones. You will be welcome on church property and at church-sponsored events/activities but must be accompanied at all times by one of the chaperones named below:

(Named Chaperone 1)

(Named Chaperone 2)

(Named Chaperone 3)

You agree to provide contact information for the following:

- Your attorney
- Your therapist
- Your parole/probation officer

In addition you will provide written permission for the pastor to contact the above at any time. Along with providing the contact information of these individuals, by signing this document, you hereby waive all privileges and claims of confidentiality that you may have with these individuals, individually and collectively, including but not limited to the attorney-client privilege, the physician-patient privilege and any other privilege. Any change in the contact information must be reported immediately to the pastor.

REASONS FOR EXCLUDING A PERSON FROM ALL CONGREGATIONAL ACTIVITIES INCLUDE, BUT ARE NOT LIMITED TO:

- Refusal to allow the clergy to contact the treatment provider and parole/probation officer.
- Refusal to go for a risk assessment with a qualified therapist.
- Report by a treatment provider that the individual is at too high a risk for recidivism.
- Refusal to sign a Covenantal Agreement.
- Refusal to comply with the requirements of the Covenantal Agreement.

This agreement will remain in effect until/unless:

- You fail to honor the terms of the agreement, thus nullifying it.
- It is superseded by any policies and procedures put in place by the church's Registered Sex Offender Review Group. This group in consultation with the clergy is the body responsible for providing you with guidelines, support and counsel for your participation in the life of the congregation.
- You, the clergy, and the Registered Sex Offender Review Group mutually agree to change the terms of this agreement.

The Church may nullify this agreement at any time for any or no reason.

There should be no expectation of confidentiality regarding your situation.

ATTEST: I have reviewed the terms of the above Covenantal Agreement and agree to abide by its provisions. Failure to honor its terms will result in my being denied access to church property and all church events and activities.

Signature

Date

Petitioner Name

Address

WITNESS FOR THE CHURCH:

Signature

Date

Name

Church Official Title

Slatersville Congregational Church
25 Green Street
Slatersville, RI