

Safe Church Policy For Children and Vulnerable Adults First Congregational Church, United Church of Christ, Bridgton

I. Introduction

First Congregational Church, United Church of Christ, (FCCUCC) seeks to create a safe and healthy environment in which all people can learn about and experience love of God and neighbor.

We are committed to:

- treating all people with respect and consideration.
- treating all people equally and celebrating diversity of gender, age, race, ability, background, identity, orientation, belief, and ethnicity.
- using positive techniques of guidance such as redirection, positive reinforcement and encouragement rather than competition, comparison, and criticism.
- having age appropriate expectations and establishing guidelines and environments that are safe and welcoming for people of all ages.
- creating a culture and environment that discourages behaviors that could be considered abusive to anyone, and to children, youth, and vulnerable adults in particular
- believing people of all ages, and young people and vulnerable adults in particular, when they report abuse or inappropriate behavior, taking such allegations seriously, and ministering to all parties involved.

This policy establishes guidelines and procedures for the screening, selection, training, supervision, and conduct of all persons who work with children, youth, and vulnerable adults at our church. Adequate screening of employees and volunteers who work with our children, youth, and vulnerable adults is intended to ensure that those who minister to our young and/or vulnerable people are qualified to do so and will be capable of maintaining safe and appropriate boundaries. Adequate training and supervision of employees and volunteers who work with our children, youth, and vulnerable adults are intended to alert volunteers and employees to the fact that FCCUCC Bridgton is mindful of potential for abuse and will respond promptly and clearly to allegations of abuse and care for all involved. Training of volunteers and employees will also educate them about what constitutes abuse so that they can more adequately supervise the program activities, fulfill the requirements of the Safe Church Policy, and help promote and enforce it. The policy also establishes reporting requirements and a response plan in the event that an allegation of abuse is made. By taking steps to formalize strategies of prevention and response, we not only create a safer environment for our children, youth, and vulnerable adults, we also

protect our caregivers and volunteers from unfounded accusations and our church from the accusation that it has failed to take reasonable steps to prevent abuse.

II. Definitions

For the purpose of this policy the following definitions shall apply:

- “Minor” shall be defined as any individual under the age of eighteen (18), varyingly referred to as “preschooler,” “child,” or “youth.”
- “Adult” shall be defined as any individual at least eighteen (18) years of age. •
- “Children’s Ministry Leader” shall be defined as any adult who serves as a volunteer and/or paid person given the responsibility of working with or caring for minors.
- “Vulnerable Adult” shall be defined as any adult who is impaired physically, mentally, or emotionally, is elderly, or has gone through a loss or trauma (ie: is grieving, or has received a new diagnosis).
- “Child Abuse” is the inappropriate and harmful verbal, physical, emotional, or sexual behavior toward a minor. Child abuse includes any action that endangers or harms a minor’s normal development and well-being. It also includes neglect or the failure to provide for the minor’s physical and emotional needs. Child abuse is sexual abuse when it involves minors in sexual activities that are not appropriate for the minor’s age.
- “Elder Abuse” is any form of mistreatment that results in loss or harm to an older person.
- “Volunteer” means any unpaid person engaged in or involved in activities and who is entrusted with the care and supervision of minors or vulnerable adults or a person who directly oversees and/or exerts control or oversight over minors or vulnerable adults.
- “Criminal Records Check” (CRC) is the procedure used by the FCCUCC or other qualified agency to research the background of staff or volunteers for criminal activity.

III. Children’s Ministry Leader Enlistment

- A. Six month rule. No volunteer will be permitted to apply to work with minors until the volunteer has been a member or regular attendee of the church for a minimum of six (6) months.
- B. Background checks. Criminal Records Checks will be performed on all paid staff upon hire, and every three years on all volunteers who work regularly with children (Children’s Ministry Leaders, Sunday School Teachers, Youth Group Leaders, anyone who will be overnight or off site with a children’s program). Our Criminal Records Checks are performed by Pilgrim Lodge, the summer camp of the Maine Conference of the United Church of Christ. Results are mailed to the minister and are kept in a locked file cabinet.

- C. Information Forms. Members working regularly with children will be asked to fill out the appropriate forms as outlined in the appendices. Failure or refusal to complete appropriate forms will disqualify the person from working with minors.
- D. Personal interview. After reviewing the Information Forms, checking all references, and receiving a criminal background check report, a personal interview will be conducted by a minister or paid Children and Youth Program staff.
- E. FCCUCC Safe Church Policy. The potential volunteer or staff member will be given and asked to read the church's Safe Church Policy and sign a document indicating receipt and understanding of the policy.
- F. Exceptions: Those individuals, including teenagers (under age 18) who participate in children and youth activities on a substitute or one-time basis, whether it be for child care, youth programs or Sunday School will not be screened according to the policy above. Instead those potential volunteers will complete a Volunteer Information Form and be asked to sign acknowledgement of receipt and understanding of the FCCUCC Safe Church Policy. They will be supervised at all times by FCCUCC staff or regular (screened) volunteer. They will not be alone with children.

IV. Vulnerable Adults and Visits

In our congregation, individual members may visit each other as friends. When a lay person visits another in their official capacity as a representative of the church, they must abide by the following policy:

1. At least one of the visitors should have a Criminal Records Check on file. This person may be the pastor, a church staff member, or a Visiting Deacon who has completed a Criminal Records Check.
2. Lay visits do not happen one-on-one. Options for visits include:
 - a. Visiting in public space (meeting there, not driving together).
 - b. Visiting in a nursing home, hospital, or care facility where staff are around and doors are open.
 - c. Visiting in a home where family, friends, or caregiver is present.
 - d. Visiting as a team of two or more visitors where at least one person has a background check on file, and the second is an adult presumed to be of sound mind. This is our preferred and recommended visitation model.

Visitors should not accept money or gifts, drive visitees in their cars alone, or help with personal care.

Visitors will contact our Office Manager with 24 hours of the visit (before or after) to

document that the visit happened, and will report: who was visited, who was present, and where it happened.

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V. Disqualifications

Whether disclosed voluntarily or by result of a criminal background check, the following items will automatically disqualify a volunteer or staff applicant from participating in the leadership, sponsorship or supervision of any activities or programs with minors or visits to vulnerable adults:

Any conviction for:

- Criminal homicide
- Aggravated assault
- Sexual abuse
- Aggravated sexual assault
- Injury to a child
- Elder abuse
- Incest
- Indecency with a child
- Inducing sexual conduct or sexual performance of a child
- Possession or promotion of child pornography
- The sale, distribution, or display of harmful material to a minor
- Employment harmful to children
- Abandonment or endangerment of a child
- Kidnapping or unlawful restraint
- Public lewdness or indecent exposure
- Enticing a child.

All charges for these crimes or charges or convictions for any other crimes not listed above will be reviewed only by the ministers or those authorized by the Church Council. Crimes not listed above may disqualify a person from leadership in Children's Ministry or visits to Vulnerable Adults at the discretion of the minister and those authorized by the Church Council to make such decisions.

VI. Training

New Children's Ministry Leaders and new Deacons should receive training (led by church staff or lay leaders with relevant expertise) to help them gain an appreciation for the reality of the importance of these policies and our care. This will help our leaders identify abuse in the future if they see signs of it. In addition, training in abuse prevention should be provided as necessary so that volunteers and staff members receive training once every three years they serve. Training sessions should provide an overview of:

VII. Specific Acts and Omissions in Violation of the Policy

The following acts or omissions are violations of this Policy and will not be tolerated or accepted during any activity or program and should be immediately reported to the designated program staff after the safety of the child, children, youth, minor, or vulnerable adult involved has been assured.

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- Any direct observations or evidence of sexual activity in the presence of or in association with a minor or vulnerable adult.
- Any display or demonstration of sexual activity, abuse, insinuation of abuse, or evidence of abusive conduct towards a minor or vulnerable adult.
- Sexual advances or sexual activity of any kind between any person and a minor or vulnerable adult.
- Physically abusive behavior or bodily injury to a minor or vulnerable adult. • Physical neglect of a minor, including failure to provide adequate supervision in relation to the activities of FCCUCC.
- Mental or emotional injury to a minor or vulnerable adult caused or exacerbated by a Children's Ministry Leader, or Deacon.
- The presence or possession of obscene or pornographic materials at any function of FCCUCC.
- The presence, possession, or being under the influence of any illegal or illicit drugs.
- The consumption of or being under the influence of illegal or illicit drugs or alcohol while leading or participating in a FCUCC function for minors or vulnerable adults.

VIII. Supervision of Children's Ministry Leaders

- A. The church shall adopt the "two adult" rule in the Nursery and Preschool classroom, which means no adult shall be left alone with a child, and a reasonable ratio of Children's Ministry Leaders should be maintained in each situation involving the supervision of children. The second "adult" in the "two adult" rule can be a second Children's Ministry Leader, a substitute or one-time volunteer, or a teen volunteer.
- B. Church staff and volunteer directors should supervise on an ongoing basis and make unannounced visits into classes or other program sites from time to time.
- C. An identification system should be adopted so that the adults who drop off a child are the same adults who pick up the child. Arrangements will be made authorizing the release of the children to other adults.
- D. In individual sessions with minors, parental permission should be obtained prior to a minister meeting privately with a minor, or the two adult rule should be used. Prior permission may be granted by parents to cover a particular time period (i.e., a school year) for their child to receive counseling from a particular minister. The two adult rule includes notifying other staff on the premises that an individual session is taking place.
- E. Programs with children and youth should be centrally located with windows in

the doors. All adjacent rooms and closets should be locked. Activities should never take place in private rooms, offices or isolated parts of a building.

IX. Abuse Reporting

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Any person, staff, volunteer, or other program participant, having cause to believe that a child's or vulnerable adult's physical or mental health or welfare has been or may be adversely affected by abuse or neglect shall report the person's belief to the Minister. No FCCUCC staff member or volunteer should confront a parent or family member or suggest any suspicion of abuse to the child, youth, or vulnerable adult in question. Rather, the suspicion should be communicated confidentially to the minister. In the minister's absence, this report can be made to the Church Moderator or Chair of Deacons. Moderator and Chair of Deacons will decide, in situations of abuse reported, whether to contact the minister, follow the below protocol, or reach out to the Conference for more support. No one shall communicate details of any reported matter to any third party unless that person has a legal, business or pastoral reason to be informed of the results of any investigation or any actions taken in response to such an investigation. Ministers should fully comply with the child abuse reporting statute. Reports of incidents where the person responsible for the abuse or neglect is not known can be made to the local or state law enforcement agency by calling 911 or 207-647-8814 (Bridgton) and are required by law. Third-party or second hand stories are reportable if there is reasonable suspicion.

- A. If a Children's Ministry Leader or Deacon suspects a case of child abuse, he or she must report his/her suspicions immediately to a minister. The minister, upon hearing the report should take the following steps immediately:
 - a. Do not treat the suspicion as frivolous.
 - b. Commence an investigation of the suspicion through open-ended questions to gather the basic information that might be needed. This process is only to determine if there is reasonable suspicion and should conclude as soon as possible.
 - c. The minister will comply with legal obligations including reporting incidents or suspected incidents to DHHS (1-800-452-1999) within 24 hours, and notifying the person who first reported suspected abuse that an official report has been made.
 - d. If the alleged or suspected abuse happened on church grounds or at a church sponsored event, every effort should be made to contact the church's insurance company to report the occurrence.
 - e. Data concerning the child or vulnerable adult, including name, address and other pertinent information will be obtained through discussions with the initial reporter and other staff members. The name and address of the person responsible for the care of the child, if available, will be obtained.
 - f. Pastoral care should be extended to the victim or the victim's family and also to the accused. The accused shall not be confronted until the

investigation of the claim has been made and the safety of the child, youth, or vulnerable adult is secured.

- B. Confidentiality of the investigation, the victim, and the accused should be maintained as much as possible.
- C. The minister and church will cooperate fully with law enforcement officials.
- D. In instances where child or vulnerable adult abuse is confirmed and a member of the staff is the perpetrator, the immediate supervisor should be contacted and

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advised. If the minister is the perpetrator, the Conference Minister will be contacted and advised.

- E. The accused will be suspended from the performance of duties involving children and vulnerable adults until the investigation has been completed. If the accused is a paid employee, the executive officers of the church, the senior minister and chair of the personnel committee will decide whether or not his or her income shall be maintained or suspended until the allegations are cleared or substantiated.
- F. If the suspected abuse occurred at church or a church-sponsored event, the victim and the victim's family will be informed of the steps that are being taken, and kept advised of the status of the investigations. If child or vulnerable adult abuse is confirmed, the victim and the victim's family will be asked what action they would like to take in the matter, and the church should cooperate to address their requests within the bounds of a legal and prudent response (church legal counsel should assist in this determination).
- G. In instances where child abuse by a church volunteer or staff is confirmed, the church will immediately dismiss the worker from that position. Consideration of membership termination will be considered, as appropriate in the circumstances.
- H. In instances where the evidence is inconclusive, the church should take action depending on the strength of the evidence available and after consideration of the victim's family's requests.
- I. When it is appropriate and legal to do so, the congregation will be informed of the investigation with respect to matters which are not protected information, so that the congregation will hear about the investigation from within the church rather than from the news media.
- J. Steps should be taken to plan for a response to the media and attempt to speak to the media only through one contact person so that the church can emphasize through the media to the public the church's position on abuse, its concern for the victim, and the extensive steps the church is taking to address the present occurrence and to reduce the risk and provide a safe environment for other children and vulnerable adults.
- K. Because we believe that each person is a beloved child of God, FCCUCC should provide appropriate support (e.g. counseling referrals) to all parties involved in any allegation of abuse: the child, youth, or vulnerable adult and parent/family, the accuser and the accused.

X. Administrative Steps for Screening Employees and Volunteers

The paid FCCUCC staff will:

- a. Provide applicable forms to each potential volunteer or employee
- b. Confirm that the forms have been completed
- c. Initiate Criminal Records Check process
 - a. Upon receipt of Criminal Records Check, a minister will review each confidential Information Form
- d. Interview or assign trained interviewer to conduct an interview of each new employee or volunteer
- e. Follow-up with new volunteer/employee
- f. File all confidential Information Forms, reference check forms and criminal reference checks in locked confidential files
- g. Update the list of approved volunteers and staff members for child and youth work each year.

Appendix A: CHILD/YOUTH WORKER NEW HIRE INFORMATION FORM

It is the goal of this church to create a safe and secure environment for all children and workers who are involved in the activities of this church. To facilitate this emphasis, it is necessary to gather pertinent information from those who desire employment or offer volunteer services to our children and youth. This information will be used for the sole purpose of helping the church provide a safe and secure environment for the children and workers.

Name: _____ Date: _____

_____ Date of Birth: _____ SS #: _____

_____ Have you ever used another name(s) than the one above? If yes, please list: _____

Current address: _____ Time at current address: _____

Previous address: _____ Phone #: (Home) _____

_____ (Work) _____ Please respond to all questions that apply to the position you are applying/volunteering for: Position applying for: _____

Do you have a valid driver's license? ____ Do you have a commercial driver's license? ____

License #: _____ State _____

Current employer: _____ How long employed: _____

Name of Supervisor: _____

Previous employers (within last five years) Dates Employed

_____	_____
_____	_____
_____	_____

_____ Is there any reason you should not work with children or youth? _____

Have you ever been the subject of a child abuse investigation? _____
If yes, please provide details:

Have you been convicted of or pleaded guilty to a criminal offense against anyone? _____
If yes, please provide details:

Please list your educational background: Name, Year, Degree or course of study High

School _____

College. _____

Other (Specify) _____

What, if any, church affiliation do you have? _____

How long have you attended that church? _____ Are you a member? _____ List
other churches you have been affiliated with and provide their city and state:

Have you ever worked with youth or children before? Y / N If yes, list city & state:

Please tell why you would like to volunteer:

Please list at least two references:

Name: _____ Phone: _____

Address: _____ How long have you known this person? _____

Name: _____ Phone: _____

Address: _____ How long have you known this person? _____

I hereby give permission to make a thorough investigation of my past employment, education, and background and release from liability all persons, companies, or corporations supplying such information. I also release the church from any liability that might result from making such investigation. I understand that all false statements or implications made by me in this Information Form or other required documentation shall be considered sufficient cause for denial of employment/volunteering or discharge

Signature: _____ Date: _____

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Appendix B: Volunteer Information Form

It is the goal of this church to create a safe and secure environment for all children and workers who are involved in the activities of this church. To facilitate this emphasis, it is necessary to gather pertinent information from those who desire to offer volunteer services to our children and youth. This information will be used for the sole purpose of helping the church provide a safe and secure environment for the children and workers.

Name: _____ Date of Birth: _____

Current address: _____

Current phone #: (Home) _____ (Work) _____

_____ Is there any reason you should not work with children or youth?

_____ Have you been the subject of a child abuse investigation? ____ If yes, please provide details:

_____ Have you been convicted of or pleaded guilty to a criminal offense against anyone? ____ If yes, please provide details: _____

Have you worked with youth or children before? _____ List those places - city and state:

Please tell why you would like to volunteer:

Please list some of your strengths and talents that you could share in our children's programs.

Thank you for offering to volunteer your time. I am sure you will find it to be a fun and rewarding experience. Before you volunteer for our children's programs, please read our Safe Church Policy, fill out this form and a Criminal Records Check authorization form to be

processed through Pilgrim Lodge Camp.

I have read the agree to follow the First Congregational Church, Safe Church Policy.

Volunteer's Signature Printed Name Date

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Appendix C: YOUTH AND CHILD ACCIDENT/INCIDENT REPORT

Date: _____ Name of Preparer: (printed) _____

Is this an accident__ incident__ allegation __other (specify) _____ Name(s) of
child(ren)/youth: _____

How was the incident brought to your attention? _____

Adults witnessing or present during incident _____

Person reporting the incident: _____

Date, time, and location of incident: _____

Description of the incident as reported or witnessed:

Did anyone else witness the event? If so, list names: _____
_____ (have at least one witness complete a Witness Report)

Were there visible injuries? If yes, please list

How were the injuries treated? _____

Who treated the injuries? _____

Were parents/guardians notified? _____ List the date/time: _____

Is this an incident requiring mandatory reporting to authorities? _____

Were any authorities notified? ____ Who? _____ When? _____

Was the insurance company notified? _____ When? _____

What other aspects or details do you need to include?

Signature: _____ Position: _____

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Appendix D: YOUTH AND CHILD ACCIDENT WITNESS REPORT

As a witness to a reported accident or incident, what you heard and witnessed is important. Please state in your own words only what you saw and heard regarding the incident or accident.

Are you aware of any others who may have been a witness or have information regarding this incident or accident? If so, please list their names:

Name (printed): _____ Signature: _____

Position held (if any): _____ Date: _____

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Appendix E: Pre-Employment and Continued Employment/Volunteer Disclosure
Authorization and Release

I understand that in connection with my application for Employment, Volunteer Services, and/or for Continuous Employment, and/or Volunteer Services, Praesidium Inc., their agents, assigns or any other authorized third parties (collectively, the "Investigators") may be performing, requesting, obtaining or conducting a background check on me. This background check may include an inquiry into my Employment History, Education, General Character or Reputation, Work Experience, Volunteer Experience, Driving, and/or Criminal History. However, unless my position involves handling money or having access to monies and/or other transferable monetary instruments, my Credit History will not be checked.

I understand that the Maine Conference UCC/Pilgrim Lodge may rely on any part or all of this information in determining whether to extend an offer of Employment/Volunteers' duties to me. I further understand that if and adverse action is taken by the Maine Conference UCC/Pilgrim Lodge, or if the Maine Conference UCC/Pilgrim Lodge chooses not to extend an offer of Employment/Volunteer duties to me based upon the Information, that I will be provided a copy of such Information along with a summary of my rights under the Fair Credit Reporting Act.

I understand that the background check, which may be performed by Investigators, is being performed as part of the process to evaluate me prior to Employment/Volunteer assignments, and is not conducted for any purpose other than in connection with my Application for Employment, Volunteer status and/or my eligibility for Continued Employment/Volunteer Duties.

I have read this Pre-Employment and Continued Employment/Volunteer Disclosure and by signing below, hereby authorize Investigators to conduct a background check as described herein in conjunction with my application for employment/volunteer duties. I hereby release any and all Investigators, including the Maine Conference UCC/Pilgrim Lodge, from any and all liability related to the procurement or disclosure of any information provided by me or obtained about me in connection with my Application with the Maine Conference UCC/Pilgrim Lodge. I further direct and authorize Investigators to conduct eh background check and further authorize any third parties who may be the custodians of or in possession of the requested Information, to disclose such Information to Investigators in connection with this background check.

Although furnishing your Social Security Number is not optional, it shall be used for NO other purpose than to make the process for conducting a background search more accurate. It shall not be sold, or in any way transferred to a third party except for the express purpose of conducting the background check.

Applicant Signature Date _____

Printed Name Social Security Number

_____ Date
of Birth Former Last Names (if applicable)

Current Address:

Street City State Zip

Former Address:

Street City State Zip

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APPENDIX F: One Time Volunteer Agreement

First Congregational Church, UCC, Bridgton, ME

Thank you for volunteering your time today. I am sure you will find it to be a fun and rewarding experience. We ask that before you volunteer for our children's programs that you read and agree to the following.

For the Safety of our children, a volunteer who has not undergone a Criminal Records Check and been screened by our church staff cannot be alone with children. If you have not been screened through our policy, you may only volunteer under the direct supervision of a church member who has completed our screening process. Copies of our Children and Youth Protection Policy are available if you would like a copy.

Once again, I thank you for your time and commitment to our children's programs. We recognize that you are investing your valuable time to help with our event.

Sincerely,
Sandy Wissmann
Christian Education Coordinator

I have read the above and agree to follow the church policy and procedures regarding "one time" volunteering. I understand if I want to be a regular volunteer, I need to read and submit the forms in the Children and Youth Protection Policy.

Appendix G: Covenant of Behavior, for use with those on the Sex Offender Registry, others under court supervision, and those whose behavior in our space or community merits such a covenant

Purpose & Background

As an Open and Affirming church, we affirm the dignity and worth of all persons as expressed in our Mission Statement. We are committed to being open to those who desire to worship with us, especially in times of distress and serious personal troubles.

In building an inclusive community, we also recognize the need to protect children, vulnerable adults, and survivors of tragedy. In consideration of these diverse needs, First Congregational Church United Church of Christ has created this covenant of behavior regarding participation in the life of the church for parolees, those on the Sex Offender Registry, others under court supervision, and those whose behavior in our space or community merits such a covenant.

In the Bible, a covenant is an agreement that two or more parties enter into prayerfully and that includes terms and consequences if those terms are violated. Recognizing that every situation will be different, this covenant template will be adapted to fit each individual's particular circumstances. The template will be completed by church leadership (pastor, and members of council, deacons, and/or staff) with input from the individual, accountability partners, and in consideration of the terms of probation and any applicable judicial rulings.

Covenant

I, _____ desire to be a part of First Congregational Church United Church of Christ in Bridgton, ME, and so agree to the following covenantal parameters regarding my participation in church life. I recognize that by following this covenant, I am helping to support a church culture of openness, safety, accountability, and respect.

1. Limitations set by Law Enforcement

- a. I give permission to the Pastor and/or an agreed upon church official(s) to be in contact with my probation officer and/or parole agent for guidance and to give information regarding any limitations set as terms of my parole.

Officer: _____ Phone: _____

Other contact information: _____ b. I

- will be honest regarding any restrictions placed upon me by law enforcement, especially those that may affect my involvement in church life, and will comply with any court-ordered treatment plan. A copy of my conditions of probation, parole, or court ruling is attached to this covenant.

2. Accountability Partner

- a. Accountability Partners will be several (3-4) agreed upon, unrelated, trustworthy adults, who are people of faith, members of FCCUCC, open to knowing my history, and willing to support me while holding me accountable for fulfilling this covenant. Accountability partners are selected by church leaders.
- b. I understand that the purpose of an Accountability Partner is to ensure the safety of the congregation and church property, while also protecting me from possible

future accusations.

- c. I agree to work out a method of coordinating with Accountability Partners to inform them when I will come to church, to arrange to meet with them before I arrive on church property, and to be in the presence of an Accountability Partner while on the church property or engaged in approved church activities (see 3a-f). When more than one Accountability Partner is present, it is my responsibility to coordinate with them regarding who will be with me at any one time.
- d. I understand that my Accountability Partners are available to me to share any struggles or temptations I am having in order that they might pray for me and support me as I seek to lead a Christian life, and I am to keep them informed about any progress I make in recovery or healing work I am undertaking, as well as any contact I have with law enforcement.
- e. I understand that my conversations with my Accountability Partners are not considered privileged conversations, though they will be held in confidence, except when they need to be shared with the Pastor or church leadership.
- f. My Accountability Partners are:

i. _____ Phone: _____ ii.
_____ Phone: _____ iii.
_____ Phone: _____

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3. Participation in the Church

In order to protect myself and the church, I will refrain from placing myself in questionable, tempting, or compromising situations, and understand and agree to the following limits placed upon my participation by FCCUCC's church leadership:

a. Participation in worship services

In the presence of an Accountability Partner

Permitted Sunday mornings

By permission of the Pastor and Accountability Partner

Not permitted

b. Participation in church-sponsored fellowship activities, meetings, groups, and volunteer opportunities

In the presence of an Accountability Partner

Permitted when held on church property

Permitted when children are not present

By permission of the Pastor and/or Accountability Partner

By permission of the group leader

By permission of the group

Excluding events held in peoples' homes

Not permitted

c. Interaction with children (age 17 and under)

In the presence of an Accountability Partner

Requires notification of parents/guardians

Not permitted to teach, lead, or chaperone church sponsored events specifically designed for children and youth

Not permitted to participate in intergenerational church-sponsored events

Not permitted to participate in events specifically designed for children

Not permitted to have physical contact

Not permitted to have contact via social media, phone, or computer
Not permitted to have any contact

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d. One-on-one relationships with church members/friends/visitors

Unrestricted

Permitted only if I tell the person I have this covenant, and discuss my restrictions with him or her

Not permitted to solicit financial or material assistance, except in consultation with Pastor and Accountability Partner

Not permitted to pursue romantic/sexual relationships, except in consultation with Pastor and Accountability Partner

e. Access to the building

In the presence of an accountability partner; no key privileges

Permitted only when building is unlocked & open to the public

Not permitted in wing where classrooms are

Not permitted in shared restrooms (must use single-occupancy restrooms located near the elevator)

Not permitted

f. Other Considerations

4. Confidentiality & Privacy

I accept that the Pastor and/or Accountability Partner may share information, including what is available through the public record, and the terms of this covenant with the following:

Church Council

Trustees

Staff

Children's Ministry Leaders

Parents/guardians of children (17 and under)

My parole officer

The congregation

Other: _____

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5. Consequences

a. I have reviewed this covenant and agree to abide by its provisions. b. I understand that if I violate this agreement in any way, further restrictions may be placed on my participation, up to and including being asked to discontinue participation in church life.

6. Terms

- a. Implementation of this agreement is based upon a review by the minister of the most current supporting documents when applicable, including:
 - i. A statement from the court as to the nature of the conviction
 - ii. A risk assessment from a qualified therapist
 - iii. A report from a certified treatment provider indicating that you are not at too high a risk for recidivism
- b. I understand that this covenant will be reviewed regularly, possibly as often as every six months, and will remain in effect for an indefinite period of time, and at least as long as the terms of my probation/parole.
- c. I understand that the individual terms of this covenant may be changed by First Congregational Church United Church of Christ at any time for any reason deemed appropriate by the Pastors and Accountability Partners.
- d. I understand that I will be notified of any changes as soon as possible, and

given the opportunity to review and discuss them with the Pastors and my Accountability Partners.

Signature _____ Date_____

Accountability Partners _____ Date_____

_____ Date_____

_____ Date_____ Pastor

_____ Date_____

Moderator _____ Date_____