

POLICY AND PROCEDURE FOR SEX OFFENDER PARTICIPATION
AT _____ CHURCH

We are committed to being a welcoming and accepting community and recognize that all are sinners and have fallen short of the glory of God. No one is beyond the reach of God's love. We further accept that God makes no distinction between sins or sinners in His acceptance of a truly repenting heart and the dispensing of grace. In an attempt to follow The Great Commission, we welcome all sinners into this body who sincerely seek worship, discipleship and an opportunity to experience the love of Christ through this church.

We also recognize our responsibility to create and maintain a safe church environment for all who attend. Sometimes this means we must accept our responsibility to bring people together who have conflicting and diverse life experiences. With that in mind, we have adopted these policies and procedures for those among us who have a criminal history of victimizing others. This may be, but is not limited to sexual crimes.

1. An offender will not be permitted to worship here if his or her victim worships here.
2. The offender must meet with the pastor or his/her designee and agree to contractual stipulations for the safety of the offender and church attendees. Failure to follow this contract may result in immediate and permanent removal from the church.
3. The offender must complete and sign a criminal background check. This information will be kept confidential and released only at the discretion of the Senior Pastor or other person leading the church.
4. The offender may not serve or be put in a position of leadership in the church.
5. If guardians are required in the individualized contract agreement, they must meet the following guidelines:
 - Cannot be a close family member or spouse of the offender.
 - Must also agree to complete and sign a criminal background check.
 - Must be over the age of 21 and of the same gender as the offender.
 - Must agree in writing to the supervisory guidelines.

We also recognize that not all offenders have been identified, arrested, convicted and released back into the community. For that reason we screen all new participants who are either employees of the church body (bus drivers, teachers, daycare providers, ground maintenance, etc.) and all members placed in positions of senior leadership. Others may be included at the discretion of senior leadership.

1. New persons in the church are not put into positions of volunteer leadership until they have participated for at least six months. This does not include persons who are employees of the church and hired for a specific task, such as "Youth Pastor," "Daycare Director," "Associate Pastor."
2. Membership or its equivalence is required prior to obtaining a leadership position.
3. An application process will be utilized for all persons seeking employment by the church and will include a written application, reference checks, a criminal background check and a personal interview.

4. Wherever children or vulnerable adults are congregated for teaching, worship or program development, not less than two adults will be present at all times.

These policies and procedures will be reviewed at least annually and revised as needed to create and maintain a safe environment for all who wish to participate here.