

Policy for individuals on a state Sex Offenders Registry attending Hamilton Community Church.

It is the policy of Hamilton Community Church that individuals on a state Sex Offenders Registry (SOR) are welcomed to become a member and worship at Hamilton Community Church.

This policy must be approved by the Leadership Team then taken to the congregation in a business meeting to be approved.

A copy of this policy should be given to each new member and published annually to our church family.

Because of the unusual circumstances of providing a safe place to worship for the individual on a SOR and for the congregation special guidelines must be implemented.

When it comes to the attention of any one attending HCC that there is someone attending HCC or requesting to become a member of HCC that is on a SOR that it be brought to the attention of one of the following: the pastor, head elder, assistant head elder or safety leader. This group is also to be the leadership subteam that will be responsible for implementing this policy.

An initial interview will be conducted with the individual by two of the above mentioned church leaders. Once it is ascertained that the individual is on a SOR they will be greeted using the attached statement of greeting or something similar and informed of this policy.

Several requirements must be met before the individual can again attend any HCC worship or function:

1. The individual will furnish to the subteam the name and contact information of their probation/parole officer who will then be contacted to work in conjunction the subteam to assure the requirements this policy include any specific state required guidelines.
2. The individual must sign a copy of this policy that will be kept on file in a secure location at the church.
 - a. If the individual disagrees with this policy or is unwilling to sign a copy of this policy then they must request exceptions to this policy in writing to be reviewed by the above mentioned leadership subteam.
 - b. The subteam must review and approve any requested exceptions then the Leadership Team must also approve any requested exceptions.
3. In order to protect the individual from unnecessary harassment only the Leadership Team and other leaders in children and youth departments will be informed of their situation.
4. Accountability is key to the safety of everyone. Accountability will insure no false accusations are made against an individual and parents are assured an individual is behaving appropriately.
 - a. Three accountability partners will be chosen and agreed upon by the subteam and the individual. The accountability partners need to agree to serve and will be informed of their responsibilities.
 - b. The individual will always be in sight of one of their accountability partners while on church property or when attending a church function.

Once the above requirements are met then the individual can again attend HCC and its related functions as long as they agree with and abide by the following guidelines:

1. I will not associate with any minors or children attending or participating in any church or school activity. I will not sit next to a minor or child and if such a person sits next to me, I must move, unless the minors/children's parents are aware of my being on a SOR. I will not develop any special or close relationships or friendships with minors or children unless the minors/children's parents or guardian are aware of my being on a SOR.
2. They will not linger or loiter in areas where youth/children's ministries are being conducted.
3. I will not place myself into, or accept, any church office or any position of leadership or authority
4. I agree not to allow any child into any motor vehicle to which I have access unless accompanied by their parent or adult guardian and that parent or adult guardian is aware of the my being on a SOR.
5. I will not go to a church member's home where children are present unless the minors/ children's parents or guardian are present at the home and are aware of my being on a SOR.
6. I agree to comply with any court-mandated restrictions or other legal restrictions or conditions such as conditions of probation, treatment, and/or requirements and recognize that these shall supersede any conditions in this Agreement that are less restrictive or contradictory.
7. I understand that the provisions of this Participation Agreement do not create any personal and/or legal rights against the church that would afford me any claim or right of redress in any legal or administrative proceedings, nor does this agreement in any way preclude the church from exercising its right to freely exercise its faith as set forth in the United States Constitution and the Constitution of the State of Tennessee with respect to church governance in matters relating to church membership and/or discipline.
8. This agreement shall remain valid as long as I attend and/or participate in the activities of the Hamilton Community Seventh-day Adventist Church unless the church, in its sole discretion in matters pertaining to membership and discipline, determines that the allegations against me were unfounded. I understand that dismissal of criminal charges in itself shall not constitute exoneration of an allegation of sexual misconduct for purposes of these restrictions but may be considered by the church in making that determination. Should I wish to transfer my attendance, participation, or membership to another congregation, I specifically agree and consent that a copy of this document may be sent to the subsequent congregation.
9. I understand and accept that there will be an annual notification to the church informing our church family of this policy. I also understand that new members will also receive a copy of this policy.
10. I specifically authorize the church to notify the following church leaders that I am a Registered Sex Offender:

Church Leadership Team
Leaders
Head Elder
Assistant Head Elder
Head Deacon
Assistant Head Deacon
Head of Safety Team

Children's Division
Pathfinder Director
Adventurer Director
Children's Ministries Coordinator

I have read and understand the above guidelines and agree to abide by them. If at any point I fail to adhere to any of the above conditions, I recognize that my participation may be terminated or otherwise restricted. Such failure shall be at the sole discretion of the Hamilton Community Seventh-day Adventist Church Leadership Team.

Dated this _____ day of _____, 20__

Participant's Signature

Participant's Printed Name

Signature
Head Elder - Hamilton Community Seventh-day Adventist Church

Printed Name

Signature
Pastor - Hamilton Community Seventh-day Adventist Church

Printed Name

