Sex Offender Policy

It is the desire of Urban Grace Church to extend its ministry to all persons while continuing to provide for the safety of all who attend.

When the Pastor or any member of the church leadership, is informed that a registered sex offender is seeking to attend or is attending the church, the following steps must be taken to manage risk as it lives out its call to minister to all people.

1. In compliance with our Youth & Family Safe Conduct Policy, the individual will not be allowed to volunteer or participate in programs that include children (see Youth & Family Safe Conduct Policy: Screening Procedures).
2. Once identified, the Council will be immediately informed and the Pastor and another pre-approved person (list of approved people to be created by Council) will meet with the individual to gather information about his/her crimes, court orders, interest in the church and its programs, etc.
	* An electronic or hard copy of the individual’s court orders should be provided to the Pastor at this meeting
3. If the individual has already been attending services, the identity of the individual will also be immediately disclosed to the Community Support team who will escort this individual on Sunday mornings (according to the volunteer rotation) until a covenant has been signed or the individual is not attending the church any longer.
4. After the information gathering meeting, the Pastor will communicate with the Council (at their next meeting, via a special meeting or via email) and give a recommendation on how to proceed.
	* If, for any reason, the Pastor and/or Council decide that this individual should not be invited to attend church services, he/she will be notified within one week of the information gathering meeting and will not be allowed on church property.
5. If the Council and Pastor decide to proceed, the church staff and Council will create a covenant agreement (see attached example). This covenant will be created according to the specificities of the individual’s case and crimes. The covenant will include but is not limited to:
	* The individual’s name, contact information and sex offender classification
	* Where the person can be in the church and at what times
	* Parole or reporting officer’s name and contact information
	* Procedures if covenant is broken
	* Signatures from individual, Pastor and leadership representative
6. Once the covenant is created, the Pastor and/or leadership representatives (must be 2 people) will meet with the individual to go over the information and sign the covenant.
7. Once the covenant is signed, the Community Support team and staff will be notified of its stipulations and be responsible for making sure it is being followed.
	* If not followed, the person(s) that has witnessed the breach will notify the Pastor and/or a member of Council immediately.

Urban Grace Church

902 Market St.

Tacoma, WA 98402

**Covenant with a Sex Offender**

1. The Council and Community Support team will know that I am a Level \_\_\_Sex Offender, registered with the police under the terms of the Sex Offenders Act. Urban Grace leadership will consult with me before any public disclosure of my status.
2. I agree that if I disclose my legal status as a sex offender to anyone at or from Urban Grace Church, I will also notify him/her that I have signed a covenant agreement with the church to assist my efforts to not reoffend.
3. I will give at least 24 hours notice to a pre-determined representative of the church if I wish to attend church services or programs so that the church can assign an escort, if needed.
4. I will never allow myself to be in a situation where I am alone inside Urban Grace Church. If I need to use the bathroom, I will ask for a previously arranged escort to come with me to the bathroom in the basement.
5. I agree that without prior authorization from the Pastor, I will attend only the Sunday morning Community Breakfast and the Sunday morning worship service. My presence will be restricted to the Lower Temple (basement) during the Breakfast that runs from 8:15am-9:15am, in the Sanctuary before and during worship from 9am-11:45am, and in the Parlor for coffee hour from 11:35AM-12:00PM.
6. I accept that contact may need to be made with my probation officer or reporting officer, if I have one. I agree to sign a release of information so that needed information and communication will be possible.

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 Name of parole or reporting officer PO and/or RO Phone #

1. If there are Orders of Protection or other pertinent advisories, I will provide this information to the Pastor and Council. This information and all other documentation (including this Covenant) will be kept in a secure place.
2. I understand that if I do not adhere to these conditions, then I may be subject to these actions:
3. Immediate suspension of all privileges to be present in the church building, on its property, or at any church-sponsored events pending an inquiry.
4. A meeting at the earliest convenience of the Pastor and Council to discuss the Covenant and the inquiry.
5. If there is not a satisfactory resolution, I may be prevented from attending worship services and/or church functions.

d. If there is a satisfactory resolution, I will be notified in writing of my reinstated

 privileges by the Pastor.

1. I understand that any documented concerns by persons in the church will be taken seriously and reported to the Pastor and Council.
2. I understand that if I have any documented concerns regarding persons in the church, they will be taken seriously and reported to the Pastor and Council.
3. I understand that this Covenant will be reviewed and renewed annually for an indefinite period of time and I will be given a copy of it.
4. I recognize that this is a temporary agreement and may be amended if/when Urban Grace Church adopts further policy regarding sex offenders in public worship.

Sex Offender Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_

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 Contact number Contact email (if applicable)

Pastor Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_

Church Leadership Council President Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_