

**Example of a Covenant of Conduct – For individuals with a History of Criminal Offenses**  
(involving/impacting youth and children)

*Please note this is an example and can vary according to situations. Please refer to “Protection and Inclusion: Guide for Congregations on Safety Including Persons Who have committed Sexual Offenses” (Dove’s nest resources, on the CRCNA Safe Church website.) when developing a Covenant of Conduct as well as legal advice, Safe church committees locally and CRCNA. The sample Covenant of Conduct references “criminal sexual history” however there may be instances where a covenant of conduct is utilized for other types of criminal history (example: physical abuse).*

**Covenant of Conduct –Agreement for Individuals with History of Criminal Offenses**

Purpose: The church accepts as central to its mission the establishment and maintenance of a caring environment for every child of God, not least our own children and a place for sinners, including those whose crimes are public. Knowing that children are at risk, not yet having the ability to protect themselves, we determine to provide protection for them by carefully monitoring anyone with a history of criminal sexual conduct participating in the life of this congregation.

Knowing that God’s grace has been extended to all, we determine to provide a means that anyone who is known to have a record of criminal sexual conduct can live in that grace in the life of this congregation. Toward this end we establish the following policy with regard to the presence of anyone who is known to have a record of criminal sexual conduct.

Policy:

- 1) Role of the church – the church will take the following actions to maintain a caring church environment for everyone.
  - a. Grants access to the church building for each regularly scheduled Sunday morning worship service.
  - b. Upon request, grants access for special events, i.e. wedding, concert, funeral, anniversary etc.
  - c. Denies access at all times to education classrooms, nursery, or rooms used by youth of any age. Reviews use of public washrooms and supervision, and options regarding use of a single person washroom.
  - d. Restricts the Covenanter from contact with youth under the age of 16 including any act which isolates him/her with a youth under 16 in a hallway, stairwell, enclosed room, washroom, parking lot, narthex, and worship centre or fellowship hall.
  - e. Reports all violations of the covenant to the support/accountability team and to a police authority if violation is reportable offense.
  - f. Provides a supervisor for each regularly scheduled worship service as well as any special events where the individual has been granted access.
  - g. If participating in any off site church event or where the church is represented, the same supervision guidelines apply and if unable to arrange a supervisor, the covenanter will not attend.

h. Implementation and Review

Include a section with regards to the follow up and review of this covenant:

Example: The church will have in place a support/accountability team that includes supervisees, council representative, and a safe church representative. This team will ensure ongoing implementation of the Covenant and will meet every three months to review and will include the Covenanter in the review. This team will also ensure that pastoral support is in place for the Covenanter.

2) The Covenanter:

- a. Complies with all existing rules in effect with the Covenant
- b. Refrains to enter any area designated for youth while in a youth program is in session there.
- c. Refrains from any illegal activity while on church property
- d. Agrees to contact a committee member to request access to the church.
- e. Agrees that any failure to follow the Covenant will be reported to the Support/Accountability team and can result in expulsion from the property and church activities.
- f. Refrains from volunteering or applying for service with youth or for any office or position by appointment or election.

I agree to abide by this Covenant of Conduct.

Signed by Church representatives

Dated:

I agree to abide by this Covenant of Conduct.

Signed by Covenanter

Dated:

Review of this covenant is scheduled for (3 months from signing)

