

FIRST BAPTIST CHURCH, HUNTSVILLE, AL

Policy for Adults With Known Illegal Sexual Behavior

Approval Process

1. Offender will meet initially with representatives of FBC (FBC Reps) that shall include Executive Pastor, designated church attorney, age-level Minister, and professional in the appropriate field of sexual abuse to discuss possible attendance at First Baptist Church. This meeting will include discussion of:
 - The nature of the offender's conviction(s) and complete criminal history
 - The charge and charge(s) in the case of a conviction
 - Ages and locations of the victims of these crimes and their families. (Under no circumstances will identity of victims be shared with other individuals.) If one or more of the victims attend services at FBC, then the sex offender (SO) forfeits the privilege of being on FBC property.
 - Other incidences of inappropriate sexual behavior including child pornography, regardless of arrest or conviction
 - Nature of criminal activity, particular areas of temptation, and known problems
 - Any pending legal or criminal charges in Alabama and any other jurisdiction.
 - Obtaining necessary documents, contact information, and waivers to enable the FBC Reps to contact probation/parole officer and counselors
 - Obtaining SO's agreement to be photographed so security team can identify the offender
 - Obtaining SO's agreement for a comprehensive background check.
 - Rules and procedures required by SO in order to attend services at this church. If for any reason the SO cannot adhere to the rules and guidelines outlined in these procedures, then SO forfeits the privilege of being on FBC property.
2. If on parole or probation, SO will provide the Reps with the following items in writing from parole or probation officer and any necessary waivers to permit contact with such officers:
 - Statement as to what actions would violate the offender's parole or probation in regard to church activity, attendance, and/or involvement
 - Statement showing evidence of compliance with all restrictions placed upon him or her by the courts.
3. The SO shall provide a detailed outline of his/her counseling program to the FBC Reps and any necessary waivers to permit contact with such counselors (ex: HIPAA waiver)
4. The FBC Reps have authority to follow up with parole officers and counselors to ensure there was full disclosure.
5. The FBC Reps will make a recommendation to the Leadership Council, and if approved, the Leadership Council will designate in writing which activities are appropriate and permissible

for the SO to attend on FBC property. Any approval can be modified or reviewed at the Leadership Council's discretion at any time.

6. SO's will not be permitted to attend off-site FBC events.

7. The FBC Reps have authority to designate Monitors who volunteer to assist and monitor the SO while on church property. At least two persons will be identified as Monitors. These Monitors will abide by the following guidelines:

- Cannot be a close family member, spouse, or close personal friend of the offender.
- Must have training from a professional who has knowledge and expertise in sexual abuse issues.
- Must be over the age of 21 and of the same gender as the offender.
- Agrees to remain with the SO at all times while the SO is on the premises of any campus of FBC, to escort the SO to his/her vehicle on or off of the property, to ensure the SO does not enter areas of the facility designated for minors, and to advise the FBC Reps or any of its members of any misconduct or concerns regarding the SO's behaviors or activities.
- Assigned monitors and SO must coordinate schedules such that a monitor is present at any time SO is present on FBC property.
- Agrees to have ongoing conversations with the Executive Pastor or Leadership Council Chair about the SO's activity and presence at church events.
Agrees to report immediately to the Executive Pastor or Leadership Council Chair any violations to the SO Agreement or other concerns related to SO behavior that may pose a potential threat or danger to others.

8. If approval is granted:

- Designated members of the FBC Reps will meet with the offender to notify him/her of approval and discuss rules and procedures and obtain signature by the SO of the SO Agreement.
- The FBC Reps will notify the SO's parole officers and/or necessary counselors, by providing them a copy of the signed SO Agreement.
- The FBC Reps will in their discretion notify any appropriate ministry leaders, security personnel, or necessary church members or staff of such approval.
- The FBC Reps will notify the SO of the designated Monitors who will assist and monitor according to the guidelines stated above.
- The SO will participate only in activities as approved by the Leadership Council.
- The Leadership Council may revoke or amend such approval in its discretion with or without cause and/or upon any violation by the SO of the SO Agreement.

9. If approval is not granted:

- The FBC Reps will notify the SO in writing that the request has not been approved.
- The FBC Reps will also send written notification to identified parole officers, counselors, and appropriate ministry leaders, including security, that the request was not approved.

Adults With Known Illegal Sexual Behavior Agreement

Because I desire to be a part of First Baptist Church (FBC), and because my criminal past has made my participation a challenge for other members and families, I, _____, do agree to abide by the following conditions of my participation and attendance at any FBC event:

1. The following items will all be completed before I attend any scheduled church activity, and I agree that my attendance and involvement at FBC is conditioned upon my strict compliance with these guidelines and any other specific requirements determined to be necessary by FBC:

- A. Provide a full and detailed list of my criminal history, including of charges and/or convictions, detailed list of any and all victims, and a detailed explanation for the basis of all such charges.
- B. Provide to the designated FBC Reps (Executive Pastor, designated church attorney, age-level Minister, and professional in appropriate field of sexual abuse) the following items in writing from my parole or probation officer:
 - 1. Name, email, and telephone number of my parole/probation officer
 - 2. Statements as to what actions would violate my parole/probation.
 - 3. A signed release and waiver permitting the FBC Reps to speak with any and all such parole or probation officers concerning my progress, risk assessment, and any other concerns deemed appropriate or necessary by said professionals.
- C. Provide a full and detailed list of any and all professional counseling, evaluations, assessments, and mental health treatment I have undergone and provide the following items in writing:
 - 1. Name, email, and telephone number of any and all professional counselors, therapists, and/or mental health professionals I have seen or am currently seeing, and a detailed outline of any and all professional counseling I have obtained regarding by sexual offense.
 - 2. A signed release and waiver permitting the FBC Reps to speak with any and all such mental health professionals concerning my progress, risk assessment, and any other concerns deemed appropriate or necessary by said professionals.

2. I agree to participate only in activities that have been expressly approved in writing by the Leadership Council. A copy of my written express approval from the Leadership Council is attached hereto and is incorporated into this agreement.

3. I agree to fully comply with the following requirements and restrictions:

- A. Offender will not approach or engage any victim of this offender or known victims of other offenders or any adult, adolescent, or child who matches the offender's victim preferences.
- B. Offender will not enter any area of FBC facilities that are deemed off limits to the offender.
- C. Offender will cooperate with security, staff, and the designated FBC representatives whenever there may be a question about location, activity, or concerns.

- D. Offender will never be present at any FBC facility or campus without first having met a designated monitor at the door designated for the SO to enter the facility. The door will be defined as within 8 feet of the inside of the designated door of the facility.
- E. Offender is never to be more than a few feet away from the Monitor, and always within visual sight.
- F. Offender will never enter any private place, including bathrooms, without Monitor.
- G. Offender will never approach, talk to, touch, engage, or go near minors.
- H. Offender will remain away from any area where minors are located, checked in, or ministered to (see building maps).
- I. Offender will enter the building via the designated door only and will never enter areas of the building where the sole focus is ministry to minors.
- J. Offender will never attend any event aimed primarily at minors. If in doubt, Offender will seek written clarification from the FBC Reps.
- K. Offender may never serve in areas or ministries aimed at minors. Offering, applying, or attempting to serve in any of these areas will be a violation of this policy.
- L. Offender may never serve in areas or ministries where personal information of minors are accessible and may never access personal information of minors.

4. If granted permission to attend FBC, I agree to immediately update the FBC Reps on any changes in my status, including but not limited to new criminal charges, allegations or convictions, a change in probation status, or any change in the initial information provided to the FBC Reps. I agree to provide written consent to conduct an updated criminal history evaluation with the Criminal Records Exchange upon request by the FBC Reps. I agree to notify FBC of any address changes and changes in my contact information. I acknowledge that FBC will maintain a file with copies of my public record for the benefit of church members' review.

5. If I have minors in my home that may visit FBC, I agree that special steps must be taken to allow my minor to safely participate in FBC children's activities without violating other parts of this agreement. I agree that another responsible adult must be designated to check in the minor(s), escort the minor(s) to their classroom, and pick them up. This responsible adult may be a spouse, friend, or relative of the offender or a designated monitor. If a monitor is used, there must be a second monitor who remains with the offender in other parts of the building when this is occurring.

6. I agree and understand that the FBC Reps may revoke approval to attend FBC in their sole discretion with or without cause and/or upon any violation of this Agreement. The following actions will be deemed a "violation" of this policy:

- A. Any failure to fully meet all requirements or abide by all restrictions placed on the Offender in this agreement, the FBC Guideline for Sex Offenders, or any written addendums.
- B. Any failure to answer questions of the FBC Reps or designated monitors honestly, or attempts to deceive a member of the FBC Reps or a designated monitor.
- C. Refusal to cooperate with church staff or security team in enforcing this policy.
- D. Any attempt to enter any restricted area, any attempt to serve in ministries that are prohibited, or any attempt to contact or actual contact with any minors who attend or are members of FBC.

7. I further agree that any violation of this policy may result in the following actions:

- A. Removal of the privilege of attending any and all FBC functions, or any event held on church property.
- B. Any and all legal steps to prevent the Offender from being on church property up to and including:

1. Seeking a trespass notice against the Offender, whereby coming onto church property would be grounds for arrest on trespassing charges
2. Getting a restraining order against the Offender
3. Notification of actions/violations to parole or probation officers
4. Pressing legal charges against the individual for all violations of law

8. I agree that if my permission or approval to attend FBC is revoked for any reason, I will immediately refrain from entering FBC property or attending any FBC activity.

Date

FBC Rep

Date