

FIRST WEST | Sex Offender Policy & Covenant

First West accepts as central to its mission the establishment and maintenance of a caring environment for every child of God, not just our own children, and a place of grace for all, including those whose crimes are public knowledge. Knowing that children are at risk, not yet having the ability to protect themselves, First West determines to provide protection for them and the entire First West family by carefully monitoring any sex offender who wishes to take part in the life of this church family.

First West believes that God's grace has been extended to all; that grace invites repentance, and repentance requires acknowledgement of sin, sorrow for sin, and a turning away from sin, all with the support and prayers of God's people. In that context, First West determines to provide a means whereby a sex offender can live in that grace in the life of this Church family as long as he/she cooperates with the policies and procedures of First West. For the benefit and protection of all people, if a sex offender, registered or unregistered, wishes to attend First West, First West requires that the sex offender enter into this Accountability Covenant, as a condition of their participation at First West and prior to attending any services or activities on Church property. For purposes of this Accountability Covenant, these persons are hereinafter referred to as "Participant."

Policy and Procedures

- Participant must sign a release permitting First West to contact Participant's probation officer for specific information about Participant's offense(s).
- First West may contact Participant's probation officer and request the probation officer's recommendations on whether that the Participant should be allowed to attend the Church and, if so, under what conditions.
- First West may notify its insurance carrier to inform them of Participant's record and to discuss policy coverage.
- Prior to being allowed to attend service or activities, Participant must have an initial meeting with at least one member of the First West Senior Lead Team and at least one representative of the First West Safety Team to discuss whether participation at First West will be permitted and, if so, to establish the terms of participation. The parole or probationary officer may be invited to attend this meeting. First West representatives may, at their sole discretion, refuse to allow the Participant to attend the Church. This decision shall be an exercise of judgment by the leadership of the Church considering all of the facts and circumstances including, but not limited to, the nature of Participant's offenses, history, repentance and recommendations of Participant's probation officer.
- Participant must adhere to all applicable additional requirements deemed necessary by First West representatives and must sign the attached Accountability Covenant in order to take part in the life of the Church:

1. Participant will be identified to all pastoral staff and Children/Student Ministry leaders by name and photo.
2. Participant is not permitted to be involved in any preschool, children's or student ministries.
3. Participant is not permitted to be in the Children's Ministry education wing or classrooms (both 1st and 2nd floors), the Hangar, indoor or outdoor playgrounds, the Weber Next Generation Building, or any other area where children/ youth activities may be taking place.
4. Participant must be actively involved in a treatment program /counseling with a qualified professional until such time that the mental health professional is willing to write a letter to the Church stating that the individual no longer requires treatment.
5. Participant must agree to ongoing, full disclosure to First West leadership of Participant's sex offender status, including any new offenses or developments in his/her case; Participant must further agree that Participant's parole or probation officer may be contacted for periodic updates.
6. Participant shall be required to be physically accompanied *at all times* by one or more assigned accountability partners while attending services or activities on campus or Church activities off campus where children may be present. First West may require that an accountability partner submit monthly documentation of Participant's attendance to Church representatives and the Safety Team, which will monitor Participant's compliance with the Accountability Covenant.
7. Accountability partners, staff or Church leaders who become aware of any violation of the Accountability Covenant will notify First West Senior Leadership or the Safety Team immediately.
8. First West representatives may conduct an annual review meeting with Participant, and reviews of compliance may be conducted as often as First West deems necessary.
9. Other terms and conditions may be added to the Accountability Covenant on a case-by-case basis as deemed appropriate by First West leadership for the protection of members, guests and the Participant.
10. Should Participant not comply with the requirements, the Participant will be required to discontinue attendance and participation in all services and activities of First West, on or off campus, and will be prohibited from being on any First West campus.

Sex Offender Covenant

I, _____, as a sex offender who has received salvation through faith in Jesus Christ, promise my Church family at First West, that I will adhere to First West Sex Offender Policies and the following guidelines for the protection of the children, the Church and my witness as a Christian:

1. I understand that First West representatives may contact my parole or probation officer to whom I will report as often as they deem necessary.
2. I have received permission from my parole or probation officer to attend church services.
3. I will continue to participate in a treatment program with a qualified professional until that professional notifies the church in writing that such treatment is no longer required.
4. I will not participate or work with minors in any capacity. I will participate in ministries involving only adults.
5. I will refrain from any physical, verbal or digital (e.g., e-mail, texting, social media, etc.) contact with minors (anyone under 18 years of age) that attend First West.
6. I will refrain from being present in any part of the Church facility where nursery, preschool, children or student activities are in session.
7. I will refrain from placing myself in a questionable or compromising position regarding special needs/mentally challenged adults or members of the opposite sex attending Church events.
8. I agree to notify First West Senior Leadership within 24 hours of being contacted by any law enforcement officer concerning any new charges or allegations.
9. I will consult with First West Church leadership before committing to participate or serve any ministry opportunity (i.e., volunteer activity or event). When in doubt regarding my involvement with a specific activity, I will consult in advance with appropriate Church leadership for permission to participate.
10. I will submit to the authority of an appointed or approved accountability partner if deemed necessary by First West leadership and follow any addition guidelines or arrangements as required by First West.
11. I understand that if I violate any of these conditions, I will be required to meet with First West representatives to review the circumstances at a time and place of their choosing.

I, _____, have read and understand this Accountability Covenant. Before God and my Church family, I commit to maintain this Accountability Covenant. If I fail to comply with this covenant in any way, no matter how minor, I understand that First West may revoke my participation privileges in this church, its events and functions and I may no longer be able to come on to First West property.

I consent to and will execute any and all documents necessary to allow First West to obtain any of the information or make any of the contacts described herein or as may be reasonably requested by First West. I further state that such requests will not invade any confidentiality or privacy rights that I may have and I expressly waive any privacy rights or confidentiality. Additionally, I expressly authorize First West to reasonably disseminate any and all information it learns directly and/or indirectly from me and/or from documents I have authorized First West to obtain and/or review to give effect to this Accountability Covenant. Notwithstanding any of the above, I further acknowledge that First West may terminate, limit, or modify in any manner at its sole discretion at any time, with or without reason or explanation, my ability to attend First West and/or participate in Church activities as set forth above.

_____ Participant Signature	_____ Printed Name	_____ Date
_____ Senior Lead Team Member	_____ Printed Name	_____ Date
_____ Global Children's Minister	_____ Printed Name	_____ Date
_____ Global Student Minister	_____ Printed Name	_____ Date
_____ Accountability Partner) (if required)	_____ Printed Name	_____ Date