



Mission Road Bible Church (sometimes, “MRBC,” “Church”) Policy regarding prior Sexual Offenders: Membership, Attendance, Participation and Leadership

This policy addresses situations in which a person who has been credibly accused or convicted of crimes related to sexual abuse seeks to become a member of MRBC, or to attend, participate in, volunteer to serve or to lead in MRBC activities.

Our practice is to glorify God and obey His commands through publicly worshipping Him; establishing believers in the faith through the preaching and teaching of the Word of God; encouraging biblical fellowship among believers; caring for the physical, emotional, and spiritual needs of believers through the “one-another’s” of Scripture; administering the New Testament ordinances of baptism and communion; and seeking the salvation of all men everywhere by promoting, supporting, and participating in the furtherance of the gospel

As such, we have developed the following statement to guide these principles in all ministries:

We exist to magnify God and spread a passion for His glory by making disciples and shepherding them to value Jesus Christ above all else, in every dimension of life, as regulated by the Word of God.

While carrying out this mission, MRBC seeks to provide a safe place for members and guests to worship and serve together in our community. This includes our commitment to protect children from the harms of sexual molestation or abuse by others, especially while they are in the care and custody of church employees or volunteers.

In seeking the salvation of all men, making disciples and shepherding them to value Jesus Christ above all else, our ministry extends to persons who have committed various sexual sins or crimes in the past, including Registered Sex Offenders (sometimes, “RSO”). We believe the Scriptures teach that all have sinned and justly deserve God’s wrath, but Jesus Christ’s death on the cross is sufficient to pay for any and all sin, for the believer who has genuinely repented and placed their faith in Christ as Savior and Lord. Because of this good news—the Gospel—MRBC is a church where repentant sinners can experience forgiveness. However, forgiveness does not mean the removal of all the implications and consequences of past sin.

GENERAL POLICY Regarding Church’s Relation to offenders including RSOs.

If Church leaders become aware that a person has been credibly accused or convicted of sexual misconduct, sexual molestation or abuse of a minor child, or is a registered sex offender on a public registry for any level of offense, the church has the right to apply to the SUBJECT PERSON (SP) the following policies. In the sole discretion of the MRBC Board of Elders, except when determined otherwise by the MRBC Board of Elders

1. The church will not knowingly employ a SUBJECT PERSON,
2. The church will not knowingly permit a SUBJECT PERSON to serve as a volunteer for any teaching or public position in the church.



3. The church will not allow a SUBJECT PERSON to attend regular or special services or church sponsored activities except when the Church chooses to enter a written conditional attendance agreement with the SUBJECT PERSON as described below.

Attendance at Church Activities

If MRBC staff or volunteers learn in advance that a SUBJECT PERSON desires or intends to attend an MRBC service or other church sponsored activity, then MRBC elders will be notified, and the Elders will notify the person not to attend or participate unless or until the steps of this policy have been followed, and until a written agreement has been entered between the person and the Church, by its elders. The Elders reserve the right to disallow SP's from attending or participating in services, activities and/or events by the Church, whether on or off church premises, for the sake of preserving the safety and security of attendees.

CONDITIONAL ATTENDANCE and PARTICIPATION at Church Activities.

Conditional attendance and participation may be granted to an SP, according to a signed agreement. This means that the SP may be allowed to attend if he or she complies with the conditions of the agreement, which includes but is not limited to the following consequential limitations:

- The SP understands that an Elder will be appointed to oversee implementation and compliance with the Agreement.
- The SP must agree to be interviewed by the Elders. The SP must sign a Conditional Attendance & Participation Agreement detailing the conditions of participation in church activities and sign that agreement *before* attending. Once the Elders have determined that there are no legal barriers to participation, the SP may start attending.
- The SP must also cooperate with the Elders and law enforcement agencies. The SP must not attend if he/she is not complying with all court-ordered conditions as well as the MRBC agreement.
- The Conditional Attendance & Participation Agreement will be reviewed periodically by Elders and may be unilaterally amended if necessary.
- The SP will agree to produce any probation or parole agreements or forfeit the permission to attend.
- The SP understands that a chaperone(s) will be assigned for him/her. The chaperone(s) will be designated to maintain reasonable proximity to the SP and to observe the SP at all times while on church premises, never letting the person out of sight. The exception would be if the SP is alone in a private, bathroom stall.
- The SP must agree that member(s) of the Elder Board may work with his/her court-appointed representatives in charge of his/her case, such as parole/probation officers, to the full extent allowed by the law. The SP by signing this agreement, waives any right of confidentiality he may have as to communications with such parole/probation officer.
- The SP must not attend services, activities/ events if he has notice that any member of the victim's family attends the church or is in attendance at any time.
- The SP must not work with minors in any capacity.
- The SP may not attend children's or youth/teens' functions at church, on church property, or those functions sponsored by the church, off church property.



- The SP must not transport minors to or from church or any church activity or sponsored event.
- Restroom use- the chaperone will follow the SP into the restroom unless it is a private restroom in which case the chaperone will wait outside. (Female restroom chaperones will be assigned for female SP's; and male chaperones for male SPs.).
- The SP will be informed there is a *zero-tolerance policy* for violation of the Conditional Attendance & Participation Agreement. Even a single violation or suspected violation, in the sole judgment of the Elders may result in the individual being denied further permission to attend.
- Although the Elders will exercise a reasonable degree of discretion and confidentiality in communicating about the SP, the SP will be informed that information can be disseminated to the congregation or to the public when the Elders deems it necessary for any reason.
- The SP agrees to sign in and sign out each time he attends with his/her assigned chaperone.
- The conditional attendance agreement option will not be available unless the church's insurer is informed and confirms that liability coverage will not be adversely affected.
- In some cases, exclusion of the offender from church is the only viable option. This option is advisable if : (1) for any reason the conditional attendance option is not feasible or enforceable; or (2) if the offender's crimes are so frequent or heinous that exclusion is the only appropriate option; or (3) one or more of the offender's victims attends the church. This will be a judgment call made by the Elders.
- If the SP enters an agreement and chooses to attend regularly:
 - The Board of Elders will be notified.
 - The congregation will be notified in a public service of the church.
 - The sexual offender should provide an Elder or an Elder-designated member of MRBC with the name of his/her probation officer. This individual will contact the probation officer and find out 1) more about the underlying offense – offenders tend to minimize their offenses, and 2) the specific terms of the probation in order to make sure the offender stays in compliance while at the church.

If an alleged or convicted sexual offender participates in any MRBC related activity, such as Care Groups, or public service that has the possibility of children being present:

- MRBC Corporate Activities
 - The pastor overseeing children's ministry, and other children's ministry staff such as Nursery Coordinator, Assistant Nursery Coordinator, and the nursery team leaders should be notified.
 - The Elders will designate the chaperone(s) who will accompany the alleged perpetrator or criminal offender at all times while he or she is on MRBC's property or anywhere in MRBC's building.
 - He or she must stay away from the basement, where the nursery and children's church and children's classes meet, and the playground. He or she must also stay away from any other areas designated for childrens ministry activities.
- MRBC Care Groups
 - The pastor overseeing Care Groups will seek to identify a Care Group that does not have children in regular attendance.



- Applicable Care Group leaders should be notified to determine if they are comfortable with his or her attendance.
- If deemed necessary, the Elders will designate an individual who will accompany the alleged perpetrator or criminal offender at all times while he or she is in attendance at the Care Group.

When A Sexual Offender Seeks Membership at MRBC

If the SP seeks membership at MRBC, the Elders retain a right to refuse membership. If the Elders offer membership to the SP, it will be conditional on his/her agreement to the previously stated requirements for Attendance at Church Activities and any additional conditions or restrictions that the Elders determine to be necessary.