

Congregational Protection and Sex Offender Inclusion

Bread of Life Anglican Church

Passed by BOL Vestry 4/8/25

Section 1 — Purpose

The Vestry of Bread of Life (BOL) accepts as central to its mission the establishment and maintenance of a caring and safe environment for every person involved in the life of our church community, especially children. At the same time, we wish to be a place of grace for all sinners, including those who have been guilty of perpetrating abuse. Because, depending on a multitude of factors, children and adults are variously susceptible to the risk of abuse, we the Vestry hereby intend to make BOL a safe environment for all its members and guests while also allowing recovering abusers to participate in the life of the church as much as is responsibly possible. We aim to do this by carefully monitoring all registered or self-confessed sex Offenders and regulating their involvement at BOL according to this policy.

Knowing that God's grace has been extended to all, and that grace invites repentance, and that repentance requires acknowledgement of sin, sorrow for sin, and a turning away from sin, all with the support and prayers of God's people, we determine to provide a means so that a sex Offender can live in that grace within the life of our congregation.

Section 2 — Definitions

Sex Offender — An adult required to register pursuant to the provisions of New York State's Sex Offender Registration Act (Correction Law Article 6-C), or an adult who is not registered with the State but who is regarded as a risk by the Safety Committee. Such a person is termed "Offender" throughout this document.

Minor — Person under the age of 18.

Chaperone — A person assigned by the Safety Committee to supervise and care for the Offender during his or her involvement at Bread of Life. See section 5 below for details.

Safety Committee — For the purposes of this policy, a team identified explicitly by name on the Offender Covenant, which shall be led by the Rector and shall also include the Senior Warden, the People's Warden, the Youth Coordinator, and the Children's Coordinator. As determined by the Rector, other clergy, staff, or Vestry members may be added.

Section 3 — Risk Mitigation

1. An Offender shall not attend any church services or church related activities until
 - a. Subsequent to a full disclosure of relevant information, the Offender has met with and received approval from the Rector and the Safety Committee (see 3.4 below), which shall also meet independently from the Offender for the purpose of determining the church's ability to mitigate the risk associated with the Offender's participation, taking under advisement the tier system of risk categorization in New York State's Sex Offender Registration Act (Correction Law Article 6-C)
 - b. Full disclosure of the crime and nature of the sexual offense must be provided to the Chaperones. This is the responsibility of the Rector, who may make use of the materials in the Offender's confidential file for this purpose.
 - c. The Rector will ensure that clear expectations be given to the Chaperones concerning supervision of the Offender.
 - d. The Offender has met for an orientation with the Rector and the Chaperones (see section 5 below),
 - e. The Rector has been released to talk to any counselors and parole officers regarding the Offender (see section 5.4),
 - f. Any counselor and parole officer have provided appropriate releases,
 - g. The Accountability Covenant has been fully completed by all required parties and filed in a Confidential File.
2. Pursuant to Section 3.1.a above, the Offender must disclose to the Rector and the Safety Committee all aspects of his or her personal history, including all details related to crimes, inappropriate behaviors, criminal convictions, sentencing, and counseling/treatment. All documents pertinent to this disclosure, as well as minutes from meetings of the Safety Committee, shall be kept in a confidential folder in a locked filing cabinet in the church office, which shall be accessed only by the Rector or by an action of the Safety Committee. At their discretion, members of the Vestry, or the Vestry as a whole, may request and receive access to this file, which nevertheless shall not be distributed electronically but shall be reviewed and retained in hard copy only.
3. Pursuant to section 3.1.d, the Offender must receive permission from any parole/probation officer and counselor to attend church services and activities. The Offender will provide written permission from the parole/probation officer and counselor to the Safety Committee. This documentation shall be filed in the confidential folder in the locked filing cabinet.

4. An Offender will be excluded from church services or activities if the Rector, the Safety Committee, or the Vestry determines that the individual presents a heightened risk of reoffending. Appraisals of the risk of reoffending shall consider the totality of circumstances, including but not limited to the nature and details of the Offender's conviction and the Offender's rehabilitation.
5. The Offender must be actively involved in a counseling/treatment program with a qualified professional for at least the first six months of the Offender's involvement with the church. The Offender may end counseling when the counselor deems his/her services no longer necessary and provides written notification to the church, and any parole or probationary counseling/treatment obligations have been satisfied. The Offender will provide written confirmation of involvement in a counseling/treatment program to the Safety Committee and will authorize the Rector to receive information from the treatment provider and to communicate with the provider about the Offender.
6. If, in the judgment of the Rector and the Safety Committee, a significant amount of time has passed since an Offender's crimes, and that Offender has been a member in good standing of another church and done significant counseling work already, the Safety Committee Vestry may request and evaluate two letters of recommendation and, at their discretion, decide to waive this counseling requirement. The first letter shall be from the pastor or authoritative body of the previous church, explaining their involvement in the Offender's care and rehabilitation and their assessment. The second letter shall be from the counselor or treatment provider. These letters should include contact information for any needed follow-up. If the Safety Committee makes such a decision, this decision shall be recorded in writing and filed in the Offender's confidential file.

Section 4 — Accountability Covenant

1. The Sex Offender Accountability Covenant must be signed by all Chaperones, the Rector, the Safety Committee, any probation/parole officer, and any sex Offender counseling/treatment provider.
2. The Sex Offender Accountability Covenant shall remain on file with the church and will be readily available for review by the Rector, the Safety Committee, and members of the Vestry.

3. If, in the view of the Rector or the Safety Committee, the Offender is not compliant with the Sex Offender Accountability Covenant or any other provisions set forth in this policy, the Offender will be required to discontinue participation in church services and activities. Notice of such action will be provided to all signatories of the accountability covenant. Resumed participation at the church is subject to the discretion of the Safety Committee.
4. The Offender is only permitted at certain locations and activities within the church. The accountability covenant shall include a specific list of activities in which the Offender is permitted to participate, locations where the Offender is permitted to be, and ongoing restorative actions the Offender pledges to participate in.

Section 5 — Monitoring

1. The Offender will be assigned at least two Chaperones of the same gender by the Rector in consultation with the Safety Committee. A Chaperone may not be a family member and must be a member of Bread of Life.
2. The Rector and the team of at least two Chaperones will ensure that there is an assigned Chaperone with the Offender at all times.
3. The Offender must be physically accompanied at all times by a Chaperone while at any church activity, whether on church premises or away from the church. The Chaperone must remain beside the Offender or within sight and hearing distance at all times.
4. The Chaperones and the Rector will meet at least twice annually with the Offender to reflect on and evaluate the Offender's experience of the church. The Rector shall make a report of this meeting to the Safety Committee at a meeting called for the purpose of reviewing this report, and the report, together with the minutes of the Safety Committee meeting, shall be recorded in the confidential file.
5. The Chaperones will together complete a written monthly report to the Safety Committee, which shall be kept in the confidential file. The Rector shall ensure that guidance is given to the Chaperones for completing these reports.

6. The Rector shall provide to the Offender a form to be completed by any parole officer, probation officer, and counselor to report to the church after each meeting the parole/probation officer or counselor has with the Offender, which shall be completed and delivered to the Rector within one week of each meeting.
7. If restroom facilities are needed, the Offender must be accompanied into the bathroom by a Chaperone or, when possible, use a single person bathroom, where the chaperone will wait outside.
8. Upon arrival at church or church-related activity, the Offender will report directly to the Chaperone, with whom they shall have coordinated prior to each church service or activity.
9. The Offender will notify the Chaperones and the Rector within 24 hours of being contacted by any law enforcement officer concerning any new charges or allegations.
10. The Chaperone(s) shall notify the Rector immediately of any violation of the Covenant by the Offender or of any concerns they may have. The Offender shall notify the Chaperone and Rector of any violations, whether intentional or unintentional. The Rector will inform the Safety Committee, and the Safety Committee will determine the appropriate course of action.
11. The Rector will work with the Offender, the Safety Committee, and Chaperones to make any changes necessary to the list of approved activities in the Covenant.

Section 6 — Restricted Activities

1. The Offender is not permitted to be involved in any children's or youth ministries.
2. The Offender shall not be alone at any time with a minor.
3. The Offender will refrain from any physical or verbal contact with minors, and from developing relationships with minors.
4. The Offender is not permitted to be in any area of the church facility that is primarily devoted to children's and youth activities (i.e., nursery, children's classrooms).

5. The Offender is not allowed upstairs (the 4th floor of CSMA) during Sunday Services. The Offender is permitted to socialize in the sanctuary after the service, while accompanied by the Chaperone.
6. The Offender will limit his or her participation to the following activities and be accompanied by a Chaperone at all times, except where prohibited or otherwise regulated by the Sex Offender Covenant:
 - a. Worship services and adult Sunday School
 - b. Other church activities where no minors are present
 - c. Other special events with the prior written permission of the Safety Committee, which permission shall be documented with explanation in the Offender's confidential file
7. The Offender will not go to a church family's home if they have minors present. The Offender will either decline such invitation or inform the host at the time of invitation that their attendance is contingent upon minors not being present.
8. At no time shall the Offender hold a position of authority or leadership within the church or serve as a representative of the church. The Offender may participate in limited service opportunities in the life of the church at the discretion of the Safety Committee.

Section 7 — Church Responsibilities

1. The church shall ensure it has appropriate insurance coverage for sexual misconduct and sexual abuse.
2. The church shall provide ongoing discipleship ministry to the Offender. The Offender will meet with the Rector or assigned pastoral staff at least twice yearly to discuss his or her growth in Christ and struggles leading to Offender status.
3. The Rector shall regularly obtain and review lists of local registered sex Offenders and check these names against the roster of members and attendees at Bread of Life.
4. The church shall maintain a confidential file in a locked filing cabinet in which shall be stored hard copies of all documents mentioned in this policy pertaining to the Offender, as well as records of all meetings, decisions, and important events.

5. The information contained in these documents, including the fact and nature of the Offender's offenses, shall be kept in confidence by those who are privy to these documents. Excepting circumstances in which the Offender has explicitly waived the right to this confidentiality, this information shall not be shared beyond the Vestry, Safety Committee, Chaperones, and the Rector. If, in the agreement of two parties from among the Rector, the Vestry, and the Safety Committee, it seems necessary for the safeguarding of the congregation, its members, or others in the community to disclose more broadly the information related to the Offender's status or history, such agreement shall suffice to warrant the disclosure. In such a case, the Offender shall be given advance notice before the intended disclosure, except where an imminent risk warrants immediate action.
6. In accordance with Bread of Life's Child Safeguarding Policy and its intention to provide a safe environment for all members, it shall be the prerogative of any and all persons who become aware of criminal activity or abusive or unsafe situations, to take appropriate action to mitigate risk and seek justice, including reporting such activity, situations, or persons to the civil authorities.
7. The church shall ensure that Chaperones are sufficiently trained and counseled in their role.

Model Accountability Covenant for Sex Offenders at Bread of Life

This document provides a draft of a model Covenant, which shall serve as the foundation for an individualized Covenant for each Offender. That individualized Covenant may add to, but not detract from, the requirements outlined here.

As a sex Offender, I promise my church family that I will maintain the following guidelines for the protection of all children and adults, the church, and my personal witness as a redeemed follower of Jesus Christ. I recognize the concerns and responsibilities of the church to ensure a safe environment for its members, especially minors, and will comply with the following conditions that would allow my participation in church activities.

Section 1 — Requirements For Attending Church

1. I will provide the church with written permission from any parole officer and counselor to attend church services and activities.
2. I will continue to participate in a counseling/treatment program with an approved professional for at least the first six months of my involvement with the church and will continue until my counselor deems it unnecessary and any parole or probationary obligations have been satisfied.
3. I will participate in the types of treatment and with the frequency recommended by my counselor. I will notify my Rector whenever I have missed a counseling appointment and failed to fulfill this requirement.
4. I authorize the church to obtain information regarding myself from any parole officer, case worker, governmental agencies or persons who might have information relative to my criminal records and will ensure that written authorization (including necessary HIPAA releases) is made to provide the release of this information to the Rector.
5. I will comply with any court-mandated or parole restrictions, conditions, treatments/counseling and/or requirements and I recognize that these take precedence over any less restrictive parts of this Covenant.
6. I solemnly affirm that I have fully disclosed to the church, the Rector and the Safety Committee all aspects of my personal history, including all details related to my criminal convictions, the sentences related thereto, and

counseling/treatments received. I agree that if it is discovered that I have not fully disclosed such details, the church may terminate any further participation in any church activities.

Section 2 — Monitoring

1. I will maintain my relationship with assigned Chaperones, pursuant to the terms of the Bread of Life Policy for Sex Offenders. I will be responsive to my Chaperones' questions and counsel and will make myself available to meet with them as requested.
2. I will notify the Rector and Chaperones within 24 hours of being contacted by any law enforcement officer concerning any new charges or allegations.
3. I will be physically accompanied at all times by a Chaperone from the church while at any church activity, whether on church premises or away from the church. I will remain beside my Chaperone or within sight and hearing distance at all times, as instructed by my Chaperone. Upon arrival at the church or other activity venue, I will report directly to my Chaperone
4. I will meet twice yearly with the Rector or other designated pastoral staff to discuss my growth in Christ and my struggles leading to my Offender status.

Section 3 — Restrictions on Church Activities

1. I will refrain from any physical or verbal contact with minors (person under the age of 18), and from developing relationships with minors.
2. I will limit my participation to the following activities and be accompanied by my Chaperone:
 - a. Worship services and adult Sunday School
 - b. Activities where no minors are present
 - c. Special events with the prior permission of the Safety Committee
3. When attending worship services, I will stay in the following areas:
 - a. The third-floor hallway and Hamblin Hall, with a Chaperone present
 - b. The bathroom on the third floor, with a Chaperone present

4. I will not enter the fourth floor of Community School of Music and Arts during the Worship Service.
5. I will not linger in or use any part of the church facility or premises where children's or youth activities take place or in any area that my Chaperone prohibits me from entering. I will not enter or linger near the church nursery.
6. I will not enter the church premises during any other programming directed at minors.
7. I will not request, place myself into, or accept any position of leadership or authority within the church, serve as a representative of the church, or lead any part of a worship service, except as explicitly allowed by the Rector with the consent of the Safety Committee.
8. I will under no circumstances take a minor home with me or transport a minor anywhere at any time whether by walking, driving, or any other means.
9. When invited to a church family's home, I will decline the invitation or inform the host at the time of invitation that my attendance is contingent upon minors not being present.

Section 4 — Disclosure

I understand and agree that the church, in fulfilling its responsibilities in providing a safe environment for its members and guests, may disclose an account of my past behavior and criminal history to parents, church leadership, members, volunteers, and all other persons who may need to have such information in order to meet their parental or supervisory responsibilities and interact safely within the church.

Section 5 — Release

I understand that the provisions of this Covenant Agreement do not create any personal and/or legal right against the Church or congregation or any of their members, officers, employees, directors or volunteers (together, the "Church"). I hereby waive any right and release and discharge the Church from and against any and all claims or causes of action whatsoever that I may have now or in the future against the Church arising out of or in any way connected with my participation in church activities or resulting from my execution or performance of this Covenant. I further agree to indemnify and hold the Church and its agents, members, employees, visitors, invitees, directors, and officers harmless for any claim, lawsuit or damages that I may

cause directly or indirectly, including but not limited to those related to my actions or inactions at the Church or performance or non-performance of this Covenant.

Section 6 — Signatures

I have read and understand the above conditions of the Covenant and agree to abide by them. If at any point I break one of the above conditions or in any way breach the terms of the above Covenant, I recognize that I shall not be allowed to attend church activities and that I will be reported to the appropriate governmental, police, and/or parole authorities, as required by law or otherwise stated herein, and that Bread of Life may be entitled to injunctive relief to enforce the obligations herein and as otherwise required.

Offender

Signature _____
Printed Name _____

Date _____

Probation/Parole Officer

Signature _____
Printed Name _____

Date _____

Counselor/Treatment Provider

Signature _____
Printed Name _____

Date _____

Bread of Life Rector

Signature _____
Printed Name _____

Date _____

Bread of Life Senior Warden

Signature _____
Printed Name _____

Date _____

Bread of Life People's Warden

Signature _____
Printed Name _____

Date _____

Bread of Life Children's Coordinator

Signature _____
Printed Name _____

Date _____

Bread of Life Youth Coordinator

Signature _____

Date _____

Printed Name _____

Bread of Life Chaperone

Signature _____

Date _____

Printed Name _____

Bread of Life Chaperone

Signature _____

Date _____

Printed Name _____