



## POLICY ON REGISTERED SEX OFFENDERS

Estes Church of Christ is a place for introducing Jesus Christ to people who do not know Him and should be a safe place for everyone to learn about Christ and the gospel. Accordingly, our elders believed it necessary to adopt an official policy regarding those on the registered list of sexual offenders (henceforth referred to as simply “offenders”) who desire to attend our services or become a part of the body of Christ at Estes.

### Purpose

1. To protect and ensure the safety of our members and attendees -- and especially minors/vulnerable individuals.
2. To protect the offender from being falsely accused of sexual abuse while on the church property by ensuring that the offender will not be placed in a situation or scenario causing temptation to reoffend.
3. To allow the opportunity for those individuals who have been convicted of sexual offenses the opportunity to hear the Gospel message and be transformed by the power of Jesus Christ.

### Definition of Terms

In the following statement of conditions, these terms shall have the assigned meanings:

- A. Service(s): includes any gathered event of Estes Church of Christ, whether held at a facility owned by Estes Church of Christ, a rented campus, or at an offsite location.
- B. Small group: includes any meeting of an Estes Church of Christ small group under the authority and leadership of Estes Church of Christ, whether in a home, at an Estes Church of Christ location, or other location.
- C. Activities: includes services, small groups, service events, retreats, conferences, or any other function sponsored by Estes Church of Christ, regardless of the event location.
- D. Supervising Elder: the elder of Estes Church of Christ designated to oversee the fulfillment of this contract with a given offender in fellowship with Estes Church of Christ.
- E. Escort/Accountability Partner: an approved delegate of the supervising elder who signs in and signs out with an offender attending an Estes Church of Christ service or activity and who monitors the offender’s activity (including restroom use) while onsite.
- F. Child or children: any person under the age of 18 years old.

### Policies

1. Any registered offender is expected to self-disclose his or her status as a registered offender (including his/her level designation) to an elder prior to attending any Estes Church of Christ services or activities. Whether through disclosure or discovery, as soon as the registered status of an offender is realized the protocols of this policy will be expected to be honored or the offender may not attend any Estes Church of Christ services or activities.



2. An offender may not attend any Estes Church of Christ services or activities, including small groups, until all parties sign the “Attendance Agreement for Sexual Offenders.”
3. Offenders are prohibited from attending Estes Church of Christ services and/or activities under any of the following circumstances:
  - a. If any victim of the offender is a member of Estes Church of Christ or known to regularly attend any Estes Church of Christ campus.
  - b. If the offender has a history of not following established contract agreements at other churches.
  - c. If the offender does not agree to the conditions for fellowship at Estes Church of Christ.
  - d. If the offender does not comply with the conditions for fellowship at Estes Church of Christ.
4. Sexual offenders who are considered to have a moderate to high-risk of re-offending by state or local law enforcement officials (e.g., probation officers, etc) are prohibited from attending Estes Church of Christ services, small groups, or activities.
5. General progression of attendance is expected to follow this pattern:
  - a. Probationary period (~6 months):
    - i. Step 1: Off-site worship (at a member’s home or other location):
      1. Purpose: to give a small group of members and elders the opportunity to become familiar with the offender and vice versa as well as to gauge commitment and sincerity of the offender before moving to the next stage.
      2. Duration: approximately 3 months.
      3. Scheduling: not to conflict with existing Estes worship services.
    - ii. Evaluation (proceed to Step 2 or remain at Step 1) and signing of attendance agreement by all parties.
    - iii. Notification to congregation (assuming process is moving forward).
    - iv. Step 2: On-site worship (separate from corporate worship service)
      1. Purpose: to expand the exposure of members to the offender (at each member’s discretion) and allow for a period of gradual incorporation/acclimation while continuing to evaluate commitment/sincerity (as gauged by attendance and behavior).
      2. Duration: approximately 3 months
      3. Scheduling: not to conflict with existing Estes worship services.
    - v. Evaluation (proceed to Step 3 or remain at Step 2)
  - b. Restricted Participation (ongoing):
    - i. Step 3: Incorporation into corporate congregational worship with adherence to these policies and the attendance agreement.
    - ii. Ongoing re-evaluation of offender’s status every 6 months (sign new agreement for each new 6-month period).
6. Any individual that has at any time registered as an offender is prohibited from entering Estes Church of Christ’s children’s ministry areas or participating as part of Estes Church of Christ’s children ministry. This prohibition continues to exist regardless of whether the offender status is removed. This prohibition is non-negotiable.



7. An offender may not attend any children or youth-oriented services or activities. However, the offender is allowed to attend services and activities where children may be present, such as worship services, and is allowed to be in the church foyer or auditorium, for example, so long as five or more adults are present including the assigned escort.
8. When an individual ceases to be a registered offender, a copy of the "Certificate and Order of Discharge," or a similarly equivalent Court document, must be submitted to the individual's supervising elder to be included in the offender's file. At that time, an evaluation will be conducted to determine if and what continuing restrictions will remain in place.
9. Attenders and members of Estes Church of Christ will be informed of this sex offender policy through: (1) announcement/reminders of this policy at congregational meetings as directed by church leadership; (2) annual written notification to the Estes Church of Christ leadership community and (3) the posting of this policy on the Estes Church of Christ website to inform congregation members and the general public of our approach to this issue. Should congregation members desire to know more about specific individuals submitting to this policy, they should contact the elders.



## ATTENDANCE AGREEMENT FOR SEX OFFENDERS

All sexual offenders must agree to the following conditions for attendance at Estes Church of Christ:

### Acknowledgment

I, \_\_\_\_\_, acknowledge that:

- I have been convicted of a sexual offense and am currently listed on a sex offender registry.
- Church leadership is aware of my background and is permitting limited attendance under strict conditions.
- I have received/read the congregation's policy on registered sex offenders.
- I understand that this opportunity is contingent upon full compliance with this agreement.

### 1. General Conditions of Attendance

I AGREE THAT:

- A. I will attend only approved services or events.
- B. I will arrive and depart at designated times as directed by church leadership and/or escorts.
- C. I will not enter church facilities unless designated escort (accountability partner) is present and actively monitoring. If my designated escort cannot be located, I will promptly leave Estes Church of Christ premises.
- D. I will not remain on church property outside of approved times.
- E. I will meet regularly with designated supervisors (escorts and/or elders) to evaluate and monitor my access to Estes Church of Christ services and activities.
- F. I will meet with the court ordered Community Corrections Officer (CCO), or other similar officer (e.g., probation officer), as prescribed.
- G. I will meet with a certified sex offender treatment therapist, if required by my CCO or supervising elder and will provide proof of that treatment if requested.
- H. I will get approval by the court ordered CCO, therapist, social worker, and Estes Church of Christ supervising elder to attend Estes Church of Christ. A copy of a signed authorization from each of these providers must be provided to your supervising elder.
- I. I agree to have my picture, name, offense designation, and a copy of this signed contract emailed to all Estes Church of Christ elders, ministers, security personnel, and relevant (as determined by the elders) ministry leaders and staff before attending an Estes Church of Christ service or activity.

### 2. Supervision Requirement

I AGREE THAT:

- A. I will be accompanied at all times by a designated escort/accountability partner (or a rotation of such escorts) approved by the elders, including supervision to/from/in the restroom.



- B. I will not move about the building without my escort present.
- C. I understand that failure of supervision (even briefly) may result in removal from attendance.
- D. Seating during worship will be limited to the front portion of the auditorium.
- E. I will only use the restroom after my designated escort has entered and found no children in the bathroom. My supervising escort will monitor the door while I use the facility and remain with me until I exit the bathroom.
- F. My designated escort and I will sign in at a designated location upon arrival. We will also sign out upon departure.

### 3. Restricted Areas

#### I WILL NOT ENTER:

- A. Children's classrooms
- B. Youth areas or events
- C. Restrooms designated for children
- D. Hallways or spaces primarily used by minors.

#### I ACKNOWLEDGE THAT:

- E. **All children's areas are always off limits**, even if my own children are attending Estes Church of Christ and are present and participating in Estes Church of Christ's children or student's ministry or activities. In that case, I will not walk my own children back into Estes Church of Christ children's ministry area, but will make other arrangements for them, such as having a children's ministry leader walk them to and from the children's ministry area for me. I will not supervise any children's activities nor enter a designated children's area. I will not serve in Estes Church of Christ children's or youth's ministries.
- F. I will not attend an Estes Church of Christ small group where children are present, regardless of the location of the small group meeting, without informing the group leaders and adults in the group in advance of my history and offense designation and receiving from them permission for my presence at the small group meeting.
- G. I will not visit the home of an Estes Church of Christ member/attendee where children are present, without (1) the parent(s) knowing my history and offense designation and giving permission for my entry into the home, and (2) my designated accountability partner(s) and/or elders also being informed prior to such event.
- H. I will promptly leave any area on Estes Church of Christ property where children are present except for a populated church foyer, auditorium, or area where five or more adults are present.
- I. I will not have any physical contact with a child at Estes Church of Christ, including, without limitation, sitting next to a child (other than my own), holding a child on my lap, or being hugged or kissed by a child at Estes Church of Christ. If a child other than my own approaches me to talk, I will acknowledge him or her and promptly leave the area. I will report this to my escort before leaving Estes Church of Christ premises.

### 4. Interaction Boundaries



I AGREE THAT I WILL:

- A. Have no contact (verbal, physical, or electronic) with minors.
- B. Not communicate (verbally, physically, or electronically) with any member or attendee of the congregation outside of approved church times unless my accountability partner is notified and permission is granted.
- C. Not initiate or engage in conversation with minors.
- D. Maintain approximately 6 feet physical distance from all children and youth.
- E. Avoid unnecessary interaction with women in private or isolated settings.

## **5. Prohibited Activities**

I WILL NOT:

- A. Serve in any ministry involving minors or vulnerable individuals
- B. Volunteer in any capacity without elder approval
- C. Transport minors under any circumstance
- D. Participate in counseling or one-on-one meetings with women or minors

## **6. Accountability and Oversight**

- A. I agree to regular check-ins with designated church leaders
- B. I understand that additional accountability measures may be implemented as needed
- C. I will immediately comply with any direction given by leadership regarding safety concerns
- D. I will not serve in any role in an Estes Church of Christ ministry without prior approval from the elders.

## **7. Zero-Tolerance Policy**

I UNDERSTAND THAT:

- A. Any violation of this agreement will result in immediate removal from church property
- B. Future attendance will be subject to review and is not guaranteed.
- C. Illegal behavior will be reported to appropriate authorities.

## **8. Consent to Communication**

I ACKNOWLEDGE THAT:

- A. Church leadership have the discretion to share relevant information (that I am a registered sex offender) with Estes members and attendees.

## **9. Voluntary Agreement**

I ENTER INTO THIS AGREEMENT VOLUNTARILY AND UNDERSTAND THAT:

- A. This agreement details conditions, not rights.



- B. Continued participation depends entirely on compliance, and church leadership reserves the discretion to terminate this agreement at any time.

Furthermore, I understand that my supervising elder will retain records of our meetings, which will be available to the offender's therapist, CCO, and court at their request.

I understand the above conditions. I submit to these conditions and wish to attend Estes Church of Christ. I submit to the elders and designated accountability partner(s) at Estes Church of Christ. I agree that, if I break any of the above conditions, I will no longer be allowed to be present at any Estes Church of Christ location or activity. Estes Church of Christ elders, staff, ministry leaders, and members are released from any legal responsibility or liability for disclosure of the above information to the extent indicated and authorized herein.

**Automatic Expiration & Renewal: this agreement expires and requires evaluation/renewal six (6) months after the latest signature date below.**

**Signatures**

**Participant/Offender :**

Name (Print): \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Elder Representative:**

Name (Print): \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Designated Escort/Accountability Partner:**

Name (Print): \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



## ACCOUNTABILITY PARTNER COVENANT & RESPONSIBILITIES AGREEMENT

### Purpose

This agreement outlines the responsibilities of the Accountability Partner assigned to supervise an individual attending Estes church of Christ under a restricted attendance policy due to a history of sexual offense.

The purpose of this role is to:

- Ensure continuous supervision
- Maintain clear boundaries for safety
- Provide documented accountability
- Support a structured environment for spiritual growth without compromising protection of others

### Acknowledgment

I, \_\_\_\_\_, acknowledge that:

- I have been selected and approved by church leadership to serve in this role;
- This is a serious safety responsibility, not a casual or social role;
- My presence is required to ensure that church policies are always followed; and
- Failure to fulfill these responsibilities may result in immediate removal from this role.

### 1. Primary Supervision Requirements

I AGREE TO THE FOLLOWING:

- A. I will always remain physically present and within line-of-sight of the participant while on church property
- B. I will not leave the participant unattended, even briefly
- C. I will personally accompany the participant when moving throughout the building and when going to a designated restroom.
- D. I will ensure the participant arrives and departs according to approved times

IF I AM UNABLE TO FULFILL MY ROLE AT ANY TIME:

- I will notify leadership in advance
- I will not assume another person can substitute unless explicitly approved

### 2. Boundary Enforcement

- A. I agree to actively monitor and enforce all restrictions, including:
  - a. Preventing access to restricted areas including the hallway with children's classrooms



- b. Intervening immediately if the participant approaches or interacts with minors
- c. Maintaining appropriate physical distance between the participant and others
- d. Redirecting or stopping conversations that may become inappropriate

I UNDERSTAND THAT:

- B. My role includes intervention, not passive observation
- C. If I am unsure about a situation, I will err on the side of caution and immediate action

### **3. Interaction awareness and documentation**

- A. I agree to maintain a written record on a designated shared Google Doc after each attendance, including:
  - a. Date and time of attendance
  - b. Areas of the building visited
  - c. Any interactions the participant had with others, including:
    - i. Names (if known)
    - ii. General nature of the interaction (e.g., greeting, brief conversation, extended discussion)
    - iii. Any situations that required redirection or intervention
    - iv. Any concerns, observations, or unusual behavior

DOCUMENTATION SHOULD BE:

- B. Completed promptly after each visit
- C. Submitted to designated church leadership on a regular basis

I UNDERSTAND THIS DOCUMENTATION:

- D. Protects the congregation
- E. Provides accountability
- F. Helps identify patterns or concerns early

### **4. Communication with leadership**

I AGREE TO:

- A. Immediately report any concerning behavior or boundary violations
- B. Communicate any uncertainty or discomfort in real time when possible
- C. Participate in periodic check-ins with church leadership

I UNDERSTAND THAT:

- A. Delayed reporting may increase risk and liability
- B. Transparency is required, even in minor or uncertain situations

### **5. Personal conduct expectations**



I AGREE TO:

- A. Remain attentive and focused on my responsibilities while serving in this role
- B. Avoid distractions (phone use, extended conversations, etc.) that would limit supervision
- C. Maintain appropriate boundaries in my own interactions while supervising

## 6. Limitations of role

I UNDERSTAND THAT:

- A. I am not acting as a counselor, therapist, or legal authority
- B. I should not attempt to independently modify or relax any established restrictions
- C. All decisions regarding changes in policy or participation rest with the eldership

## 7. Zero-tolerance understanding

I ACKNOWLEDGE THAT:

- A. Any lapse in supervision may result in immediate removal from this role
- B. Repeated failure to document or report accurately may also result in removal
- C. My role is critical to maintaining a safe environment for the congregation

## 8. Voluntary commitment

*I accept this role voluntarily and understand the seriousness of the responsibility. I agree to perform these duties faithfully and consistently.*

## Signatures

### Designated Accountability Partner:

Name (Print): \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

### Elder Representative:

Name (Print): \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_