

Safety Team Manual

JANUARY 2019



**SEASIDE
CHURCH**

OVERVIEW OF THE MANUAL

This Manual serves and functions as a snap shot of the current policies and procedures for Seaside Church. The policies and procedures enclosed in this manual are not to be considered absolute, but as the current policies and procedures Seaside Church has at this manuals' printed time.

SEASIDE CHURCH Exists to make disciples in Bremerton, Kitsap and beyond by drawing to Christ, developing in community and deploying to culture.

MISSION FOR THE SAFETY TEAM

To foster an environment that is welcoming, safe, secure, and protected for all those who might attend Seaside Church Sunday gatherings, and to recruit, disciple and train men and women to be protectors of God's people.

GENERAL INFORMATION

Due to the nature of being a church that gathers in a urban/ park location, there are a wide variety of safety requirements, which makes it difficult to address all possible scenarios with this manual. It is however expected that when incidents or emergencies occur, staff and volunteers will follow the procedures and policy enclosed in this manual.

*"Unless the Lord builds the house,
those who build it labor in vain.*

*Unless the Lord watches over the city,
the watchman stays awake in vain"*

PSALM 127:1

POLICY AND PROCEDURES

QUALIFICATIONS FOR A SAFETY TEAM MEMBER:

- Good Character/ Integrity
- Hospitable (warm and welcoming)
- Committed to the church (Sunday Gatherings/ Community, etc.)
- Physically able to perform duties
- Successful completion of background check
- Minimum of a successful completion of online CPR/First Aid training, provided by Seaside. Prefer in-person course, if possible.

EQUIPMENT

- All Safety Team members will be provided with a "Safety Team Vest" and hat. The vests/ hat must be worn at all times to ensure all church attenders know who is on the Safety Team.
- There will be a set of keys that the Safety Team Member will keep on them at all times. These keys will allow the Safety Team Member access to lock/ unlock all doors in both buildings.
- Safety Team members are required to carry a fully-charged cell phone with the Safety Team Messaging App installed and ready to access in a moments notice.
- Safety Team members are required to carry a safety team radio, which will link them with the upper building check-in person.
- **Concealed Carry:** Safety team members are not permitted to carry a gun/ weapon while serving as a safety team member. Church attenders can only carry on their own behalf and in the interest of self-defense, thus bearing responsibility for their own actions

COMMUNICATION/ MESSAGING

Messaging Group: Seaside will maintain/ use a Safety Team Messaging Group (secondary app) for all Safety Team communication/ messaging. The Safety Team member will use this as the primary method for communication any and all situations to the church leadership. Upon check-in, Safety Team Members will message the entire group that they are checking for that gathering. The following people will have access to the Messaging Group:

- All Safety Team Members

- All SeasideKids Check Team Members
- All Elders
- All Staff/ Pastors
- All Sound Team Members

Two-Way Radio: Seaside will provide two-way radios for the Safety Team members when on duty as well as the upper building check-in team member. These radios will be used to communicate with the upper building in the case of an emergency. Upon check-in, the safety team member is responsible to verify both radios are on, charged and working.

CHECK-IN/ PATROLLING/ CHECK-OUT PROCEDURES

Seaside will have one Safety Team Member “on-duty” every Sunday morning from 8:30- 1pm. Safety Team Members can choose whether they prefer to serve for one gathering or both and will be scheduled accordingly.

When serving for one gathering:

- 1st gathering team members will arrive no later than 8:30am and stay until 10:50am (or until after the second gathering safety team member has checked in with them).
- 2nd gathering team members will arrive no later than 10:45am and stay until all church attenders have left and they have locked down the building (approx. 1pm).
- The SeasideKids Check-In Person serves will be the contact person for all emergencies that relate to or include the Upper Building. This person will always be situated in the entry of the Upper Building, will ensure the Upper Building door is locked when not in use and will have a cell phone on them at all times with access to the What’s App Messaging System.

Upon arrival, the safety Team Members must:

- Sign in to patrol log and review any logs from that day or the week before
- Put on vest/ ensure all equipment is working.
- Log in to safety team messaging group and message the group with the gathering(s) you are working and your name.
- Introduce yourself to SeasideKids Check-In Person, Hospitality Lead, Sound person, Worship Leader and Elder on Duty, so all are aware you are serving during that gathering.
- If coming for second gathering, check in with the first gathering Safety Team Member.

During Patrol:

- **Before/ after gatherings:** Station yourself near the parking lot entrance. This should allow you the ability to see all people who are coming and going, watch the kids playing outside, and greet/ welcome people coming in.
- **During Gatherings (after first song starts and before last song ends):** Station yourself just inside the main entrance. This should allow you the ability to see the entire lower building as well as keep an eye outside for anyone approaching.
- At all times:
 - Be aware of what is going on around you (situational awareness), looking for anything out of the ordinary or weird.
 - Keep an eye out for out of the way places or safety hazards.
 - Limit conversations with others. You can say something like, "I'd love to talk with you but right now I'm responsible to watch our church, let's connect when I'm done."
 - No phone use (except as needed for responsibilities/ a situation).
- When someone or something catches your attention: (condition orange)
 - Watch them closely.
 - Notify others via the messaging system.
- Responding to threats/ emergencies: (condition red)
 - Take action immediately
 - Call 911
 - Cooperate with police, avoid talking to media
 - Complete necessary forms
 - Stay in control. Maintain control of your emotions.

Check-Out Procedures:

- Do not begin check-out procedures until everyone is gone or you have been relieved of your patrol duties (i.e.- second gathering Safety Team Members replaces you)
- Complete/ sign out of Safety Team Check-List.
- Fill out report logs for any specific situations that arose.
- Turn in vest/ keys and put radio on charger.

- For those serving during second gathering, lock up both buildings, ensuring that all windows and doors are locked and latched.

All Safety Team Members should know: (this information will be available in a laminated sheet in each safety team members vest)

- Know the church address. 1317 Sheldon Blvd. Bremerton, WA 98337
- Know where the first-aid kits are. (Sound booth lower building, check in desk in Upper Building)

INCIDENT REPORTS

If there is any breach of safety by a person, an incident report will be completed. Reports can be found in the Safety Team Binder. Reports should include the approximate time and location of the incident so images may be captured at a later date.

MEDICAL EMERGENCIES

A **medical emergency** is an acute injury or illness that poses an immediate risk to a person's life or long-term health. Examples include but are not limited to, someone cutting their hand, falling down the stairs and breaking their legs, etc.

SAFETY TEAM MEMBERS RESPONSIBILITIES

The Safety Team Members are expected to be a first responder to any potential Medical Emergencies. This doesn't mean they are responsible for fixing or providing care- although depending on the situation this might be the case- but rather they are to be considered the first point of contact for people in a Medical Emergency. The responsibilities of the responding Support Team Members are:

- Recognize an emergency exists
- Assessing the situation to determine if it is safe to get involved
- Calling 911 for help
- Caring for the patient until help comes and staying available to support when help arrives
- Supporting the transfer of the person care to the EMS team when they arrive

IMPORTANT CONSIDERATIONS

- In any emergency situation, the most important thing to do is to stay calm.

- When it comes to responding to a situation, your safety always comes first – don't do something that has the potential for you to get yourself hurt. Make sure to look for additional dangers including fires, exposed electrical wires, or perpetrators.
- In any situation we must ask for consent to help. "Can I help you?" This includes
 - Expressed or actual (Nod of head or a verbal YES)
 - Implied (if unresponsive, we will assume they want help)
- Take charge if no one else has
 - Direct other people as needed ("You: call 911, You: find a first aid kit)
 - Direct someone to meet the EMS team
- If the situation calls for CPR and you know how to administer it, do it. If you don't, either find someone who does or ask for someone to find someone who does.
- Do NOT abandon the patient until relieved by a medical person or by the Executive Pastor or Lead Pastor.
- Do NOT attempt to transport/move the patient as this might cause more harm (The only exception is unless danger is imminent).
- Do NOT administer any medications unless the person is asking for help in taking them

IF THE INDIVIDUAL IS UNCONSCIOUS OR BLEEDING EXCESSIVELY

- Call 911
 - If questioned by the family or friends please explain that Seaside's policy **is to call 911 if anyone loses consciousness or faints**. It is left up to the individual or the family to consult with the paramedics and make the decision to transport to the hospital.
- When possible alert the Executive Pastor or Lead Pastor or other support team members.
- When explaining the situation, stick to the facts
 - Example: A Man is conscious outside, his mouth and nose are bleeding pretty bad, I have not called 911
 - Example: A Woman is unconscious by the kids area, she looks pregnant, I have called 911

IF THE INDIVIDUAL IS CONSCIOUS OR NOT BLEEDING EXCESSIVELY

- Approach the person and ask if you can help
- If needed or the person requests call 911
- When possible alert the Executive Pastor or Lead Pastor or other support team members.

- When explaining the situation, stick to the facts
 - Example: A Man is conscious outside, his mouth and nose are bleeding pretty bad, I have not called 911
 - Example: A Woman is unconscious by the kids area, she looks pregnant, I have called 911

SUSPICIOUS BEHAVIOR

Suspicious behavior is when any person, who has inappropriate intentions, is acting in a manner that is unsafe, or is having atypical behavior that can be described as odd or different. (Examples include, a person sexually harassing someone, causing a disruption, going to off limit places, using the bathroom every 5 minutes, etc.)

IMPORTANT CONSIDERATIONS:

- If a guest appears intoxicated:
 - It is Seaside policy to not allow them to enter the building.
 - Safety Team members must ask them to leave for this Sunday, making sure to invite the individual to come back next week sober.
- People who are homeless are allowed to have coffee regardless if they attend the service as long as they are sober and not creating a disturbance.
- All guests must be wearing appropriate attire
 - This includes wearing some form of shoes, a shirt, and pants.
 - However, we will not exclude people from joining with the gathering based on the quality of their attire.
- **No pets** are allowed into the building , except for service dogs for medical needs.
- **No drugs or alcohol** are allowed in the building.
- Sleeping is not allowed anywhere in the building.

If a Safety Team Member identifies a person that is acting suspicious in the building, park or surrounding area, they should communicate the individual's description and what the person is doing to be suspicious via the Safety Team Messaging system. The Safety Team member should continue to observe the person acting suspicious from a distance and be ready to respond if needed.

Based on the circumstances regarding what the individuals is doing to be suspicious, it can be beneficial for the Safety Team Member to introduce themselves to the person and ask the person "Hello my name is... How can

help you?" This is a quick way to defuse a situation and can provide the Safety Team Member with more information to help understand the person's intentions.

The Safety Team Member will work with the executive pastor, lead pastor and/or Elder on Duty to make the final decision on what level of action should take place, if any. These actions may include contacting the person to establish a dialogue, asking the person to leave, following the person overtly and/or notifying police.

DEALING WITH UNRULY PEOPLE

If someone begins to disturb a gathering, by calling out rude, obscene, or derogatory comments at the pastor or calling out to refute Scripture, the Safety Team Member should take the following actions dependent on the actions of the unruly person:

- If the unruly person leaves after they disturb the gathering, the Safety Team Member should follow the person until they leave the property, without irritating the person. If possible, a license plate number should be recorded and the police shall be notified.
- If the unruly person leaves the building but remains in the parking lot, the Safety Team Member should call for help via the Safety Team Messaging Group and the unruly person should be watched until they depart. If the subject fails to depart within a reasonable amount of time, police shall be contacted. A trespass may need to be established with the police if the situation persists.
- If the unruly person remains in the main building, the support team member will casually, but forcefully inform the person that a complaint has been made against his or her behavior during the gathering, and if they continue, they will be asked to leave. If the unruly person continues to be disruptive or the disruptive individual responds abrasively, he or she will be asked to leave and will be escorted out swiftly. If the person refuses to move, 911 will be called, and the area around the individual cleared with an end result of a trespass order put into play.
- If at any time, the unruly person appears to threaten the safety of other people in the church, the Safety Team Members should immediately initiate an alert on the messaging app, requesting additional assistance. The police department will be notified and called.
- Safety Team Members should be aware of their surroundings and available persons that could be recruited for help. There is safety in numbers and generally less force is needed to control a situation.
- The Safety Team Member **SHOULD NOT** take physical action against an unruly person for damaging church property. Police should be notified.

USE OF RESTRAINTS

To every extent possible, Safety Team Members will employ a “hands-off” approach and remember that their main mission is to observe and report. In situations where Safety Team Members may be required to use force to protect self or others, only minimum amount of force necessary will be used. The use of force should never be considered routine. In determining to use force, the Safety Team Member shall be guided by the following:

- Safety Team Members should verbally defuse situations whenever possible to eliminate or reduce the need to use physical force to restrain any person.
- In any situation that may escalate to a physical contact, including situations where it may appear necessary to place hands on an individual, police should be called to handle the situation.
- Safety Team Members will only act if absolutely necessary before police arrive.

Safety Team Members should not use any type of physical restraint (e.g. handcuffs) on any person involved in an altercation in the church. The Safety Team Member may, if deemed necessary, physically restrain a person to prevent serious injury to himself or another. An example of where a restraint is permitted would be as follows:

A violent person has assaulted a church member with a knife and has been stopped by the Safety Team. The person still wishes to continue the fight and cause additional injury to the church member. If released, the aggressor would immediately attempt to re-engage the fight. This person could be restrained until the police arrive to take them into custody.

Important Note: Once a person has been restrained, you are legally responsible for all aspects of their welfare.

ENTRANCES

During each gathering, the safety team member will be stationed at the main entrance (SW corner of building). This person is watching to make sure that individuals do not come in with an agenda to use Seaside solely for the coffee/facilities, or individuals with an agenda to disrupt the service.

1. If the safety team member sees an individual that is suspicious, they will approach that person BEFORE he/she enters the building and offer their hand and a greeting. By entering the suspicious person's personal space, they should be able to make a fair assessment as to whether or not the suspicious individual is intoxicated in any way. If it appears so, the Safety Team Member will graciously inform the individual that in order for visitors to be able to participate in the gathering, they must be sober. They can inform the individual that they are welcome to attend the following week if they are not intoxicated at that time.

2. If they does not appear to be an evidence of intoxication, the Safety Team member will ask the individual if they have participated in gatherings before. By engaging in conversation, they will be making an on-the-spot assessment of the individual's stability and motivations for coming. If there are no obvious reasons for barring the individual from the church, they can permit entry and notify, via the messaging group, of the suspicious behavior

MISSING PERSON/CHILD

A missing person/child is anyone reported as someone whose whereabouts are unknown, whatever the circumstances of their disappearance, and they are considered missing until located. A missing person under the age of 18 is classified as a missing child. The following procedures must be done when a Safety Team Member is notified of a missing person/ child.

1. Notify necessary parties via Safety Team Messaging Group.
2. Immediately check with others to determine the last known location of the missing person (e.g. lower building, upper building, park, etc.). Ascertain a description of the missing person including name, age, height, weight, hair color, eye color, and clothing description.
3. The Executive Pastor or Lead Pastor will make an announcement and implement a Soft Lock Down procedure. During a Soft Lock Down, the upstairs check-in person will stand at the main building entrance and ensure the missing person/child does not exit the building. The downstairs Safety team member will stand at the downstairs building entrance and ensure the missing person/child does not exit the building. Exterior doors shall not be opened except by the check-in person/ safety team member, or any church staff member.
4. All staff and elders will conduct a search for the missing person, including all rooms in the building, adjacent parking lots and park. The Executive Pastor/ Lead Pastor will speak with relatives, parents, and/or guardians to gain pertinent information about the missing person to determine possible locations.
5. If necessary the Executive Pastor or Lead Pastor will call 911.

THREATS | EVACUATIONS | LOCKDOWN

PERSONAL THREATS

A personal threat involves a person who is behaving in an aggressive, threatening or violent manner, who is communicating an intent to inflict harm or loss on another person. Examples include, "I am going to hurt you, I am going to kill everyone here, etc."

If at anytime a support member or a participant at Seaside experiences a personal threat, it is taken with the utmost seriousness. We must assume that the person is going to act on their threat. The Safety Team Member should immediately initiate an alert on the radio/ messaging group, requesting additional assistance. There is safety in numbers and generally less force is needed to control a situation. The safety team member should engage with the individual and firmly state that "that behavior is not acceptable" and that if the person continues to act in that manner they will be asked to leave. Depending on who the person is making the threat, the type of threat made, and how the person responds to be addressed by the support team members, the Executive Pastor or Lead Pastor will decide if evacuation of the church is necessary and if the police should be notified.

BOMB THREATS

Most bomb threats are made over the telephone by anonymous callers. Some threats are received in the mail or by other means, but these methods are rare. In every case, the communication should be taken seriously.

When a bomb threat is received, police will be called immediately. Follow directions given by the 911 dispatcher and responding officers.

LOCKDOWN PROCEDURES

A lockdown is a precautionary measure in response to a threat that is either directly related to the church or in the surrounding community. In the event of a lockdown, a notification will be made using the Radio and Messaging Group, describing the situation and location by support team members. (For example messages see appendix) The executive pastor, lead pastor, or one of the elders will announce that a lockdown is now in effect. They will explain the situation and identify the procedures and a lock down of the facility will be initiated.

HARD LOCK-DOWN

- **Upper Building/ SeasideKids:** The main doors to the upper building will be locked from the inside by the check-in person or SeasideKids Director. They will then lead all kids to the back of rooms. NO ONE will be allowed to enter or leave a room until the situation has been declared safe or resolved. A SeasideKids teacher will be stationed at the back "Emergency Exit" entrance.
- **Lower Building/ Main Gathering:** Safety team members will lock all doors. These doors will not be opened until an all clear signal has been made. NO ONE will be allowed to leave or enter the building, normal activities will cease until the situation has been declared safe or resolved.
 - Elders: After the announcement is made, if the area is safe, they will meet up with the Executive Pastor/ Lead Pastor and be informed of next steps.
- Lock-down procedures will be implemented in the following situations:
 - A dangerous individual is directly outside or inside the building
 - A dangerous individual is in the near neighborhood
 - A missing Person/Child

When the lock-down ceases, an announcement will be made to all parties. The Executive Pastor/ Lead Pastor/ Elders are the only ones authorized to make this announcement.

Helpful Lockdown Tips:

In situations of imminent threat or harm:

- Lock yourself in the room you are in at the time of the threatening activity.
- If communication is available, call 911 or other appropriate emergency #'s. Don't stay in open areas.
- Lock the window and close blinds or curtains. Stay away from windows.
- Turn all lights and audio equipment off. Try to stay calm and be as quiet as possible.
- If for some reason you are caught in an open area, such as a hallway or main area, you must decide what action to take.
 - You can try to hide, but make sure it is a well hidden space or you may be found as the intruder moves through the building looking for victims.
 - If you think you can safely make it out of the building by running, then do so. If you decide to run, do not run in a straight line. Keep any objects you can between you and the hostile person(s) while in the building.

- Use trees, vehicles or any other object to block you from view as you run. When away from the immediate area of danger, summon help any way you can and warn others.
- If the person(s) is causing death or serious physical injury to others and you are unable to run or hide, you may choose to play dead if other victims are around you.
- The last option you have, if caught in an open area, may be to fight back. This is dangerous, but depending on your situation, this could be an option.
- If you are caught by the intruder and are not going to fight back, follow their directions and don't look the intruder in the eyes.
- Once law enforcement arrives, obey all commands. This may involve your being handcuffed or made to put your hands in the air. This is done for safety reasons, and once circumstances are evaluated by law enforcement, they will give you further directions to follow. Do not immediately approach police as they may think you are the threat.
- If the emergency happens between services, first let all Safety Team Members know what is happening. Then try to move all people to a secure area or one that can be secured (e.g. staff area or auditorium)
- If you have a cell phone, notify the police then turn to silent. Do not call out. Only one person should use a phone in the secure room.

SAFETY TEAM MANUAL ACKNOWLEDGEMENT AGREEMENT FORM:

Receipt of acknowledgment

I, _____, certify that I have read all information in this manual applicable, and not applicable, to myself. I covenant to fulfill my duties stated in the individual and role responsibilities. I realize that this ministry is entirely voluntary, yet I covenant to fulfill my obligations to this ministry and to serve for the time I agree to, and can extend the length when the time comes.

Signature

____/____/____
Date

APPENDIX

Revised Code of Washington - RCW

RCW 9A.16.020

Use of Force - When lawful

The use, attempt, or offer to use force upon or toward the person of another is not unlawful in the following cases:

- (1) Whenever necessarily used by a public officer in the performance of a legal duty, or a person assisting the officer and acting under the officer's direction;
- (2) Whenever necessarily used by a person arresting one who has committed a felony and delivering him or her to a public officer competent to receive him or her into custody;
- (3) Whenever used by a party about to be injured, or by another lawfully aiding him or her, in preventing or attempting to prevent an offense against his or her person, or a malicious trespass, or other malicious interference with real or personal property lawfully in his or her possession, in case the force is not more than is necessary;
- (4) Whenever reasonably used by a person to detain someone who enters or remains unlawfully in a building or on real property lawfully in the possession of such person, so long as such detention is reasonable in duration and manner to investigate the reason for the detained person's presence on the premises, and so long as the premises in question did not reasonably appear to be intended to be open to members of the public;
- (5) Whenever used by a carrier of passengers or the carrier's authorized agent or servant, or other person assisting them at their request in expelling from a carriage, railway car, vessel, or other vehicle, a passenger who refuses to obey a lawful and reasonable regulation prescribed for the conduct of passengers, if such vehicle has first been stopped and the force used is not more than is necessary to expel the offender with reasonable regard to the offender's personal safety;
- (6) Whenever used by any person to prevent a mentally ill, mentally incompetent, or mentally disabled person from committing an act dangerous to any person, or in enforcing necessary restraint for the protection or restoration to health of the person, during such period only as is necessary to obtain legal authority for the restraint or custody of the person.

SEASIDE CHURCH: POLICY FOR REGISTERED SEX OFFENDERS

1. Our number one priority is the safety of children and women who attend our church. Not the confidentiality or 'protection' of a sex offender.
2. We want to extend grace to sex offender's who want to follow Jesus and get connected with our church and will work to do that on a case by case basis.
3. Our Sunday gathering is a public place. Anyone can come gather with us without our knowledge and awareness of their past. Because of that please do not assume everyone is safe in our gatherings.
4. Parents, please ALWAYS watch your kids and don't let them out of your sight. Parent's do NOT let your children go to the bathroom by themselves, if you decide to keep your kids with you for our gathering.
5. In regards to having people over in your homes from Seaside for fellowship, groups, etc. Please use wisdom and caution as to who you invite over. Again, don't assume that simply because someone is at our church gathering(s), they are safe.
6. Remember that most abuse occurs from friends and family who trust one another and not random strangers.
7. Here are the following safety measures we have put in place for Seaside Kids.
 1. All our volunteers are background checked and trained on sexual abuse in the church.
 2. None of our volunteers are permitted to change or go to the bathroom with children who aren't theirs. This includes good friends, babysitters, etc. In other words, even if a volunteer changes a child not their own outside of our church they are not permitted to do so in our Seaside Kids space.
 3. All classrooms are staffed by two volunteers so that an adult is never alone with a child.
 4. All classrooms have windows and an open feel that connects all the rooms to one another.
8. The names of Sex Offenders are public knowledge. If you ever wonder about a specific person or desire to see a list of offenders in your area you can find that information here.
 1. <http://www.familywatchdog.us/#>
 2. <http://www.kitsapgov.com/sheriff/sexoffenders/information.htm>
9. We will provide the names of any sex offender we are aware of that regularly attends our church or that has attended our church at some point. If you would like those names please email rob@seasidechurch.com.
10. We recognize there are men and women who've been abused in the past. Our Elders are available for counsel and prayer.

Seaside Sex Offender Policy: last updated 7/7/15

VOLUNTEER STATEMENTS AND AGREED CODE OF CONDUCT

Please initial each of the following statements:

_____ I declare that all statements contained in my Safety Application Form are true. I understand that any misrepresentation or omission is cause for dismissal from any ministry involvement.

_____ I understand that my references and contacts from prior church or non-church work with children or students will be contacted and that an appropriate criminal background check will be conducted. I authorize investigations of all statements contained in this application. I specifically authorize the church to undertake a criminal background check of my past.

_____ I understand that I must be interviewed and recommended by a member of the Seaside Church Screening and Selection Committee before I begin service as a volunteer in Seaside Church ministries.

_____ I understand that I can withdraw from the application process at any time.

_____ I understand that Seaside Church has a policy of ZERO TOLERANCE FOR ABUSE and takes all allegations of abuse seriously. I further understand that Seaside Church cooperates fully with the authorities to investigate all cases of alleged abuse. Abuse of any kind is grounds for immediate dismissal from my volunteer position and possible criminal charges.

_____ I declare that I am not a pedophile or child molester. I have not perpetrated physical abuse, sexual abuse, emotional abuse or neglect against a child, student or disabled adult, and I have never been accused of these acts.

_____ I understand and agree that false statements regarding past conduct and/or present situations may be grounds for denial of this application to provide volunteer services, and that refusal to inform Seaside Church of the contents of a sealed criminal record will result in the automatic denial of the application.

Signature: _____ Date: _____

If accepted as a volunteer, I agree to read and abide by all Policies and Procedures provided to me by Seaside Church.

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