



# ST PAUL'S CATHEDRAL

## E P I S C O P A L

## Safe Church Policy

WHEREAS, the Cathedral Church of St. Paul (the Cathedral) serves as a center of transformative love, faith and service: an inclusive, Christ-Centered community that welcomes all people on their journey of faith; and,

WHEREAS, the Dean and Chapter of the Cathedral are committed to creating a sanctuary for the children, youth and adults who gather in our midst and in our buildings; and,

WHEREAS, it is incumbent upon each person who worships, learns, works, volunteers or socializes at the Cathedral to create a community that is free of discrimination, harassment, exploitation, intimidation and all forms of abuse; therefore, in accordance with our baptismal promise to “respect the dignity of every human being” and pursuant to the canons and policies of the Episcopal Church ,

WHEREAS the Church recognizes the life of Christ in restoring the broken to wholeness, in providing reconciliation to all peoples, and a life of ministry with those who were outcast from society; the Cathedral recognizes the stigma of a sex offender conviction and the restoration, reorientation, and redemption to a full life in society offered in community through the grace of Christ Jesus for both offenders and victims while providing the appropriate boundaries to ensure a safe community for all;

BE IT RESOLVED, that it is the policy of the Cathedral to safeguard children, youth (anyone under 18 years of age) and vulnerable individuals – older adults and those with physical or cognitive limitations – and that the policy regarding abuse is one of zero tolerance. St. Paul's Cathedral Welcomes All, including sex offenders that comply with this policy of safeguarding community safety, as a sign of God's radically inclusive grace. Additionally, it is the policy of the Cathedral to follow the canons, policies, and procedures set out by The Episcopal Diocese of San Diego and The Episcopal Church regarding the reporting and investigating of alleged abuse and potential disciplinary procedures; and,

Thus, to ensure the safety of children, youth, and other vulnerable individuals, the following guidelines are adopted:

1. No person who has been convicted of or has an unresolved accusation of any sexually-based offense will be permitted to be involved in any children's religious education or youth group activities at St. Paul's Cathedral.
2. A person with a known history of sex offense against children or youth will never be allowed to interact, work or socialize with children or youth at any Cathedral functions.
3. A person with an adjudicated sexual offense against a current member of the congregation shall not be permitted any participation in Cathedral activities, including worship.
4. One goal of the secular criminal justice system is to punish and rehabilitate convicted sex offenders. The church has the obligation of assuring that a sex offender does not have the opportunity to re-offend in the Cathedral congregation, nor should the offender be permitted in situations where they can be accused falsely

5. The following procedures will apply when evaluating an accused, admitted, or convicted sex offender for participation into congregational activities:
- a. The situation may be revealed by public notice, private information, or an individual coming forth voluntarily. Regardless of how the situation is revealed, the Dean and People's Warden will meet privately with the individual as quickly as possible to discuss the concerns that have been raised. They will check the sex offender registry before this meeting. If the person is a member of the congregation and has a partner who also attends the Cathedral, then the Dean and People's Warden should attempt to involve the partner in the conversation as well. In the instance of a domestic situation which may involve custody issues or unsubstantiated allegations, these same procedures will be followed. The person will also provide the number, timing and nature of all reported offenses.
  - b. If the Dean and People's Warden determine that there is reasonable cause for the concern, the person will be asked to refrain from attending Cathedral activities until the process is completed and to meet with an evaluation committee. The committee membership shall be the Dean, the Dean's Warden, People's Warden, the Chancellor and one or two additional individuals with relevant qualifications or experience.
  - c. Whether or not the person currently is or previously has been in the criminal justice system, he/she will be asked to sign a release form so that the evaluation committee can contact his/her sex offender treatment provider and/or current therapist, if applicable, and determine their professional credentialing, such as whether they are members of ATSA, the Association for the Treatment of Sexual Abusers, or similar professional organization like the California Coalition on Sexual Offending. The therapist and, if applicable, the probation or parole officer will be asked for their professional assessment of the likelihood that the person will offend or re-offend, and whether additional restrictions beyond the standard Covenant of Limited Access ought to be placed on the person's participation.
  - d. As it is beyond the scope and experience of the evaluation committee to assess the risk or probability that a person will offend or re-offend, the evaluation committee may require the person go for one or more professional assessments with therapist specializing in work with sex offenders selected by the committee. The evaluation committee may choose to require the person to pay for the assessment or may commit church funds for such assessment (but is not required by this policy to do so).
  - e. The committee must consider these questions:
    - i. Given what professionals have advised, will this person sign and obey a Covenant of Limited Access in order to assure the safety of children and youth and vulnerable individuals?
    - ii. Can a Covenant of Limited Access reasonably protect the physical safety and emotional well-being of the congregation as a whole?
    - iii. Is there an available escort "Specified Adult" available? What training and/or experience does the Specified Adult have or need in order to adequately meet their escort role.
    - iv. In an instance of a domestic situation involving custody issues or unsubstantiated allegations, is a Covenant of Limited Access necessary to assure the safety of children, youth, or adult congregational members?
  - f. After the assessment and consideration of the items in paragraph 5e, the evaluation committee may or may not choose to develop a Covenant of Limited Access.

- i. This Covenant permits the person to participate in certain aspects of Cathedral life, setting clear boundaries and prohibitions.
  - ii. Typically a Covenant of Limited Access will specify permitted participation in some combination of worship services, coffee hour, committee and/or Chapter meetings, adult education, and all-adult social events.
  - iii. The Covenant may require the person to avoid all contact with certain groups on Cathedral property or at Cathedral-sponsored events. This includes but is not limited to not volunteering for or chaperoning children's or youth events, children's or youth religious education classes, and not talking or engaging with children or youth before, during or after worship, general or specific outreach events, or any other congregational events.
  - iv. The Covenant may require the person to at all times remain in the presence of a Specified Adult who knows the situation.
  - v. The Covenant will indicate whether an escort "Specified Adult" shall be required.
  - vi. The Covenant will deny the person access to keys or passcodes to any church building and under no circumstances may the person ever be in the areas of the Cathedral buildings designated specifically for children or youth activities.
- g. All persons known to have past histories of sexual offenses shall be reviewed by the Committee for consideration of a Covenant of Limited Access. Depending on the circumstances, the person may be asked to re-affirm the Covenant periodically.
- h. Any of the following reasons will be considered sufficient to exclude a person from all Cathedral activities including worship:
  - i. Refusal to allow the evaluation committee to contact the treatment provider and parole or probation officer.
  - ii. Refusal to go for a risk assessment with a qualified therapist(s).
  - iii. Report by a treatment provider that the individual is at too high risk for re-offending.
  - iv. Refusal to sign a Covenant of Limited Access.
  - v. Refusal to comply with the requirements of the Covenant of Limited Access at any time after it is signed.
  - vi. Adjudicated sexual offense against another member of the congregation.
- i. A person who is denied a Covenant of Limited Access, or who is asked to sign a Covenant of Limited Access and refuses to do so, will be informed that if they enter the Cathedral or its property, they will be asked to leave by an officer or staff of the Cathedral. If the person further refuses, the Police Department will be called for assistance.
- j. The evaluation committee will meet periodically with any individual with whom the Cathedral has a Covenant of Limited Access to review the arrangement and address any concerns.
- k. In sharing information appropriately, it is also important to remain aware of confidentiality and privacy for all involved. Hard copies of files related to Covenant of Limited Access information should be treated with care, and kept by the Dean in a secure file.
- l. If and when legal questions arise, the evaluation committee should contact the Chancellor for information and advice informed by applicable state and local statutes.
- m. The Cathedral Chapter grants the evaluation committee authorization to execute the provisions of this policy. Any action approved by a majority of members of a duly constituted evaluation committee that has fulfilled all the procedural requirements of this policy shall be final.

- n. If the decision is to admit the individual, the Chapter will be informed in Executive Session of the action taken and the specific terms of any Covenant of Limited Access. The identity of the individual and the specifics of the evaluation committee's investigation will remain confidential.
  - o. If the evaluation committee is unable to obtain a majority decision, a Covenant of Limited Access will not be offered.
  - p. Additional information may be confidentially made available to church staff who have a need to know as determined by the Dean. It is understood that the evaluation committee has a responsibility to keep certain information confidential.
6. Nothing in this policy should be construed to be inconsistent with the obligations of the Safeguarding God's People policies of The Episcopal Diocese of San Diego.
7. The Episcopal Church has adopted specific policies and canons for clergy discipline. This policy does not apply to clergy subject to clergy discipline canons of The Episcopal Church. This policy also does not apply to personnel in their roles as staff of the Cathedral.

Adopted by the Chapter on \_\_\_\_\_

Attest:

John Stender-Custer  
Clerk of the Chapter

## The Cathedral Church of St. Paul

### Covenant of Limited Access

The Cathedral serves as a center of transformative love, faith and service: an inclusive, Christ-Centered community that welcomes all people on their journey of faith. However, based on your background, we have concerns about your contact with children, youth and/or other vulnerable individuals in our congregation. The following guidelines are designed to reduce the risk both to you and them of an incident or accusation. Your participation will be limited in ways to ensure the safety of our Cathedral family and to assure that you will not be subject to unwarranted accusations.

You understand that you will not be allowed to interact with children or youth and/or other vulnerable individuals, including but not limited to: volunteering or chaperoning events for children or youth; child and youth religious education classes; talking with children and youth before, during or after worship; or interacting with children and youth during intergenerational events; and other activities specified below based upon your circumstances. You will not be permitted keys to any church building. Under no circumstances will you ever be in areas of the Cathedral campus dedicated to children or youth.

We feel that the following checked activities are appropriate for your participation:

1. Worship services:

Yes:	<input type="checkbox"/>	Never:	<input type="checkbox"/>	Exception only if escorted by a Specified Adult:	<input type="checkbox"/>
Description of exceptions:					

2. Coffee Hour:

Yes:	<input type="checkbox"/>	Never:	<input type="checkbox"/>	Exception only if escorted by a Specified Adult:	<input type="checkbox"/>
Description of exceptions:					

3. Adult meetings with children in the same building:

Yes:	<input type="checkbox"/>	Never:	<input type="checkbox"/>	Exception only if escorted by a Specified Adult:	<input type="checkbox"/>
Description of exceptions:					

4. Adult meetings without children in building:

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

5. Intergenerational church activities:

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

6. Intergenerational group outings offsite from the church campus:

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

7. Church rest rooms:

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

8. Choir:

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

9. Lector, Acolyte, Eucharistic Minister, or other liturgical leadership:

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

10. Usher or Docent:

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

11. Alone in any church building with ordained or lay staff:

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

12. Access to church computer:

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

13. Serve on church boards or committees:

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

14. Cathedral social activities in members' homes with children present:

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

15. Showers of Blessings or other Outreach ministries:

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

16. Other: \_\_\_\_\_

Yes:		Never:		Exception only if escorted by a Specified Adult:	
Description of exceptions:					

Signed,

\_\_\_\_\_  
The Very Rev. Penelope Bridges  
Dean

\_\_\_\_\_  
<Name>  
Dean's Warden

\_\_\_\_\_  
<Name>  
People's Warden

\_\_\_\_\_  
<Name>  
Committee Member

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<Name>  
Committee Member

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<Name>  
Committee Member

**Accepted and Agreed:**

\_\_\_\_\_  
<Name>

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<Date>