

FIRST PRESBYTERIAN CHURCH OF WACO CHILD PROTECTION POLICY

First Presbyterian Church of Waco believes that we are called to create a safe haven for all children and youth in our care, nurturing, protecting, and empowering them through faith and trust. This commitment includes taking appropriate steps to reduce risks for the young people in our care. The following policy was established to minimize the risk of any of our children and youth being subjected to sexual, physical, or mental abuse. These policies and procedures are also intended to respect the rights and afford due process to persons accused of improper conduct.

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Definitions

The following list of definitions and terms are intended for the use in the Policy and for the purpose of this Policy.

Child/children: A person between the approximate ages of 0-11 and or prior to the completion of 5th grade/elementary school.

Youth: A person who is the age of 11+ and is currently enrolled in grades 6th-12th and/ or participating in the event as a student.

Minor: A person who is 0-17 years of age.

Child/youth worker: Any person, volunteer, paid staff, or contractor who participates at any level at First Presbyterian Church of Waco events or activities involving children/ youth. This includes chaperons who accompany child/youth to and during meetings, events, and activities covered by this policy. They may also be referred to as sponsors throughout this Policy.

FPC Waco Session Committee: This is a group of adults and youth from FPC Waco who serve a three-year term that oversees the mission and governing of FPC Waco.

FPC Waco Diaconate: This is a group of adults serving a three-year term and one youth deacon serving a one-year term who oversees care for those in need in the church body.

Sexual Conduct: Is offensive, obsessive, or suggestive language or behavior; unacceptable visual contact, unwelcoming touching or fondling that is injurious to the physical or emotional health of another.

Sexual Malfeasance: is defined by broken trust resulting from sexual activities within a professional ministerial relationship that results in misuse of office or position arising from the professional ministerial relationship.

A. Screening and Selection of Volunteers and Staff

1. SCREENING AND SELECTION OF STAFF AND EVENT LEADERSHIP:

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- A Volunteer Information Form must be completed by each person hoping to serve with youth or children at First Presbyterian Church of Waco. This form will provide personal and confidential information necessary to perform criminal background and reference checks on each adult interested in serving, which will be completed by the designated FPC Waco staff person.
- The Volunteer Information Form authorizing First Presbyterian Church of Waco to conduct criminal background checks will be kept on file at a secure location at FPC Waco.
- The designated First Presbyterian Church staff person will conduct the background checks and may consult with the designated Pastor or pastors concerning the results of any background check. Background checks will be destroyed when a decision has been made regarding that person's involvement with the planned event. Name, Date of Birth, Date of Background check, and Social Security Number of cleared persons will be kept on file at First Presbyterian Church of Waco.
- "Whether disclosed voluntarily or by result of the security background check, the following items will automatically disqualify a person from participating in the leadership or sponsorship of any children's or youth activity or program related to First Presbyterian Church of Waco:
 - Any conviction for: murder; aggravated assault; sexual abuse; sexual assault (rape); aggravated sexual assault; injury to a child; incest; indecency with a child; inducing sexual conduct or sexual performance with a child; possession or promotion of child pornography; the sale, distribution, or display of harmful materials or prohibited substances to a minor; employment harmful to children; or abandonment or endangerment of a child. All other convictions or charges for any other crimes not listed above will be reviewed by the appropriate committee seeking to secure the particular employee or volunteer."

2. SCREENING AND SELECTION OF VOLUNTEERS, ADVISORS AND/OR SPONSORS:

- Ordinarily, adult volunteers and advisors/sponsors will only be permitted to serve as volunteers at FPC Waco events if they have been members there for a period of not less than six months, unless the adult volunteer is transferring from active membership in another church where references can be attained.
- An Information Form, along with a Consent Form, will be completed by each individual who is volunteering for First Presbyterian Church of Waco events. The form provides personal and confidential information necessary to perform criminal background checks and reference checks. Consent Forms authorizing First Presbyterian Church of Waco to conduct criminal background checks will be kept securely on file at FPC Waco. The

designated FPC Waco pastor or pastors will conduct the background checks on potential FPC Waco Youth Volunteers and may consult with designated pastor or pastors concerning the results of any background check. Background checks will be destroyed after a decision has been made regarding that person's involvement with the event. Name, Date of Birth, Date of Background check and Social Security Number of cleared persons will be kept on file at the First Presbyterian Church of Waco office. The designated FPC Waco staff person or pastor will contact references by telephone or mail.

- At any retreat or overnight event an orientation will be held for volunteers and sponsors, which will include the subject of preventing sexual abuse. "Whether disclosed voluntarily or by result of the criminal background check, the following items will automatically disqualify a person from participating in the leadership or sponsorship of any children's or youth activity or program related to First Presbyterian Church of Waco: Any conviction for: murder; aggravated assault; sexual abuse; sexual assault (rape); aggravated sexual assault; injury to a child; incest; indecency with a child; inducing sexual conduct or sexual performance with a child; possession or promotion of child pornography; the sale, distribution, or display of harmful materials or prohibited substances to a minor; employment harmful to children; or abandonment or endangerment of a child. All other convictions or charges for any other crimes not listed above will be reviewed by the appropriate committee seeking to secure the particular employee or volunteer."

B. SUPERVISION OF ADULT VOLUNTEERS AND STAFF

- "Two Adult Rule"
As often as possible, there should be at least two adults in each small group. At Planning Team planning sessions and, on any retreat or event in so far as possible, make sure that an adult is not left alone one on one with a child or youth. This should be emphasized at the organizational meeting of the Planning Team and Sponsors Meeting at the event. *If an adult needs to be alone with a young person, that contact should take place in a public setting, and with the knowledge of another staff member (for example: at a far table in the youth room).*
- Safety Best Practices: always meet in a public space when only one youth and one adult are present; remain in sight of others; make sure that at least one other adult is aware of what is taking place.
- Adults should always use appropriate language, boundaries, and report any prohibited behavior or acts to the appropriate leadership immediately.

C. PROHIBITED ACTS

"The following acts are prohibited by this Policy and will not be tolerated or accepted during any First Presbyterian Church of Waco Activity or Program. Any observations or personal knowledge of such violations must be immediately reported to designated pastor or elder after the safety of the child, children, or youth involved has been assured.

- Any display or demonstration of sexual activity, abuse, insinuation of abuse, or evidence of abusive conduct towards a child or youth by an adult;
- Sexual advances or sexual activity of any kind between any adult and a child or youth;

- Sexual advances or sexual activity of any kind between a youth and a child;
- Threat of infliction of physically abusive behavior or bodily injury to a child or youth;
- Physical neglect of a child, children, or youth, including failure to provide adequate supervision in relation to the activities of the church;
- Causing mental or emotional injury to a child, children or youth;
- Possessing or viewing obscene or pornographic materials at any function of First Presbyterian Church of Waco with the exception of sex education materials (NOTE: FPC Waco does not consider sex education materials to be obscene or pornographic, especially those which have been produced by the denomination for use in church-related programs.);
- Consuming or being under the influence of alcohol or any illegal or controlled substance while leading or participating in a children’s or youth function of the church.”

D. SOCIAL MEDIA AND DIGITAL SAFETY

We live in a digital age, and we have the opportunity to use social media to enhance ministry. Social media and digital communication can keep the conversation going and cultivate positive relationships. These tools can be used to reach people in ways physical space cannot. As we seek to use social media and digital communication, we must do so recognizing the possible danger it poses. When using social media in ministry, we need to be intentional and careful. We approach the use of social media and digital communication with the understanding that:

- The digital world is not private and posted content can be stolen and used in ways not intended by the originating person or organization.
- The digital world is at risk for abuse.
- The digital world is rapidly evolving creating the challenge of identifying and proactively addressing areas of potential risk in the digital world.
- These policies are intended to be applied to any digital communication and social media platform.

1. DIGITAL COMMUNICATION AND SOCIAL MEDIA POLICIES

- All policies of the physical world will apply to the digital world, including the “Two Adult Rule”.
- During a video call involving adults and youth/children, if the “Two Adult Rule” cannot be followed the call must be recorded on a First Presbyterian Church of Waco Zoom account.
- Additional Policies pertaining to social media and digital communications
 - Digital communications, as much as possible, should include the entire group.
 - When private communication needs to take place outside of standing programming information, parents, guardians or another responsible adult need to be informed the conversation is happening. Confidentiality must be maintained unless the need to report arises.
 - Platforms that automatically delate content should not be used for ministry.

- Communications and interactions should be public and not deleted.
- Policy regarding sharing photos or images will be followed. Permission to post photos must be obtained.
- Youth and children will not be identified by the adult posting. Youth may self-tag and share the post.

E. REPORTING AND RESPONDING TO ALLEGATIONS

1. REPORTING ALLEGATIONS

- All volunteers and adult sponsors will be informed of incident reporting procedures and the requirements of state laws regarding the reporting of child abuse or neglect. If you have questions about reporting, contact the designated pastor or elder, your local Child Protective Services or Police Department.
- Anyone who becomes aware of any abuse, neglect, or inappropriate contact involving a child or youth at an event must immediately report the incident to the designated pastor or elder. The person receiving the report shall report to the Administration Committee of the Session.
- The person witnessing or reporting an incident, should first secure the safety of the youth or child and the youth or child should not be left alone.
- The event sponsors or volunteers must immediately notify all appropriate persons, including: the designated pastor or elder, and if warranted Child Protective Services.
- The person initially contacted by the alleged victim, or who observed the incident, should immediately fill out a written “Incident Report.”
- The First Presbyterian Church of Waco Representative should prepare a list with agencies to be contacted for each event. (For example: Church, Child Protective Services, local police) This list should be attached to the “Incident Report” Form.
- Any new accusation made after the initial reported incident should be directed to the Response Team (see below) through the office of First Presbyterian Church of Waco.

2. RESPONSE TO ALLEGATIONS

A Response Team shall be formed in response to allegations that require legal counsel or notification to Child Protective Services.

- A Response Team will be composed of the designated pastor or elder at First Presbyterian Church of Waco.
- The Response Team should immediately contact the presbytery’s legal counsel and insurance company.
- The Response Team should immediately inform the accused and the accuser (or their legal guardian if either one is a child or youth) that they have the right to retain their own legal counsel. First Presbyterian Church of Waco’s counsel will represent them, but not the accused or the accuser.
- The Response Team should contact the parent or legal guardian of the alleged victim and the accused (or legal guardian if the accused is a child or youth) to communicate

action already taken. (“Here’s what’s already been done; here’s what is going to be done.”) The continuing pastoral care of the alleged victim and family, and the accused, needs to be done by someone outside of the Response Team, such as another designated pastor or social worker.

- All presbytery staff and event leadership should be instructed that all communications about any incidents are confidential and come only from the Response Team. The Response Team should prepare a statement for possible use with the media.
- If the accused is a member of the clergy, s/he is also subject to the “Rules of Discipline” of the Presbyterian Church (USA), and the Presbytery’s “Guidelines for Responding to Allegations of Clergy Sexual Misconduct”.

F. CONSEQUENCES

- Any person accused of committing a Prohibited Act, whether a staff member, employee, member, or volunteer, will immediately be reassigned to responsibilities without direct child contact. If investigation supports the accusations, the accused person will be suspended from participation in all children’s and youth activities and programs of First Presbyterian Church of Waco. Such suspension shall continue during any investigation by the church and/or law enforcement or child protection agencies.
- Any person found to have committed a Prohibited Act shall be prohibited from future participation in children’s and youth activities and programs of First Presbyterian Church of Waco. If the person is a staff member or employee of FPC Waco, such conduct will result in termination of employment.
- As required by Texas law, all reports of abuse will be forwarded in a timely manner by First Presbyterian Church of Waco to the appropriate child protection and law enforcement authorities. Such reporting must be accomplished in addition to complying with this Child Protection Policy.
- Failure to timely report a Prohibited Act to the designated person shall be considered a violation of this Child Protection Policy and shall be grounds for termination of employment of a staff member or employee and suspension and dismissal from participation in all children’s and youth activities and programs of First Presbyterian Church of Waco by any person.
- The session committee of first Presbyterian Church of Waco shall consult the Book of Order and its section on discipline in order to respond to allegations.

APPENDIX

LEGAL REQUIREMENTS FOR REPORTING ABUSE OR NEGLECT OF A CHILD

In Texas, the legal requirements concerning the legal requirements for reporting suspected abuse or neglect of a child are primarily found in Chapter 261 of the Family Code.

1] DEFINING ABUSE AND NEGLECT

“Abuse” (§261.001(1)) is defined to include a broad laundry list of acts and omissions that could cause or permit mental or emotional or physical injury to a child, including harmful sexual conduct or use of a controlled substance. Failure to make a reasonable effort to prevent physical injury or harmful sexual conduct is also defined as abuse.

Similarly, “neglect” (§261.001(4)) is broadly defined as leaving a child in or failing to remove a child from a situation where the child could be exposed to substantial risk of physical or mental harm.

2] REPORTING ABUSE OR NEGLECT

A. WHO?

“A person having cause to believe that a child’s physical or mental health or welfare has been adversely affect by abuse or neglect by any person shall immediately make a report”(§261.101(a)). This includes, without exception, individuals whose personal communications may otherwise privileged, such as clergy, attorneys, doctors, social workers, etc. (§261.101(c)). Generally, the identity of the person making the report is confidential unless disclosed by order of a court or provided to a law enforcement officer conducting a criminal investigation. (§261.101(d); §261.201) While a professional cannot delegate to or rely on another person to make the report, it appears that other persons can (§261.101(b)).

B. WHEN?

When a person has cause to believe there has been abuse or neglect, a report shall be made “immediately”. (§261.101(a)) A professional must make a report within 48 hours after the professional “first suspects that the child has been or may be abused or neglected.” (§261.101(b))

C. WHAT?

The report should reflect the reporter’s “belief that a child has been or may have been abused or neglected”. (§261.102) The report shall identify, if known,

1. Name and address of the child;
2. Name and address of the person responsible for the care, custody or welfare of the child; and

D. Any other pertinent information concerning the alleged or suspected abuse or

neglect. (§261.104)

A report shall be made to:

1. Any local or state law enforcement agency;
2. The Department of Protective and Regulatory Services; or
3. The state agency that operates or licenses the facility in which the alleged abuse or neglect occurred.
(§261.103)

Regardless of where the report is initially made, it will be referred to and investigated by the Department if it involves abuse or neglect by a “person responsible for a child’s care, custody, or welfare” or by law enforcement agencies if it involves alleged abuse or neglect by someone else. (§261.105)

E. IMMUNITIES

A person who acts in good faith to report, investigate, testify, or otherwise participate in a judicial proceeding or investigation of alleged child abuse or neglect is immune from civil or criminal liability. (§261.106) If a frivolous claim is brought against a person for reporting, the person may recover reasonable attorney’s fees and other expenses related to their defense. (§261.108)

F. PENALTY FOR FALSE REPORT

It is a Class A misdemeanor to knowingly or intentionally make a false report. It is a felony if the person has been previously convicted of making a false report. (§261.107)

G. PENALTY FOR FAILURE TO REPORT

It is a Class B misdemeanor if a person “has cause to believe that a child’s physical or mental health or welfare has been or may be adversely effected by abuse or neglect and knowingly fails to report.” (§261.109)

INCIDENT REPORT FORM

Date: _____

Time: _____

Submitted by:

Received By:

Please be as specific and factual as possible. Do not interpret or explain. Include who, when, and where. Record oral statements of those involved. Gather and preserve any physical evidence, if possible. Use more pages as necessary.

What I witnessed:

What the child/children or youth [Name(s) sealed] related:

What the employee(s)/volunteer(s) [Name(s) sealed] related:

What I did:

Any other witnesses:

**First Presbyterian Church
Waco, Texas
Employee Information Form**

This form is to be completed by applicants for all compensated positions involving the supervision or custody of minors. This is not an employment application form. It is being used to help the church provide a safe and secure environment for those children and youth who participate in our programs and use our facilities. You must attach a photocopy of your current driver's license to this form. This confidential form will be kept in a secured file in the office of First Presbyterian Church.

Date:

1. Name:

Last	First	Middle (Maiden)
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If you have ever gone by a different name, please indicate name(s):

—

Present address:

Street

City	State	Zip
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Home Phone: (___) ___ - ____

Cell Phone: (___) ___ - ____

E-mail:

7. Have you ever had your driver's license revoked, suspended, or restricted in any way? Yes: ____
No: ____ If yes, please describe the dates and nature of the conduct resulting in revocation,
suspension, or restriction.

8. Have you ever been arrested, charged, indicted, or convicted for any of the following: any felony crime; murder; aggravated assault; sexual abuse; sexual assault (rape); aggravated sexual assault; injury to a child; incest; indecency with child; inducing sexual conduct or sexual performance of a child; possession or promotion of child pornography; sale, distribution, or display of harmful material to a minor; employment harmful to children; or abandonment or endangering of a child?
Yes: ____ No: ____ (If yes, please explain on the back. If additional space is needed, complete on additional paper and attach to this form.)

9. Have you ever been arrested, charged, indicted, or convicted for any criminal offense, misdemeanor or felony (other than a traffic violation for which the fine was \$200 \$500 or less)?
Yes: ____ No: ____
If yes, please explain on back. (A "yes" answer does not necessarily preclude involvement.)

10. Have you ever resigned a position or been investigated, disciplined, suspended, terminated, or asked to leave a position because of allegations or findings of sexual abuse or neglect of a child, or because of behavior alleged or found to have violated the sexual misconduct policy or child protection policy of an employer or organization?
Yes: ____ No: ____ (If yes, please explain on the back.)

11. Have you ever abused or neglected a child?
_Yes: ____ No: ____ (If yes, please explain on the back.)

12. References: Please list the names, addresses, occupations, and telephone numbers of three people who are familiar with your character and abilities.

1)

Name	Street Address	City	State	Zip
_____	_____	_____	_____	_____
Occupation			(____)____ - _____	(____)____ - _____
			Work Phone	Home Phone

2)

Name	Street Address	City	State	Zip
<hr/>				
Occupation			(---) --- - --- -	(---) --- - --- -
			Work Phone	Home Phone

3)

Name	Street Address	City	State	Zip		
<hr/>), (___) ___ - ___ , (___) ___ - ___	
Occupation					Work Phone	Home Phone

I understand and agree that:

a) All information that I have provided may be verified. I agree to release from liability any person or organization that provides information concerning me, including these persons I have listed as references. I do hereby release and forever discharge and agree to indemnify and hold harmless First Presbyterian Church of Waco, Texas, and each of its officers, employees, representatives, and agents from any and all liability, damages, claims, and causes of action relating in any manner to the verification of, or attempts to verify, the information provided, attempts to contact any references, and conversations with any references. I understand and agree that any information received will not be disclosed to me, and I hereby waive any right I may have to inspect any information provided about me by any person or organization identified by me on this form.

b) By signing this form, I certify and affirm that the information I have given is true, complete, and correct in all respects.

c) I have read, understood, and agree to abide by First Presbyterian Church's Statement of Policies and Procedures for Safeguarding Children and Youth.

d) I hereby give my permission for First Presbyterian Church, Waco, Texas, to obtain information relating to my criminal history record through the Texas Department of Public Safety or other appropriate agency. The criminal history record, as received from the reporting agencies, may include arrest and conviction information, as well as plea bargain and deferred adjudication. I understand that this information will be used, in part, to determine my eligibility for an employment position with this organization. I also understand that as long as I remain an employee here, the criminal history records check may be repeated at any time. I understand that I will have an opportunity to review the criminal history and a procedure is available for clarification, if I dispute the record as received.

I, the undersigned, do, for myself, my heirs, executors and administrators, hereby remise, release and forever discharge and agree to indemnify and hold harmless First Presbyterian Church of Waco, Texas and officers, directors, employees, and agents harmless from and against any and all causes of actions, suits, liabilities, costs, debts and sums of money, claims, and demands whatsoever, and any and all related attorneys' fees, court costs, and other expenses resulting from the investigation of my background in connection with my application to become an employee.

Date: __

Signature: _____

Print Name: _____

In the event of an emergency, please contact the following person:

Name: _____ Relationship: _____

Address: _____ Telephone: (____) ____ - _____

**First Presbyterian Church
Waco, Texas
Volunteer Information Form**

This form is to be completed by any volunteers applying for positions involving the supervision or custody of minors. This form is used to help the church provide a safe and secure environment for those children and youth who participate in our programs and use our facilities. You must attach a photocopy of your current driver's license to this form. This confidential form will be kept in a secured file at First Presbyterian Church.

Date: _____

1. Name:

Last	First	Middle (Maiden)
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If you have ever gone by a different name, please indicate name(s):

Present address:

Street

City	State	Zip
------	-------	-----

Home Phone: (____) ____ - _____

Cell Phone: (____) ____ - _____

6. Please list all previous non-church work involving children or youth, and, if applicable, each organization's name and address, type of work performed, name of person overseeing your work, and dates (Use separate page if necessary):

7. Please list any talents, training, education, or other factors that have prepared you for working with children or youth (use separate page if necessary):

8. Have you used illegal drugs within the past three years? _____ (If yes, please explain on the back.)

Are you an alcoholic? Yes: _____ No: _____ (If yes, please explain on the back.)

If so, are you recovering? Yes: _____ No: _____ If yes, for how long? _____

9. Have you ever had your driver's license revoked, suspended, or restricted in any way?

Yes: _____ No: _____ If yes, please describe the dates and nature of the conduct resulting in revocation, suspension, or restriction.

10. Have you ever been arrested, charged, indicted, or convicted for any of the following: any felony crime; murder; aggravated assault; sexual abuse; sexual assault (rape); aggravated sexual assault; injury to a child; incest; indecency with child; inducing sexual conduct or sexual performance of a child; possession or promotion of child pornography; sale, distribution, or display of harmful material to a minor; employment harmful to children; or abandonment or endangering of a child?

Yes: _____ No: _____ (If yes, please explain on the back.) If additional space is needed, complete on additional paper and attach to this form.

11. Have you ever been arrested, charged, indicted, or convicted for any criminal offense, misdemeanor or felony (other than a traffic violation for which the fine was \$200 \$500 or less)?

Yes: _____ No: _____

If yes, please explain on back. (A "yes" answer does not necessarily preclude involvement.)

12. Have you ever resigned a position or been investigated, disciplined, suspended, terminated, or asked to leave a position because of allegations or findings of sexual abuse or neglect of a child, or because of behavior alleged or found to have violated the sexual misconduct policy or child protection policy of an employer or organization?

Yes: ____ No: ____ (If yes, please explain on the back.)

13. Have you ever abused or neglected a child? Yes: ____ No: ____ (If yes, please explain on the back.)

14. References: Please list the names, addresses, occupations, and telephone numbers of three people (other than relatives or members of First Presbyterian Church) who are familiar with your character and abilities. If you have been a member of First Presbyterian Church for more than six months, you may bypass this section.

1)

Name	Street Address	City	State	Zip		
_____, (____)____ - _____, (____)____ - _____						
Phone	Occupation		Work Phone		Home	

2)

Name	Street Address	City	State	Zip		
_____, (____)____ - _____, (____)____ - _____						
Phone	Occupation		Work Phone		Home	

3)

Name	Street Address	City	State	Zip		
_____, (____)____ - _____, (____)____ - _____						
Phone	Occupation		Work Phone		Home	

Phone Occupation Work Phone Home

I understand and agree that:

a) All information that I have provided may be verified. I agree to release from liability any person or organization that provides information concerning me, including these persons I have listed as references. I do hereby release and forever discharge and agree to indemnify and hold harmless First Presbyterian Church of Waco, Texas, and each of its officers, employees, representatives, and agents from any and all liability, damages, claims, and causes of action relating in any manner to the verification of, or attempts to verify, the information provided, attempts to contact any references, and conversations with any references. I understand and agree that any information received will not be disclosed to me, and I hereby waive any right I may have to inspect any information provided about me by any person or organization identified by me on this form.

b) By signing this form, I certify and affirm that the information I have given is true, complete, and correct in all respects.

c) I have read, understood and agree to abide by First Presbyterian Church's Statement of Policies and Procedures for Safeguarding Children and Youth.

d) I hereby give my permission for First Presbyterian Church, Waco, Texas, to obtain information relating to my criminal history record through the Texas Department of Public Safety or other appropriate agency. The criminal history record, as received from the reporting agencies, may include arrest and conviction information, as well as plea bargain and deferred adjudication. I understand that this information will be used, in part, to determine my eligibility for a volunteer position with this organization. I also understand that as long as I remain a volunteer here, the criminal history records check may be repeated at any time. I understand that I will have an opportunity to review the criminal history and a procedure is available for clarification, if I dispute the record as received.

I, the undersigned, do, for myself, my heirs, executors and administrators, hereby remise, release and forever discharge and agree to indemnify and hold harmless First Presbyterian Church of Waco, Texas and officers, directors, employees, and agents harmless from and against any and all causes of actions, suits, liabilities, costs, debts and sums of money, claims, and demands whatsoever, and any and all related attorneys' fees, court costs, and other expenses resulting from the investigation of my background in connection with my application to become a volunteer.

Date:

Signature: _____

Print Name: _____

In the event of an emergency, please contact the following person:

Name: _____ Relationship: _____

Address: _____ Telephone: (____) ____ - ____