



NET Canada Missionary Policies 2025-2026

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Personal Conduct Agreement

We are called to live by the Spirit, glorifying God with our lives. As such, the following is a summary of the behaviour and standards of conduct which missionaries with NET Canada are required to abide by:

Terms Used Within This Document:

- NET Ministries of Canada is referred to in this document as:
 - The Ministry
 - NET
 - NET Canada
 - NET Ministries of Canada
- RCP: Retreat Contact Person
- DCP: Diocesan Contact Person
- Contact Person: a point person for a NET team in a specific location or for a specific purpose.
- Young person or youth: a legal minor, any one of 17 years or younger, in any program or activity.
- A Safe Environment: a situation where there is a clear and present danger to the young person's or another's physical or emotional well-being.
- Missionary/Missionaries: Anyone serving with NET Canada for any one mission year.
- Team Members: Refers to any member of a NET missionary team.

Catholicity

The Church is unfailingly holy by virtue of the fact that Christ has united himself to the Church (CCC 823). Because we are a Catholic youth ministry and, as such, represent the Catholic Church, team members must themselves be Catholic, upholding and practicing the fundamental teachings of the Church.

- NET Canada will do its best to uphold and teach in our ministry, staff, and missionaries all teachings of the Catholic Church.
- Missionaries are expected to fulfill the indispensable requirements necessary as a Catholic. These minimums are but are not limited to:
 - Observe the 10 Commandments
 - Follow Church's Teachings
 - Follow the Five Precepts of the Catholic Faith
 - Attend Mass every Sunday and Holy Days of Obligation
 - Go to Confession at least once a year
 - Receive Holy Communion at least once a year during the Easter Season
 - Observe the prescribed days of fasting and abstinence (as obliged)
 - To provide for the material needs of the Church according to one's ability

- Missionaries may struggle with some teachings of the Catholic Church; however, because of their position of influence, missionaries are expected to uphold Catholic teaching publicly.
- Notwithstanding sin, missionaries are expected to obey their local bishop, Christ in that diocese.
- Missionaries are expected to adhere to all licit liturgical practices NET asks them to abide by.

Personal Responsibility

Team members will responsibly conduct their personal affairs, be conscientious with personal money and possessions and be respectful of the possessions and property of others. Team members will also take responsibility for their personal and spiritual health and well-being.

- Missionaries are expected to be models of Christian standards in personal conduct, speech, dress, service, appearance and grooming.
- Missionaries must maintain a clean, presentable look (clothes and hair), dress appropriately for the occasion, and consider their hygiene.
- Missionaries are to be good stewards of their money and embrace the missionary spirit of this year. Monthly missionary stipends are intended to provide for missionaries' needs throughout the year. Missionaries will not let improper use of the funds jeopardize or impede their ability to minister or participate fully with their team.
- Missionaries are expected to act in a courteous, responsible and mature manner whenever interacting with contact people, clergy, host families, and young people. This includes but is not limited to, being good stewards of their property, respectful houseguests and attentive dining company.
- Missionaries will take personal responsibility for their health. This includes but is not limited to, getting adequate sleep, dressing appropriately for weather conditions, maintaining a balanced diet, seeking medical attention when necessary, taking any prescribed medications, attending to necessary medical and therapeutic appointments, and ensuring these are accessible and attainable through their year before joining the ministry.
- Missionaries are expected to steward their spiritual health through personal prayer, Sunday and weekday liturgies, receiving the sacrament of Reconciliation, etc.
- Missionaries will not take anything that does not belong to them, use something they have not asked permission to use or abuse a privilege that has been extended to them. This includes but is not limited to team supplies, host families' possessions, parish property, phone time, internet time, and gas in the vehicle (i.e. taking an unauthorized road trip).
- Missionaries are responsible for the consequences of their actions and will accept full responsibility for them or lack thereof. This includes but is not limited to paying for damage to personal property, public property, and NET property while serving with NET Canada.
- Missionaries are expected to leave spaces or items they use (ex., Host homes, retreat sites, etc.) in the same or better condition than when they found them.

Ministry Responsibility

Missionaries will adhere to the policies and procedures of NET Ministries of Canada, being familiar with and acting in accordance with all material presented in any training.

- This includes but is not limited to procedures while on retreat, guidelines for praying with retreatants, Safe Environment protocols, etiquette, vehicle and trailer usage, internet and computer use and time off procedures.
- Missionaries are to be on time for commitments, meetings, and ministry events.
- Missionaries are also expected to actively participate in all NET Ministries of Canada training periods, team prayer, retreats, team ministry meetings, ministry-associated activities, etc.

Confidentiality

To ensure the integrity of our ministry, missionaries must always be vigilant to uphold the dignity of the young people we minister to.

- This includes but is not limited to keeping personal information confidential that has been shared with a missionary. Missionaries will not share such information with a third party, whether that is another team member, contact person, host home or other individuals, unless it is within the context of a Safe Environment situation where there is a clear and present danger to the young person's physical or emotional well being.

Romantic Relationships and exclusivity

To ensure clarity of focus during the mission year, it is vital that missionaries put priority on the relationships that contribute to the mission (ex. team members, ministry relationships, etc). We understand that romantic attractions may naturally happen during the mission year and recognize the beauty in that. However, acting on those attractions during one's NET year can be detrimental to the mission. As such, failing to adhere to the following regulations will be dealt with appropriately and is grounds for dismissal.

- Missionaries are not to pursue, initiate or participate in a non-pre-existing romantic relationship while serving with NET Canada with a fellow missionary, retreatant, member of a host family, parish or diocesan contact, minor or anyone else the missionary meets while serving with NET.
 - A romantic relationship with a young person that a missionary meets while serving with NET Canada is inappropriate and can be extremely detrimental to the mission and the spiritual life of all parties involved. Missionaries are not to contribute to a young person's romantic feelings, whether intentionally or because of negligence while serving with NET.
 - Romantic relationships between missionaries are inherently divisive to team life and can distract from a missionary's mission. As such, we insist that missionaries do not act upon these romantic feelings in any way.

- This includes but is not limited to spending a disproportionate amount of time with the person to whom a missionary is romantically attracted, making comments or writing notes that allude to a missionary's romantic attraction, or directly talking about their romantic attraction with them.
- Any team member found to be actively pursuing a romantic relationship with another missionary while serving with NET will be dealt with promptly and may result in dismissal from the ministry.

Physical Contact

Missionaries should be aware of how people might perceive public displays of physical contact, to avoid causing scandal.

- Missionaries will not engage in public physical contact considered imprudent while on mission, including but not limited to wrestling, massage, holding hands, sitting on laps, tickling, etc.

Sexual Contact

We should always aim to uphold every person's inherent dignity. Sexual and romantic physical gestures are not appropriate for the NET mission year.

- Any physical behaviour that is sexual or romantic is not appropriate and will not be tolerated while serving with NET.
- Missionaries will not have sexual or romantic physical contact such as fondling, kissing, or sexual intercourse with a fellow missionary, retreatant, member of a host family, parish or diocesan contact person, youth or anyone else the team member meets while serving with NET.

Sexual Harassment

The integrity of everyone's dignity must be protected. Individuals have different boundaries and limitations when it comes to matters of physical contact and topics of conversation. Missionaries will practice prudence and chastity in speech and actions.

- Every person has the right to terminate physical activity or conversation without explanation. Conversely, every person has the responsibility to terminate any physical activity or conversation without question when the other party requests.
- Missionaries will not act in such a manner as to cause discomfort or humiliation by comments of a sexual nature, sexually explicit statements, stories, jokes, unwelcome physical contact, etc.
- Sexual harassment includes but is not limited to:
 - Conversations and/or jokes of a sexual nature,
 - Unwelcome physical contact: kissing, grabbing the buttocks, pinching, tickling;
 - Persisting with physical contact or inappropriate conversations after being asked to stop.

Belligerence

- Missionaries will not act in such a way as to be blatantly and consistently hostile and uncooperative.
- Belligerence includes but is not limited to treating team members, young people, or contact people poorly, being uncooperative, not living up to the standards established by NET, and being negligent towards one's responsibilities.

Physical Aggression

- Missionaries will not physically intimidate a young person, a fellow missionary, or anyone else he or she meets while serving with NET. Neither will they use physical force on another missionary, retreatant or any other person while serving with NET Ministries of Canada.
- Physical aggression includes but is not limited to pushing, shoving, grabbing, forcibly moving someone, standing very close to someone when one is angry with them, using intimidation to get one's way, and making public displays of anger.

Illegal Activities

- Missionaries will abide by all licit laws, rules, regulations, and responsibilities of the province where they live and/or minister.
- Missionaries will be personally responsible for any legal ramifications of their actions (ex. parking tickets, speeding fines, etc).

Chemical Abuse

NET Ministries of Canada does not believe that there is anything inherently evil regarding the consumption of alcohol in moderation. Due to the nature of our ministry, our policies regarding alcohol usage respect the virtue of temperance and go above and beyond most laws. Any inappropriate or illegal use of drugs will be dealt with promptly and may result in dismissal from the ministry.

- Missionaries will not use, sell, or distribute any illegal drugs. A missionary will not sell or distribute prescription drugs. A missionary will not use, sell or distribute marijuana or hallucinogens, even in places where it is legal to do so. A team member will not sell or distribute alcohol, tobacco or any of the aforementioned substances to minors.
- Missionaries need to exercise prudence when consuming alcohol and avoid drunkenness.
- Missionaries must obey all national, provincial, and local laws regarding alcohol usage, including the legal drinking age of each province, all drinking/driving laws, and laws regarding where alcohol may be consumed and transported.
- No missionary who is of legal age may have more than **one** standard alcoholic beverage within a 12-hour period. We understand this as being one beverage in a day.
- No missionary may consume alcohol for **4 hours** before driving.

- No missionary may consume alcohol for **4 hours** before participating in a ministry event.
- No missionary may smoke (i.e. cigarettes, cigars, vapes, e-cigarettes, pipes, etc.) at any ministry event.
- Missionaries should avoid smoking and drinking in the presence of any young person who has seen them in a ministry setting.
- Teams should be prudent about the time they spend at bars/pubs/clubs (especially in small towns).
- Under no circumstance should underage missionaries be in facilities where it is illegal for them to do so, even if they have no intention of drinking.
- Alcohol is not to be consumed in a NET vehicle, at retreat sites, or in parish offices.
- Alcohol is not to be stored in a NET vehicle or trailer.
- Money gifted to a NET team is not to be used to buy alcohol unless missionaries have asked permission from their team supervisors.

Technology

NET maintains the understanding that advances in technology are capable of bearing great fruit, including in the mission of evangelization. These advances can also have the potential to be a distraction in the life of a Catholic, and, even more specifically, in the radical lifestyle of a NET Missionary. The focus on having a radical ministry of presence must be at the heart of all use of electronic devices and what they offer. The following extends to all devices a missionary uses while serving with NET Canada.

- A radical ministry of presence is key. Missionaries should limit personal use of screen time (excluding Rest Days) and its use should be avoided in the presence of another person. This time includes calls, social media use, instant messaging use, email use, games, and any other services personal electronics provide.
- Technology use for ministry purposes are exempt from time limits provided it does not interfere disproportionately with ministry.
- Travel Days may include quiet times with extended use of electronic devices at the discretion of the Team Leaders, but at all times, a commitment to a radical ministry of presence must be kept in mind. Short travel (i.e. under 45 minutes) will be free of technology use.
- Rest Days have no limit on screen time.
- The personal use of electronic devices should not occur in ministry settings (i.e. Host home common areas, ministry events, retreats, parish offices, etc.).
- Personal devices may be brought while serving with NET at the personal risk of each missionary. NET Canada will not be responsible for any loss or damage to personal devices.
- Pornography is a violation of human dignity, and consuming such material is considered gravely morally offensive. No NET missionary will view pornography in any form.
- It is unacceptable for any NET missionary to illegally download or stream any material such as TV, music, videos etc.
- All missionaries' social media content while serving on NET should reflect Christ's life and the teachings of the Catholic Church.

- Communication with a minor that a missionary meets while serving with NET Canada (except for legal family relations), in the following manners, is prohibited:
 - Sending private text messages
 - Having their contact info without parental/guardian's consent
 - Having them on personal social media
 - Private video/voice calling
 - Private instant messaging/emailing
- Further restrictions and instructions on communicating with minors will be given during NET's missionary training. All missionaries are expected to adhere to these directives.
- Safe Environment Protocol prevents NET Missionaries from being alone with a minor. This applies to both their physical presence as well as their digital presence.
- Missionaries are not permitted to use the computers or tablets of host homes or contact people.

Host Homes

NET relies on the generous support of volunteers to carry out its mission. Host homes aid NET's mission and are, in themselves, part of the mission field. Certain guidelines need to be in place to safeguard these relationships and promote mutual respect between the host homes and the NET missionaries being hosted.

- A minimum of two missionaries will be assigned to a host home.
- Missionaries should never sleep in the same room as a minor.
- It is against NET policy for a missionary to share a room or bed with a young person. Bringing a sleeping bag with you into a Host Home prevents this situation from occurring.
- Sleepwear should not be worn outside of sleeping areas or in common spaces.
- Additional training and guidance on Host Home Etiquette and the heart of how to act will be provided at NET Training.

Safety in Host Homes

It is the desire and intent of NET Ministries that you would be safe in the various host homes in which you will be staying. The great majority of host homes are wonderful people.

If the rare circumstance arises where you feel unsafe in a host home, due to either tension in the home or the potential of physical harm, let it be clear that NET Ministries does NOT expect that you "tough it out," but rather that you will take care of yourself. You must determine if you are in immediate physical danger or if you are uncomfortable with the family dynamic (ie conversational interplay, conflict resolution style).

If you are in physical danger, leave immediately. For other circumstances:

- Call your Team Leader. Your Team Leader can arrange for you to be picked up and make other housing arrangements with the Retreat Contact Person (RCP) or Host Home Coordinator.
- Notify your Team Supervisor.
- Do not stay in a place where you are not safe.

Vehicle Usage

To drive a vehicle on NET is a privilege, not a right. It requires diligent responsibility to safeguard the safety of the occupants, reputation and resources of NET.

- NET missionaries will not operate a NET vehicle without the permission of NET. Any permissions given may be revoked at any time.
- NET missionaries will use prudence while operating a NET vehicle, abiding by the norms of vehicle operation in the area they are driving in and those set by NET.
- NET missionaries are responsible for all tickets, fines, and legal fees resulting from a traffic violation they incur while in a NET vehicle.
- Team Supervisors are to be consulted before any major repairs are done.
- In the case of an accident, NET missionaries will follow the procedures outlined at NET training.
- NET missionaries may be liable for damages sustained to any vehicle or trailer, belonging to NET or not, which the missionary has participated in causing through means of negligence, reckless driving, and imprudence.
- Vehicle cleanliness is everyone's responsibility.
- NET missionaries are authorized to operate a NET vehicle for the mission. On occasion, the vehicle may be used for other purposes by NET missionaries. However, this is limited to the following guidelines:
 - Rest Days or Team Days - NET will cover gas costs for 40 km (round trip). Any longer distance is to be covered personally by the relevant team members.
 - Travel exceeding 1 hour one way must be approved by one's Team Supervisor.
- Driving minors: Missionaries are not to drive minors in a NET vehicle unless it is a case of emergency or you have been given direct permission from their parent/legal guardian and your team supervisor. Even in these cases, there must be two adults present in the vehicle.
- Missionaries are not permitted to drive the vehicle host home, contact person, or anyone they meet while serving as a missionary with NET Canada.

Standards of Appropriate Conduct in Ministry

NET missionaries represent the Catholic Church. We want to prudently avoid scandal and suspicion, presenting Christ to all we minister to as best possible. Safe Environment training will be offered as part of the overall NET training. All Safe Environment protocols will be followed in all ministry settings throughout the year.

- All testimonies and talks require approval. Any sensitive topics (such as suicide, depression, abuse, addiction, etc) will require extra scrutiny so that NET ministries can speak about these topics in a responsible way. We must take into consideration the guidelines in various ministry settings (schools, churches).
- Physical Contact: We should never assume other's boundaries. Physical touch is not bad but in ministry, it needs to be appropriate/nonsexual/nonromantic.
 - Ask permission before touching a young person. Touch can communicate something we do not mean and is easily misinterpreted.

- For example, in prayer ministry ask, "May I put my hand on your shoulder or would you prefer me not to?" This provides them with an avenue to say "No."
- Proximity:
 - A missionary will not be in a private space alone with only one other young person. Missionaries must stay in public spaces where others can see them if a youth is present.
 - A missionary will not hang out with a minor without parents/guardians' consent and knowledge of whereabouts.
 - Eyesight must be able to be maintained with another appropriate adult if a one-on-one situation with a minor occurs.
 - When using a washroom that minors have access to, a missionary must go to the washroom accompanied by a second missionary or another appropriate adult of the same gender.
- Safe Environment Situation:
 - A Safe Environment situation is where there is a clear and present danger to the young person's or another's physical or emotional well-being (ex. youth is involved in illegal actions such as drugs, vaping, alcohol, etc)).
 - Missionaries must immediately report any Safe Environment situations to the NET Safe Environment coordinator or appropriate NET staff.
 - Ensure that there is more than one adult present in any situation that involves a sensitive nature.
 - Reporting: Any suspected child abuse or sexual interactions between an adult and a minor must be reported to the provincial children's protection service and the police as per law. Following this, a safe environment report must also be submitted to the NET's Safe Environment Coordinator. This cannot be delegated and must be reported directly.
- Behavioural Boundary Violations that are not permitted:
 - Making promises with or keeping secrets with any participant
 - Lying about where you will be
 - Being alone with a participant in a room/vehicle.
 - Note: Safe Environment training specifies that neither relatives of the youth nor the missionary count as an acceptable second person in any situation.
- Emotional Boundary Violations:
 - Giving gifts of an excessive, unusual, or frequent nature,
 - Acting possessive/obsessive of participant(s)
 - Favouritism
 - Uses of inappropriate language, age-inappropriate topics, off-colour or distasteful stories and jokes

Modesty

NET missionaries' dress must be in an appropriate and modest style to uphold the dignity of the person wearing it and in consideration of those around them. The speech and actions of NET missionaries should model these same guidelines.

- Missionaries will adhere to the NET's modesty and clothing guidelines (found on the Missionary Portal).
- Appropriate speech is expected at all times. Racial, sexual, or negative jokes (ex. Holocaust or genocide jokes) are not permitted. This guideline applies to music listened to at NET-affiliated events.

Grievances

All grievances and concerns about another missionary or staff member of NET Canada should be handled according to the scriptural ideal. If a person has a grievance or concern about another missionary, they should first seek to reconcile their concern directly with that particular individual. If they cannot resolve the difficulty, the missionary should bring the situation to the attention of their supervisor. If a missionary is not satisfied with the outcome of their supervisor's involvement, they have the right to appeal to the Program Director, HR Director and/or the Executive Director. .

When a missionary's concern involves grave moral wrongdoing, fiscal irresponsibility, or they feel threatened by another missionary or staff, they should bring their concerns directly to the Executive Director.

Investigative Action

NET is responsible for the safety of its missionaries, teams, the youth that NET missionaries encounter, host homes, the organization of NET, and the Church. To be responsible, here are the steps that will be taken in the case this agreement is broken.

- NET Ministries will investigate all accusations or reports of wrongdoing.
- If a missionary is accused of failing to adhere to standards of appropriate behaviour, or of participating in inappropriate behaviour, actions taken may include any or all of the following:
 - The accused missionary is removed from The Ministry.
 - The accused missionary may be brought back to the NET office.
 - If the accusation is found to be true, action follows as defined in the Disciplinary Action section below. If it is not found to be true, the missionary is returned to the team and the appropriate people are notified.

Disciplinary Action

If a missionary is found guilty of violating any NET guidelines or the Commitment of Understanding, disciplinary action will follow. Because it isn't possible to list all possible wrongdoings, NET Ministries reserves the right to act upon any action it considers inappropriate. Depending on the severity of the event, possible steps are:

- Verbal warning from the Supervisor, Team Coordinator, or Executive Director

- Cautionary Report: if a missionary continually commits minor wrongdoing or displays poor judgment, he or she will receive a cautionary report.
 - This report will list the objectionable behaviour.
 - It will list the expected behavioural changes.
 - It will describe the manner of evaluation and the time frame of the expected changes.
- Letter of Reprimand to alert a missionary that a significant wrong has been committed.
 - The letter will state the infraction and the expected changes.
 - Any missionary receiving more than one Letter of Reprimand is subject to the possibility of immediate dismissal.
 - It may be determined that a period of probation may be an appropriate manner in which to proceed.
 - During this time, the missionary is given objectives and a time frame of completion.
 - Any missionary not complying with the terms of probation will be subject to immediate dismissal.
- If the actions or behaviours were serious enough, they may be removed from the Ministry.
- If appropriate we will notify the local authorities.
- All records of disciplinary action are kept on file with NET.

SIGNATURE

I acknowledge that I have read and understand all herein stated in this document, that all the information I have provided in this document is accurate and that I agree and consent to abide by all herein:

Name: _____(please print)

Signature: _____(please use draw function)

Date (MM/DD/YY): _____

Commitment of Understanding

NET Ministries of Canada Inc. agrees to provide the following for missionaries from August 25, 2025 to May 30, 2026

1. Food and lodging at ministry locations
2. Personal monthly stipend of \$125.00 CAD
3. Program direction
4. Training programs
5. Emergency health insurance for international missionaries.
6. Missionary Mentors: NET will connect each missionary with an alumnus who can support them before, during, and after their time with NET. This is a voluntary service.

As a member of NET Ministries of Canada Inc., I agree to the following:

1. To be a missionary with NET Ministries of Canada Inc. from August 25, 2025, to May 30, 2026 (all leaves must be approved by the Team Coordinator). The start and end dates of the NET year are subject to change.
2. To work under the direction of NET's leadership, including team and location assignments.
3. To uphold NET Canada's right to terminate my own service with the ministry at any time.
4. To raise \$9,000 (CAD) in funds on behalf of NET Canada, or \$10,000 (CAD) if I am an international missionary or attending music training. To raise a minimum of \$6,000 (CAD), or \$7,000 (CAD) if I am an international missionary or attending music training, before the start of NET Canada Training.
5. To provide NET Canada with a clear Vulnerable Sector Check (VSC) or other comparable documentation requested by NET Canada dated no earlier than July 15th, 2025.
6. To inform NET Canada of any convictions, charges, warrants and other criminal material from one's past.
7. To provide my own transportation to NET Canada Training and from Wrap Up week for the beginning and end of the service commitment with NET.
8. To provide my transportation from home and return to my assigned training location before and after Christmas break. Missionaries have no obligation to return home at Christmas but are responsible for finding accommodations during this time.
9. To acknowledge that, due to the nature of NET's ministry, NET Canada will not accommodate food and diet preferences.
10. To be responsible for knowing about and ensuring my provincial health care coverage is up to date and to cover health care expenses not covered by my province of residence or private health care plans. For international missionaries, NET provides emergency travel insurance. Not all conditions, injuries, or medical needs may be covered.
11. For international missionaries only: To bring \$1,000 Canadian cash/credit to pay up-front for emergency medical visits. I understand NET Canada provides emergency travel insurance, but I am responsible for payment and claim submission. I will be provided with an information

package, steps to enroll, and instructions for submitting a claim. If you have special health considerations, you must review the information package and make special arrangements if your pre-existing condition is not covered.

12. To give NET Canada my consent to take and use photos/videos/audio recordings of me during my commitment with the organization and to use them for their website, social media and/or promotional material after that.

NET Canada reserves the right to ask a missionary to leave the ministry at any time should circumstances arise which make the individual unfit for ministry.

SIGNATURE

I acknowledge that I have read and understand all herein stated in this document, that all the information I have provided in this document is accurate and that I agree and consent to abide by all herein:

Name: _____ (please print)

Signature: _____ (please use draw function)

Date (MM/DD/YY): _____

Non-Disclosure and Confidentiality Agreement

I, the undersigned, acknowledge that the information viewed, received or generated, directly or indirectly, while working as a missionary for NET Ministries of Canada Inc. ("the Ministry") is confidential and that the nature of the business of the NET Ministries of Canada Inc. is such that the following conditions are reasonable, and therefore I warrant, covenant and agree as follows:

I agree not to disclose, directly or indirectly, any information with respect to any business conducted by the Ministry. Without restricting the generality of the foregoing, it is agreed that I will not disclose:

- Financial information, individual information, donor information, or any other proprietary information not known generally to the public or in the public domain (including AI technology) relating in any way to the business of NET Ministries of Canada Inc., or any other information regarding the management or method of operation of the Ministry
- I will not copy or reproduce, in any form, information provided to me by the Ministry for the purpose of distribution or use outside the scope of the business of NET Ministries of Canada Inc., and that all documentation provided to me will be returned to the Ministry unless otherwise approved, in writing, by the Executive Director or an authorized designee of the organization.

I acknowledge that the restrictions above are necessary and fundamental to the ministry's business and are reasonable, given the nature of the ministry's business. I agree that this agreement shall be governed by and construed in accordance with the Province of Ontario. I agree that each provision of this agreement is separate and distinct, and is severable from all other separate and distinct provisions. If a court of competent jurisdiction considers any of the activities, periods, or other matters contained in this agreement unreasonable, the court shall have the authority to limit such matters as it deems proper in the circumstances. If any provision is void or unenforceable in all or part, it shall not affect the enforceability of the balance of this agreement. The Ministry shall be entitled and has the right to obtain an injunction to ensure compliance with this agreement.

I enter into this agreement totally voluntarily, with full knowledge of its meaning, and without duress.

SIGNATURE

I acknowledge that I have read and understand all herein stated in this document, that all the information I have provided in this document is accurate and that I agree and consent to abide by all herein:

Name: _____ (please print)

Signature: _____ (please use draw function)

Date (MM/DD/YY): _____

Liability Waiver

CONSENT AND ACKNOWLEDGEMENT OF RISK

I, the undersigned, agree on behalf of myself, assigns, executors and personal representatives to hold harmless and defend NET Canada, its officers, directors, agents, employees or representatives associated with NET's training event and mission year (i.e. Archdiocese of Ottawa-Cornwall, event venues, etc.) from any and all liability claims, loss, damage, sickness (ex. medical conditions, etc), or injury arising from or in connection with my participation in NET Canada events, transportation, ministry while serving with NET Canada from August 25, 2025, to May 30, 2026.

I, the undersigned, hereby acknowledge and accept, having informed myself of, the following:

- I am informed of and will abide by the rules and regulations, including direction from the administrators, supervisors, and leadership within all phases of NET Canada's ministry year.
- **Illness:** If exposed to contagious diseases or conditions, in a manner or time frame in which a missionary may be contagious or when they have recently/currently have a cold, flu, fevers, and other regular illnesses, missionaries will take prudent action and follow procedures outlined by NET Canada.
- **Health Concerns:** I acknowledge here that, as stated previously, it is my responsibility to advise the appropriate people within NET Canada of any medical and/or health concerns I may experience which may affect my participation (ex. allergies, dietary needs, emotional, behavioural, physical or psychological conditions/health, medication(s), etc.). I affirm that I understand that in the case of explanation and communication of any medical and/or health concerns needed, it is my responsibility to communicate them to the appropriate NET Canada representative in written form.
- **Personal Items:** The risk of lost or damaged personal items (ex. money, clothing, any item of value, etc.) rests solely on each missionary.
- **Personal Responsibility:** Missionaries are responsible for the consequences of their actions or lack thereof. I hereby accept full responsibility for my actions and decisions, releasing and agreeing to indemnify NET Canada, their employees, associates, volunteers, etc. from any claims or demands which might be made against NET Canada or any of the aforementioned arising out of or in consequence of the participation service with NET Canada.
- **Use of NET Name & Property:** Speaking in the name of NET Ministries of Canada (ex in the media) shall be avoided unless specifically authorized by the Program Director. NET resources



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(for example, keys, computers, space etc.) are only to be used for their authorized/intended purposes. These resources must be adequately safeguarded and must not be shared without authorization. When a NET missionary or staff member is operating out of a school, parish or any other institution, the same policy applies with regard to such an institution's name and property.

SIGNATURE

I acknowledge that I have read and understand all herein stated in this document, that all the information I have provided in this document is accurate and that I agree and consent to abide by all herein:

Name: _____(please print)

Signature: _____(please use draw function)

Date (MM/DD/YY): _____