



NET Canada Missionary Policies

2026-2027

NET Canada, Inc.
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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, anyone age 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, NET missionaries must be Catholic and uphold and practice the Church's fundamental teachings.

- NET Canada will do its best to uphold and teach, in our ministry, staff, and missionaries, all the teachings of the Catholic Church.
- Missionaries are expected to fulfill the indispensable requirements necessary as a Catholic. These minimums include, 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 that NET asks of them.

Personal Responsibility

NET missionaries will responsibly conduct their personal affairs, be conscientious with personal money and possessions and be respectful of the possessions and property of others. They 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 are expected to maintain a neat, well-groomed, and presentable appearance at all times, in a manner appropriate for ministry. This includes maintaining clean clothing, tidy hair, and overall good hygiene. Missionaries should avoid drastic changes to their appearance that may detract from their role, cause distraction, or hinder ministry relationships. The goal is for missionaries to present themselves in a way that reflects professionalism and respect for those they serve.
- 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 allow the improper use of funds to 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 necessary medical and therapeutic appointments, and ensuring these are accessible and attainable during their year before joining the ministry.
- Missionaries are expected to steward their spiritual health through personal prayer, Sunday and weekday liturgies, and the reception of the sacrament of Reconciliation, among other practices.
- Missionaries will not take anything that does not belong to them, use anything they have not been given permission to use, or abuse any 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 (eg, 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 (e.g., Host homes, retreat sites) in the same or better condition than when they found them.
- Missionaries must report any injuries, accidents, or incidents that may impact their health, safety, or ability to participate in ministry to their Team Supervisor within **12 hours** of the occurrence. This includes, but is not limited to, falls, sprains, suspected concussions, broken bones,

motor-vehicle incidents, or any situation requiring medical attention. Early reporting ensures proper care, documentation, and support for the missionary and their team.

Use of NET Name & Property

Speaking in the name of NET Ministries of Canada shall be avoided unless specifically authorized by the Program Director to do so. NET resources (E.g., keys, computers, space, etc.) are to be used only 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.

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 during retreat, guidelines for praying with retreatants, Safe Environment protocols, etiquette, vehicle and trailer use, 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.

- Missionaries are to uphold the confidentiality of the youth they serve. Missionaries will only share information regarding ministry with a third party, whether another team member, contact person, host home, or other individuals, 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, otherwise it is to be anonymous (when sharing mission moments and celebrating wins) to protect the identity of the youth.

Romantic Relationships and Exclusivity

To ensure clarity of focus during the mission year, it is vital that missionaries prioritize the relationships that contribute to the mission (e.g., 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, cultivating attraction by spending disproportionate time with the person, refraining from excessive personal communication (in person, via texts, calls, etc.), and extra time spent on travel days, rest days, team days, etc. Additionally, do not speak directly about your romantic attraction with the person.
 - Any NET missionary 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, or tickling.

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 they meet while serving with NET.

Sexual Harassment

Everyone's dignity must be protected. Individuals have different boundaries and limitations regarding 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 a way that is blatantly and consistently hostile or 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 in one's responsibilities.

Physical Aggression

- Missionaries will not physically intimidate a young person, a fellow missionary, or anyone else they meet 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 use respect the virtue of temperance and prudence and go 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, marijuana, or hallucinogens, even in places where it is legal to do so. A missionary will not sell or distribute prescription drugs. They 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 per 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 circumstances 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 can bear great fruit, including in the mission of evangelization. These advances can also 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 screen time (excluding Rest Days) and avoid its use in the presence of another person. This time includes calls, social media use, instant messaging, email, games, and any other services that personal electronics provide.

- The use of technology for ministry purposes is exempt from time limits, provided it does not disproportionately interfere 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 maintained. Short travel (i.e. under 45 minutes) will be free of technology use.
- Rest Days have no limit on screen time. Missionaries are still expected not to use technology when dining with others or when spending time with a host family on a Rest Day.
- 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 the parent/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 and 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, in themselves, are part of the mission field. Certain guidelines are needed to safeguard these relationships and promote mutual respect between host homes and the NET missionaries being hosted.

- At least 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 tension or the potential for physical harm, let it be clear that NET Ministries does NOT expect you to "tough it out," but rather to take care of yourself. You must determine whether you are in immediate physical danger or uncomfortable with the family dynamic (e.g., conversational dynamics, 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 oversight to safeguard the occupants, NET's reputation, and its resources.

- NET missionaries will not operate a NET vehicle without NET's permission. 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 to any vehicle or trailer, belonging to NET or not, that they cause through negligence, reckless driving, or imprudence.
- Vehicle cleanliness is everyone's responsibility.
- NET missionaries are authorized to operate a NET vehicle for the mission. On occasion, NET missionaries may use the vehicle for other purposes. However, this is limited to the following guidelines:
 - Rest Days or Team Days - NET will cover gas costs for 40 km (round trip). Any distance beyond this is to be covered by the relevant team members personally.
 - 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.
- Missionaries are not permitted to drive a vehicle belonging to a host family, contact person, or anyone they meet while serving as a missionary with NET Canada.
- Any accident involving a NET vehicle, however minor, must be reported to the Team Supervisor within **12 hours**, following the procedures outlined in training.

Standards of Appropriate Conduct

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

Testimonies, Talks and Sensitive Topics

- All testimonies and talks require approval.
- Topics such as suicide, self-harm, depression, abuse, addiction, sexuality, or other sensitive issues require additional review to ensure they are handled responsibly and align with school and parish guidelines.

Physical Contact

- Never assume someone's physical boundaries.
- Physical touch in ministry must always be appropriate, nonsexual, and nonromantic.
- Ask permission before any touch involving a youth. 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."
- Missionaries must be attentive to how touch may be interpreted by youth, parents, contact people or other observers.

Proximity and interaction with minors in a Ministry Setting

- Missionaries must never be alone with a youth in a private space, room, hallway, or vehicle.
- Missionaries must remain in open, visible, public areas at all times when a youth participant is present. Another adult must be in eyesight.
- A missionary may spend time with a minor outside of ministry settings only if it is in a public location where other people are in view or earshot (ex Tim Horton's) with permission of their supervisor. A missionary will not spend time alone with a minor of the opposite gender.
- When using a washroom that minors have access to, a missionary must go with a second missionary or another appropriate adult of the same gender.

Host Home Setting: Because missionaries live in normal household environments, host homes differ from ministry spaces. Missionaries must be prudent to ensure their own safety and that of the youth.

- It is understandable that a missionary may interact with the family while another missionary is in another room or temporarily absent. It is also permitted for a missionary to spend time with a minor if it is in an open space (e.g., a living room with no door) and there are other adults within view or earshot. Ex: playing a board game, watching a movie.
- Incidental and brief one-on-one interactions with host family minors in common areas (ex kitchen, living room) are normal, but missionaries are asked not to extend the time unnecessarily (ex begin a deep conversation, play a game, etc).
- Missionaries may not babysit or be left in charge of host family children, even if more than one missionary is present.

- A missionary will not isolate themselves with a minor in a private or secluded space. Ex: playing video games alone in the basement or in the youth's bedroom. There must always be a second adult present.
- Missionaries should make every effort not to spend alone time with adults of the opposite gender within a host family.
- Riding in a vehicle with a host family is permitted. There must be at least one other adult present. Please use prudence and make an effort to travel with another missionary when possible.
- The missionary must maintain appropriate physical boundaries with host family members. Missionaries should not initiate physical contact and avoid prolonged contact (ex. a quick hug goodbye from a host home child may be appropriate).

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 (eg, the youth is involved in illegal actions such as drugs, alcohol, self-harm, etc).

- Missionaries must report any Safe Environment incidents by completing the appropriate form. When help is needed, contact the Safe Environment Coordinator or a NET Staff Member.
- Ensure that at least one adult is present in any situation involving a sensitive nature. This second adult must not be a relative of the minor.
- Reporting: Any suspected child abuse or sexual interactions between an adult and a minor must be reported **directly** to the provincial children's protection service and the police as per law. When possible, the local ministry coordinator should report it to Child Protection Services. Following this, a safe environment report must also be completed and submitted to the Program Director. Missionaries are encouraged to seek support from the Safe Environment Coordinator or a NET staff member in situations of abuse.

Behavioural Boundary Violations that are not permitted:

- Making promises with or keeping secrets with any participant.
- Lying or being deceitful about whereabouts or activities.
- Giving gifts of an excessive, unusual, or frequent nature.
- Acting possessively/obsessively toward any participant.
- Showing favouritism.
- Uses of inappropriate language, telling off-colour jokes, or sharing age-inappropriate or disturbing content.

Modesty

NET missionaries' dress must be in an appropriate, modest style to uphold the dignity of the person wearing it and to consider 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 (eg., Holocaust or genocide jokes) are not permitted. This guideline applies to music listened to at NET-affiliated

events.

Grievances

All grievances and concerns regarding another missionary or staff member of NET Canada should be handled in accordance with the scriptural ideal. If a person has a grievance or concern about another missionary, they should first seek to resolve it directly with that 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 if 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, the appropriate action will be taken 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 evaluation method and the expected time frame for the changes.
- A 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 who does not comply 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 24, 2026 to May 30, 2027**

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 24, 2026, to May 30, 2027 (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



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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 its nature. I agree that this agreement shall be governed by and construed in accordance with the laws of the Province of Ontario. I agree that each provision of this agreement is separate and distinct and severable from all other 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 in 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 directions from administrators, supervisors, and leadership, throughout 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 a recent or current cold, flu, fever, or other regular illnesses, missionaries will take prudent action and follow the 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 (eg, allergies, dietary needs, emotional, behavioural, physical or psychological conditions/health, medication(s), etc.). I affirm that I understand that, in the event of any medical or health concerns that need to be explained or communicated, it is my responsibility to do so in writing to the appropriate NET Canada representative.
- **Personal Items:** The risk of loss or damage to personal items (e.g., money, clothing, or any other item of value) 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 that might be made against NET Canada or any of the aforementioned arising out of or in consequence of my participation in the service with NET Canada.
- **Use of NET Name & Property:** Speaking in the name of NET Ministries of Canada (eg, in the media) shall be avoided unless specifically authorized by the Program Director. NET resources (for example, keys, computers, space, etc.) are only to be used for their authorized/intended



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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): _____