

Code of Conduct for SOLT Missionary Volunteers

As disciples of Christ, SOLT Missionary Volunteers (SMVs) recognize that their lives, words, and actions are a public witness to the Gospel and the Catholic Church. We strive to live in a manner worthy of our vocation, embracing the call to holiness, charity, and community, grounded in the teachings of Scripture and the Church.

GENERAL PRINCIPLES

SOLT Missionary Volunteers represent both the **Society of Our Lady of the Most Holy Trinity (SOLT)** and the Catholic Church.

- SOLT Missionary Volunteers should strive for personal holiness which includes:
 - o Living and growing in daily personal and communal prayer
 - o Observing the Ten Commandments
 - o Living in fidelity to the teachings of the Church
 - o Frequenting the Sacraments. (Daily Mass is the norm for SMV's)
 - o SOLT Missionary Volunteers are expected to model Christian standards in conduct, speech, dress, service, appearance, and grooming.

General Rules for SMV's

We honor the gift of life and the dignity of the human person (Genesis 1:27; Psalm 139:13-14), choosing to live in purity and sobriety.

- o Alcohol abuse (drunkenness) is strictly prohibited.
- o All recreational drugs are prohibited.
- o Tobacco products are not to be used:
 - around children or
 - if they cause scandal in a particular setting or culture or
 - inside any SOLT houses or buildings without permission
- o Curfews must be upheld
- o Visitors or overnight guests are not permitted in SMV housing unless approved by the site supervisor.
- o Overnight guests of the opposite gender are never permitted in SMV housing.
- o House coordinator is to be immediately notified of leaks, structural damage, or broken appliances or property in SMV housing
- o Entry to mission facilities is controlled; volunteers must not allow unauthorized persons access to restricted areas (schools, offices, basements, etc).
- o SMVs are expected to keep their rooms clean and maintain their assigned chore areas.
- o Active engagement in community life including prayer, meals, and recreation is required; consistent absence from community life is not permitted. *Absence policy is determined by the local site supervisor.
- o SMVs must notify their site supervisor in advance if leaving the mission overnight for travel, visits home, etc.
- o SMV's are expected to participate in weekly liturgy preparation
- o SMVs must dress modestly (avoiding strapless tops, tank tops, short shorts, leggings, tight pants, low-cut shirts, or short skirts).
- o Additional dress codes provided by apostolate i.e. schools, parish, or other ministries must be adhered to.

Professionalism

- Punctuality and professional conduct are required; habitual tardiness is not permitted.

- Absences due to illness or personal reasons must be communicated to both the site supervisor and the professional liaison.
- Days off are granted according to the requests of the apostolate administration with prior permission from the site supervisor.

Romantic Relationships and Exclusivity

To ensure clarity of focus during the mission year, it is vital that SOLT Missionary Volunteers prioritize relationships that contribute to the mission (e.g., team members, parish and ministry relationships, and those entrusted to our care). We understand that romantic attractions may naturally occur; however, acting on these attractions during one's mission year is detrimental to the mission. For this reason, **SMVs observe a dating fast during the year of their service.**

- SMVs dating before their mission year begins are expected to remain fully present to the SMV community while navigating an appropriate level of communication with their significant other.
- Missionaries are not to pursue, initiate, or participate in a non-pre-existing romantic relationship while serving with SOLT.
- Romantic relationships with students or minors are strictly forbidden, gravely inappropriate, and extremely harmful to the mission, to the young person, and to the missionary.
- Unmarried missionaries will not engage in sexual or romantic physical contact of any kind, including fondling, kissing, or sexual intercourse, with anyone.
- Missionaries will not cause discomfort, humiliation, or scandal through inappropriate comments, sexual jokes, explicit stories, or unwelcome contact.

Illegal Activities

- Missionaries must abide by all applicable laws of the host country and of the United States.
- Missionaries are personally responsible for all legal ramifications of their actions (e.g., parking tickets, fines, legal violations).

Technology

Technology is a tool for evangelization but must not detract from the radical presence required of a missionary.

- Missionaries are to limit personal screen time (calls, social media, games, etc.) and avoid its use in the presence of others, except on designated rest days.
- Technology use for ministry purposes is permitted but should not interfere with team or mission priorities.
- Pornography is gravely offensive to human dignity. Missionaries must never view, possess, or distribute pornography.
- Illegal downloading or streaming of media is prohibited.
- Missionaries' social media content must reflect Christ and the teachings of the Catholic Church.
- Communication with minors outside of mission settings must follow Safe Environment protocols, and private, unsupervised communication is prohibited.

SOLT Missionary Volunteer Homes

- Minors and students are never allowed in SOLT Missionary Volunteer Homes.
- **Missionaries may never share a room or bed with a minor.**
- Sleepwear is to remain in private sleeping quarters and not be worn in common spaces.
- If a missionary feels unsafe in a host home, they are to contact their site supervisor immediately. Missionaries are never required to “tough it out” in unsafe conditions.

Vehicle Usage

- Missionaries may not operate a SOLT vehicle without permission.
- Drivers must obey all traffic laws and will be personally responsible for tickets, fines, and damages caused by negligence.
- Driving minors is prohibited except in emergencies or with explicit permission from both their guardian and the site supervisor, and only with two adults present in the vehicle.

Standards of Appropriate Conduct in Ministry

- SMV’s must have approval for testimonies and talks, especially when addressing sensitive topics.
- Physical touch must always be appropriate, nonsexual, nonromantic, and with consent.
- Missionaries must never be alone with a minor in a private space.
- Safe Environment violations (such as secret-keeping, favoritism, or inappropriate gift-giving) are prohibited.
- Modesty in dress extends to online presence (profile pictures on Social Media, WhatsApp, etc)
- Sharing details about sexual experiences is prohibited (except in the case of reporting sexual abuse to a person of authority).
- Inappropriate jokes or offensive language are not permitted.

Grievances

- Missionaries should first seek direct reconciliation with the person involved.
- If unresolved, concerns should be brought to a supervisor.
- If still unresolved, grievances may be presented to the SOLT site supervisor or higher leadership.
- Grave matters such as moral wrongdoing, financial misconduct, or harassment must be reported directly to SOLT leadership.

SOLT Missionary Volunteer

Conduct, Commitment, Confidentiality, and Liability Release Agreement

The Society of Our Lady of the Most Holy Trinity (SOLT) invites men and women to serve as Missionary Volunteers in both domestic and international missions. Because of the unique nature of this work, participants are asked to review and agree to the following standards and responsibilities. This agreement ensures clarity, safety, and a spirit of mutual trust as we live out our mission to serve Christ and His Church.

Terms Used Within This Document

- **SOLT:** Refers to the *Society of Our Lady of the Most Holy Trinity*, including SOLT Priests, SOLT Sisters, SOLT Laity, SOLT Missionary Volunteers, employees, representatives, and affiliates of SOLT.
- **Missionary / Missionaries:** Refers to any individual serving with SOLT in a missionary capacity for any designated term of service, whether short-term, year-long, or otherwise.
- **Team Members:** Refers to any member of SOLT or a SOLT Missionary Volunteer team, or any group designated for service, mission, or outreach of SOLT or the SOLT Missionary Volunteer Office.
- **Contact Person:** Refers to any individual designated as the primary point of contact for a SOLT Mission, team, or project within a specific location or for a specific purpose.
- **Young Person / Youth:** Refers to any legal minor, defined as any individual 17 years of age or younger, participating in a SOLT program, mission, or activity.
- **Safe Environment:** Refers to a situation where there is no danger to a young person's or another individual's physical, emotional, or spiritual well-being.

1. Personal Conduct Agreement

As a SOLT Missionary Volunteer, I understand that my words and actions reflect directly upon the Church and upon SOLT. Therefore, I agree to:

- Strive to live as a faithful Catholic disciple, witnessing to Christ in word and action.
- Participate fully in prayer, sacraments, community life, and mission responsibilities.
- Avoid behaviors that could harm the reputation of the Church or compromise my witness.
- Not buy, sell, or use recreational drugs at any time, whether legal or illegal.
- Follow alcohol consumption policies as laid out in the SMV Code of Conduct.
- Practice chastity, respecting myself and others, and refraining from sexual activity outside of marriage as defined by Catholic teaching.
- Respect the cultures, laws, customs, and authorities of the countries and communities where I serve.
- Abide by the policies laid out in the SMV Code of Conduct.

I understand that failure to follow these expectations will likely result in dismissal from the Mission at my own expense.

2. Commitment of Understanding

By serving as a SOLT Missionary Volunteer, I commit to the following:

- To serve faithfully and wholeheartedly for the duration of my mission placement.
- To live simply and embrace a spirit of sacrifice as part of my missionary witness.
- To contribute to community life through prayer, service, and mutual support.
- To cooperate with mission leadership and abide by the rules and guidance provided.
- To assume full responsibility for my international travel documents (passport, visa, entry/exit requirements, and compliance with immigration laws).
- To accept that if I leave the Mission prior to completion, SOLT is not responsible for arranging or covering housing, meals, transportation, or other services.

I also acknowledge that SOLT, the host mission, or the host government may cancel or shorten the Mission at any time. In such cases, SOLT will assist in arranging transportation home, but all related costs are my responsibility. No refunds will be provided.

3. Confidentiality and Non-Disclosure Agreement

In the course of my service, I may become aware of sensitive or personal information about individuals, families, communities, or institutions. To protect the dignity and privacy of all those I encounter, I agree to:

- Keep all confidential information private and not disclose it to any unauthorized person.
- Refrain from posting sensitive details on social media or other public forums.
- Use discretion when sharing mission experiences, ensuring respect for the people and communities I serve.

This commitment to confidentiality continues even after my mission service ends.

4. Medical Authorization

- I authorize SOLT to contact my parents, guardians, or designated emergency contacts in the event of an emergency.
- If I am incapacitated, I authorize SOLT staff to arrange for necessary medical treatment as recommended by licensed medical professionals, including administration of medication.
- I accept full financial responsibility for any medical care received and release SOLT from liability for medical outcomes.

Emergency Contact Information:

First and Last Name: _____ Relationship to SMV: _____
Phone Number: _____ () _____ - _____ Email address: _____

5. Liability Waiver and Assumption of Risk

I understand that participation in the SOLT Missionary Volunteer Program, whether domestic or international, involves certain risks. These may include, but are not limited to:

- Travel risks (air, land, or sea transportation).
- Political, legal, social, and economic conditions of foreign countries.
- Different standards of building safety, transportation, and healthcare.
- Exposure to illness, accidents, contagious disease, or injury.
- Theft, assault, robbery, or other criminal activity.
- Unpredictable weather, natural disasters, or civil unrest.

SOLT has taken reasonable steps to inform me of potential risks, but I recognize that many are beyond SOLT's control and may change without warning.

In consideration of being permitted to participate in this mission, I voluntarily and knowingly assume all such risks.

To the maximum extent permitted by law, I hereby release and hold harmless SOLT Missionary Volunteers, its officers, employees, representatives, and agents, SOLT Priests, SOLT Sisters, SOLT Laity, and their respective officers, employees, representatives, and agents from any claims, damages, losses, or liabilities of any kind (including personal injury, property damage, illness, or death) arising out of or related to my participation in the Mission, whether arising from the ordinary negligence of the Released Parties or

otherwise; provided, however, that nothing in this Agreement shall be construed to release or waive liability for gross negligence, willful misconduct, fraud, or any liability that cannot legally be waived under applicable law.

I further agree to indemnify and defend the Released Parties against any third-party claims, damages, losses, liabilities, costs, or expenses (including reasonable attorneys' fees) arising out of or related to my acts or omissions in connection with the Mission, to the maximum extent permitted by law.

6. Dispute Resolution & Arbitration:

Any dispute, claim, or controversy arising out of or relating to this Agreement or my participation in SOLT's activities shall be settled by binding arbitration administered by the American Arbitration Association (AAA) in accordance with its Consumer Arbitration Rules. The arbitration shall take place in Corpus Christi, TX.

Notwithstanding the agreement to arbitrate, SOLT reserves the right to seek a temporary restraining order, preliminary injunction, or other equitable relief from a court of competent jurisdiction to prevent irreparable harm, including but not limited to breaches of confidentiality or unauthorized use of SOLT property, pending the final decision of the arbitrator.

7. Acknowledgment

I have carefully read pages 1 through 6 of this agreement, understand its contents, and agree to all terms as a condition of my participation in the SOLT Missionary Volunteer Program.

Printed Name: _____

Signature: _____