



CHURCH OF SCIENTOLOGY

*Application, Declaration
and General Release
Declaration of Religious Commitment
and Application for Membership
in a Scientology Religious Order
and for Active Participation
on Church Staff.*

I, _____ (full name)
of _____ (address)

apply for membership in a Scientology Religious Order and for active participation as a staff member within the Church of Scientology of _____

_____ (address)

hereinafter referred to as the "Church" for a period of five (5) years / two and one-half (2 1/2) years (circle appropriate period).

Acceptance of my application is based on the following information:

INFORMATION

1. (If a Minor). I have obtained the consent of my parents or guardian to the commitment and participation herein described, for the Church of Scientology, which consent is indicated beneath my signature.
2. I have never been convicted of the commission of any criminal felony under the laws of any jurisdiction.
3. I have no institutional history of psychosis.
4. I have no electric, insulin or other shock or psychiatric brain operation history.
5. I am not an active drug pusher.

6. I have never sued the Church, or any Scientology organization or made complaint to any governmental authority with respect to the Church, any member of the Church, or any Scientology organization.

7. I am not a blown staff member or blown Sea Organization member. That is, I have never, without authorization in accordance with Church Policies, departed from any staff position within any Scientology organization or broken my vow of service as a member of the Sea Organization, a religious order of the Church of Scientology.

OR

I have in the past blown, as described above, but have since recanted and been given forgiveness and accepted back into the Scientology religion after having made proper restitution.

8. I am not related to or connected with any intelligence agency, either by past history or immediate familial connection.

9. I do NOT have a parent or a guardian who is an antagonist of the Scientology religion, or of any organization devoted to Scientology applied religious philosophy.

10. I am not seeking a staff position to obtain material for dissemination to the public via press, radio, television, motion picture or other media. I do not seek to obtain data for any other organization or to disrupt the Church organization.

11. I do not have personal debts of a magnitude such that efforts to satisfy them would immediately disrupt or cause me to pull back from my commitment to the Church.

12. I do not have any mental institutional history, by which is meant voluntary or involuntary stay in a mental institution and knowingly or unknowingly receiving treatment therein.

13. I have no prior service in a high security section of the government or armed forces.

14. My spouse has no objections to my working for the Church.

15. I am not currently on drugs.

16. I have seen the film "Orientation" and I am now informed and aware that Scientology is a religion, its teachings are religious and its claims are religious in nature. I further understand that if I desire to participate in Scientology services, I do so being fully aware that these are religious services and that I am participating in them under the ecclesiastical principles of the Scientology religion.

17. I attest that I have been given and read Scientology Policy Directive 13 March 1996, Statements by Staff Members, and Scientology Policy Directive 13 March 1996, Return of Donations.

(Exception to any of the above can be made only after an applicant has petitioned a Senior Officer of the Church and received unconditional acceptance. Such written approval must be presented to HCO before signing the Declaration.)

I UNDERSTAND AND AGREE THAT BY THIS DECLARATION I AM DECLARING

A RELIGIOUS COMMITMENT TO SPIRITUAL AWARENESS, TO THE SCIENTOLOGY RELIGION AND TO CREATE A BETTER WORLD, IN ACCORDANCE WITH THIS DECLARATION.

PLEASE INITIAL _____

I FURTHER UNDERSTAND THAT ALL CHURCH STAFF MEMBERS INCLUDING MYSELF, ARE MEMBERS OF A RELIGIOUS ORDER; THAT THEY SERVE PURSUANT TO THEIR RELIGIOUS OBLIGATIONS AND NOT IN CONTEMPLATION OF RECEIVING ANY COMPENSATION WHATSOEVER, AND IN DOING SO THAT THEY ARE FORSAKING ALL COMMERCIAL AND FINANCIAL MOTIVATION. PLEASE INITIAL _____

EACH CONSIDERS HIMSELF/HERSELF A VOLUNTEER TO CREATE A BETTER WORLD, AND UNDERSTANDS THAT HE/SHE IS NOT AN EMPLOYEE, I.E. IS NOT ENTITLED TO RECEIVE SECULAR BENEFITS SUCH AS A MINIMUM WAGE OR OVERTIME COMPENSATION.

PLEASE INITIAL _____

I acknowledge that this declaration binds me to follow the ecclesiastical, moral and ethical policies, rules, norms and practices of Scientology religious philosophy as a member of a religious order and to follow the administrative policies and procedures of the Church.

I agree to maintain the confidentiality of all communications (whether written or oral), all documents, all files, all mailing lists, and all other material not commonly offered to the public for sale or use (collectively "Materials") which may come into my knowledge or possession in the course of my service as a staff member of the Church or any other Scientology organization. In other words, without limiting the generality of the foregoing, I agree not to remove Materials from the premises where I perform services as a staff member, and not to disclose contents or give out copies of Materials coming into my possession except in the ordinary course of performing my

duties as a staff member pursuant to Church policy. Upon conclusion of my service as a staff member I agree to return all Materials given to me in the course of my service, and not to disclose any information to anyone without the prior written consent of the Church.

I agree that any claim, dispute or controversy arising out of this Declaration and Application or relating to any Scientology or Dianetics services or activities that I engage in shall first be submitted in writing to the International Justice Chief ("IJC"), who shall decide the matter in accordance with the religious doctrines of the Church including Scientology justice procedures. I understand that in the event that I am unhappy with the decision of IJC that I may have recourse to other ecclesiastical justice procedures described in the policy of the Church.

IN NO EVENT SHALL SUCH CLAIM OR CONTROVERSY BE SUBMITTED TO A COURT FOR JUDICIAL DETERMINATION AS THE PARTIES UNDERSTAND THAT SUCH MATTERS ARE RELIGIOUS IN NATURE.

I understand and agree that my participation as a staff member of the Church shall be based upon the following:

- 1. SERVICE HOURS AND EXTRA SERVICE.** The Day Organization serves weekdays, the Foundation serves evenings and weekends. Staff are expected to study in their off duty hours and to assist with additional duties.
- 2. HOLIDAYS:** Two (2) service weeks per year after one year's continuous active service, for Class V org staff and three (3) weeks per continuous active year for Sea Org Members.
- 3. SICK LEAVE:** 2 days non-accumulative in every full calendar month, upon presentation of a doctor's certificate.
- 4. PENSION.** The Church does not provide a pension or any other retirement program.
- 5. FURNISHING OF NECESSARIES.** Church staff members serve pursuant to their personal religious commitment and conviction rather than for monetary gain or other traditional commercial or financial motives or incentives. Nevertheless, the Church will, pursuant to this covenant, furnish certain necessities, including a weekly nominal "pocket money" allowance, and, for certain staff positions, room and board. The furnishing of these necessary items is not intended to be and is not compensation for services performed by the applicant, but rather it provides an opportunity for the Church to establish an appropriate environment within which religious and spiritual awareness may receive the greatest prospect for enhancement and in which such matters constitute the sole reward for services. The amount of weekly allowance may vary depending upon economic conditions generally prevailing within the Church.
- 6. POLICY.** Staff are subject to existing policy, which is subject to amendment, deletion and/or addition with or without prior notice. Staff members study and receive examination on their knowledge of Policies, Bulletins and Directives relating to their activities and upon other Policies, Bulletins and Directives as from time to time are requested. Staff may be dismissed in accordance with policy.
- 7. BREACH OF COVENANT.** If a staff member, who receives services from no cost up to and including 50% of cost (cost to the public), breaks his agreement either by leaving staff before completing his commitment or by violating his good standing as a Scientology staff member so that he is dismissed in accordance with policy, he or she shall remit forthwith to the Church a penance for violation of this covenant in accordance with the ecclesiastical policy of the Church if such person is declared a "freeloader". This provision is not intended to reflect traditional commercial bargains or concerns, but rather is intended as a manifestation of applicable ecclesiastical ethics.
- 8. ETHICAL CONDUCT.** As members of a religious order, Church staff members are expected to uphold a high degree of personal ethical conduct in accordance with Church policy and doctrine. Church staff members are governed by the ethics policies of the Church, which are designed to assist a person to become a more ethical, productive and happy being.
- 9. ENTIRETY OF COVENANT.** The Church shall not be obligated to honor any verbal promises or any other terms or conditions not specifically covered in this Covenant. This Covenant forms the entirety of the Church's agreement with the Church staff member, and promises no specific counselling, training, posts or other benefits to any Church staff member.
- 10. ASSOCIATION WITH INDIVIDUALS NOT IN GOOD STANDING.** During my service as a staff member, I agree not to knowingly associate, in any way, with former parishioners of the Church or any other Scientology organization who are either no longer in good standing, or have been expelled or have been declared.

GENERAL RELEASE

AS CONSIDERATION for being permitted by the Church to become a member in a Scientology Religious Order and become an active participant as a staff member within the Church as provided in this Application, Declaration and General Release.

A. I HEREBY AGREE THAT I, MY HEIRS, DISTRIBUTEES, GUARDIANS, LEGAL REPRESENTATIVES AND ASSIGNS WILL NOT MAKE CLAIM AGAINST, SUE, ATTACH THE PROPERTY OF, OR PROSECUTE the Church, any successor of L. Ron Hubbard, Religious Technology Center and its principals, Church of Scientology International, and/or any of its affiliated Churches, Missions, corporations, associations, partnerships, or organizations, and/or their agents, servants, successors, heirs, executors and assigns, (hereinafter collectively referred to as "the Releasees") for injury or damage resulting from the negligence or other acts, howsoever caused, by any Releasee or by any employee, agent or contractor of the Church, its affiliates, or other Releasee, arising out of or any way connected with my membership in the Scientology Religious Order, active participation on Church staff or association with the Releasees.

B. I HEREBY RELEASE AND DISCHARGE THE RELEASEES from all actions, claims or demands I, my heirs, distributees, guardians, legal representatives or assigns ever had, now have or may hereafter have for injury or damage resulting from or any way connected with my membership in the Scientology Religious Order, active participation on Church staff or association with the Releasees.

C. I FURTHER AGREE TO INDEMNIFY AND SAVE AND HOLD HARMLESS THE RELEASEES and each of them from any loss, inability damage or cost, including but not limited to attorneys' fees they may incur, whether caused by the negligence of the Releasees or otherwise as a result of (a) my breach of any covenants contain herein; (b) my breach of the fiduciary duties owed to the Church and/or the Releasees; (c) my activity within the Church or my conduct in the community at large with regard to the Church and/or the Releasees whether or not such activity or conduct is pursuant to this Application, Declaration and General Release; (d) any statements made by me herein, which are now false or which hereafter become false; and or (e) my membership in the Scientology Religious Order, my active participation on Church staff or my association with Releasees.

I HAVE CAREFULLY READ THE ABOVE TERMS OF THIS GENERAL RELEASE AND FULLY UNDERSTAND THEM. PLEASE INITIAL _____

I AM AWARE THAT THIS IS A RELEASE OF LIABILITY, COVENANT NOT TO SUE AND INDEMNITY AGREEMENT BETWEEN MYSELF AND THE CHURCH AND/OR ITS AFFILIATED ORGANIZATIONS AND/OR OTHER INDIVIDUALS, AND I UNDERSTAND AND AGREE THAT BY PLACING MY SIGNATURE AT THE END OF THIS DOCUMENT I SHALL BE BOUND BY ITS TERMS.

PLEASE INITIAL _____

CONCLUSION

I acknowledge that I have read and fully understand this Declaration/Application and, before voluntarily affixing my signature below, completely understood its contest and all of the consequences of my agreements and waivers. I am joining staff and becoming a member of a religious order, of my own free will, solely to help forward the religious goals and tenets of the Scientology religion and the Church and not for monetary gain, auditing or training. I have been given the opportunity to consult persons of my choice and to discuss questions regarding this Declaration. I understand that by executing this agreement I am accepting this commitment and making a formal religious vow to serve on staff for the entire period circled above. In accordance with Church doctrine, I declare I have not gone past any word in this declaration I have not fully understood.

Date Signature of Applicant

Signature of parent or guardian if a minor
The Church acknowledges the declaration of, accepts the application of, and agrees to have _____ serve in accordance with the terms of this Declaration, including the information supplied, and upon the conditions stated, for the period as indicated above.

CHURCH OF SCIENTOLOGY OF _____

Date: _____ By _____