

MEMORANDUM OF UNDERSTANDING
Archdiocese of San Antonio
(Herein "Archdiocese")
and
Girl Scouts of Southwest Texas
(Herein "GSSWT")

Purpose of Program:

This statement sets forth the conditions under which *Girl Scouts of Southwest Texas (GSSWT)* will partner with the *Archdiocese of San Antonio (Archdiocese)* to offer **the Girl Scout Leadership Experience** to all schools, parishes and agencies owned, operated or under the jurisdiction of the Archdiocese of San Antonio (*Archdiocesan Entities*), which choose to participate.

TERMS OF AGREEMENT

Girls Scouts of Southwest Texas (GSSWT) agrees to:

- Equip girls with the tools to increase their self-esteem and confidence.
- Help them to cultivate their decision making and leadership skills.
- Provide a Girl Scout experience to girls who might otherwise not have the opportunity.
- Position girls to discover their potential.
- Ensure their staff and volunteers have completed and passed a criminal background check in accordance with the policies and procedures of *GSSWT*.
- Ensure that Girl Scout troops operating within *Archdiocesan Entities* operate in compliance with Catholic teaching and the policies of the *Archdiocese*, especially the "Policies on Ethics and Integrity in Ministry", and that it will refrain from providing instruction, activities or materials that directly or indirectly contravene or contradict the teachings, doctrine or values of the Catholic Church, and the policies of the *Archdiocese*.
- Regularly communicate with designated staff within participating *Archdiocesan Entities*.
- Provide and adhere to due processes described in Girl Scouts of Southwest Texas grievance procedures, in cooperation with representatives of the *Archdiocese* and the *Archdiocesan Entity*.
- Recognize and honor the principle that religious instruction is the responsibility of parent(s) and religious leaders, and to refrain from providing instruction or materials, or promote activities that directly or indirectly contravene the teachings, doctrine or values of the Catholic Church, and the policies of the *Archdiocese*.
- Ensure that it will not impose orientations or trainings of Girl Scout Adult Volunteers, operating within *Archdiocesan Entities* that directly or indirectly contravene or contradict the teachings, doctrine or values of the Catholic Church, and the policies of the *Archdiocese*.
- To the fullest extent permitted by applicable law, *GSSWT* agrees to indemnify, defend, and hold harmless the *Archdiocese*, the Archbishop of San Antonio and his successors in office, and the involved or affiliated *Archdiocesan Entity*, and all respective officers, agents, representatives, employees, volunteers, successors and assigns of the foregoing (collectively, the "*Archdiocese Indemnities*") from and against any and all claims, damages, demands, liabilities, liens, expenses, encumbrances, suits, settlements, judgements, costs, losses and expenses arising from the

performance of the memorandum of understanding, excepting only to the extent caused by the negligence or willful misconduct of any of the *Archdiocese Indemnities*.

Archdiocese of San Antonio agrees to:

- In conjunction with the *GSSWT* and Archdiocesan Catholic Committee on Scouting, establish standards of quality for Girl Scout troops and volunteers, operating within *Archdiocesan Entities*, including but not limited to special provisions for orientation and training that are in accord with Catholic teachings, doctrine, and values, and with the policies of the *Archdiocese*.
- Provide *GSSWT* and individual troops/groups operating in *Archdiocesan Entities* with guidance and support in matters related to Catholic teaching, doctrine, values and/or *Archdiocesan* policy.
- Participate in grievance proceedings related to matters of Catholic teaching, values, doctrine and/or *Archdiocesan* policy; however, the *Archdiocese* reserves the right to suspend any activity, of a troop operating within an *Archdiocesan Entity*, at its sole discretion and without warning. The Archbishop of San Antonio, as Pastor and Shepherd, is the ultimate arbiter, within the *Archdiocese*, of what is and is not in communion with the teachings, doctrine, and values of the Catholic Church, and *Archdiocesan* policy.
- Provide support for religious recognition award programs through the Archdiocesan Committee on Scouting and the Archdiocesan Secretariat for Christian Community: Laity, Marriage, Family Life and Youth.
- Support Girl Scouting by offering meeting space for troops, if available and at the discretion of *Archdiocesan* staff or the staff of the participating *Archdiocesan Entity*. *Archdiocesan Entities* will provide a safe facility, but it is the sole duty of the Adult Volunteer Leader to maintain a safe environment; if the Adult Volunteer Leader determines that there is a hazard, she needs to notify the location of the hazard, and either avoid the hazard or suspend the activity.
- Support Girl Scouting by offering space to conduct Girl Scout information sessions for families, if available and at the discretion of *Archdiocesan* staff or the staff of the participating *Archdiocesan Entity*.
- Support distribution of Girl Scout materials to families, but only to the extent that these materials do not contravene, contradict or in any way directly or indirectly further, teach or promote any ideology, practice, activity, belief or teaching that is contrary to the doctrine, teachings or values of the Catholic Church, and the policies of the *Archdiocese*.

Participating *Archdiocesan Entities* agree to:

- The *GSSWT*, in conjunction with the participating *Archdiocesan Entity*, will recruit a qualified candidate for the Volunteer Adult Leadership position. While *GSSWT* will vet, train and control the Volunteer Adult Leadership of the Girl Scout program operating at the location, the *Archdiocese* and participating *Archdiocesan Entity* reserves the right to approve or disapprove, at its sole discretion, the volunteer adult leader.
- It is understood that all volunteers will be processed in accordance with the Sexual Abuse and Misconduct Policy of the *GSSWT*, however, prior to conducting any activities within the *Archdiocese*, all adult leaders will be processed in accordance with the *Archdiocesan* Sexual

Abuse & Misconduct Policy. This creates some duplicity, but it is necessary. All Volunteer Adult Leaders will be required to remain compliant with both policies.

- Oversee the Girl Scout program, at their location, to ensure its quality and fidelity to Catholic teaching, doctrine, and values, and the policies of the *Archdiocese*.
- Support distribution of Girl Scout materials to families, but only to the extent that these materials do not contravene, contradict or in any way directly or indirectly further, teach or promote any ideology, practice, activity, belief or teaching that is contrary to the doctrine, teachings or values of the Catholic Church, and the policies of the *Archdiocese*.
- Support Girl Scouting by offering space to conduct Girl Scout information sessions for families, if available and at the discretion of *Archdiocesan* staff or the staff of the participating *Archdiocesan Entity*.
- Support Girl Scouting by offering meeting space for troops, if available and at the sole discretion of the staff of the participating *Archdiocesan Entity*.

General Provisions

- This is a good will agreement between the parties and shall remain in effect at the will of the parties.
- The agreement will remain in effect unless terminated by one or both of the parties in writing. Termination of this agreement can be made in writing to the designated parties, without any warning period, by fax, email or certified mail.
- Changes to this agreement can only be made by mutual assent. This agreement will be reviewed on an annual basis, but can be amended at any time.
- Any other rights not discussed above are reserved to the parties.

EXECUTED this 7th day of September, 2016.

By the Archdiocese of San Antonio:

Sister Jane Ann Slater, CSP
Sr. Jane Ann Slater
Chancellor

By the Girl Scouts of Southwest Texas:

A. Selmer 19 SEP 16