

DECLARATION OF RELIGIOUS COMMITMENT  
AND APPLICATION FOR ACTIVE PARTICIPATION

ON CHURCH STAFF

I, \_\_\_\_\_ (full name),

of \_\_\_\_\_ (address),

apply for active participation as a staff member within the

CHURCH OF SCIENTOLOGY INTERNATIONAL, CAL.  
(Org name and address)

In making this application and signing this Covenant set forth below I am declaring a religious commitment to spiritual awareness and betterment and to the Church, in accordance with the terms of said covenant, and am forsaking all commercial and financial motivation.

INFORMATION:

1. I am male ( ), female ( ) \_\_\_\_\_ years old, born on \_\_\_\_\_ (date), in \_\_\_\_\_ (Town and Country of birth).
2. (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 ® and produce an Assent Form signed by my parent/guardian. Assent form attached ( ).
3. I have never been convicted of the commission of any criminal felony under the laws of any jurisdiction.
4. I have no institutional history of psychosis.
5. I have no electric, insulin or other shock or psychiatric brain operation history.
6. I am not an active drug pusher.
7. I have never sued the Church or made complaint to any governmental authority with respect to any organization or principal of the Church.
8. (a) 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 or service as a member of the Sea Organization, a religious order of the Church of Scientology. \_\_\_\_\_  
(b) I have in the past blown, as described above, but have since recanted and been given forgiveness and accepted back into the Church after having made proper restitution. \_\_\_\_\_
9. I am not related to or connected to intelligence agencies either by past history or immediate familial connections.

10. I do not have a parent or a guardian who is a rabid antagonist of Scientology.
11. I am not here to obtain news stories or data for any other organization or to generally disrupt the Church.
12. 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.
13. I do not have any mental institutional history, by which is meant incarceration or voluntary stay in a mental institution and knowingly or unknowingly receiving treatment therein.
14. I have had no prior service in a high security section of the government or armed forces.
15. I am married ( ), unmarried ( ).
16. My spouse has no objection to my working for the Church.
17. I am not currently on drugs.

(Exception to any of the above points 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 Contract.)

I hereby state that to the best of my knowledge I have honestly made the declarations above at points 1 to 17. I accept and agree that any false statement by me will disqualify me from becoming or remaining an active participating staff member and may subject me to any Church justice procedures and/or legal proceedings as may be appropriate or necessary pursuant to the policies of the Church and/or the laws of the land.

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Signature of Applicant

CONDITIONS:

I understand and agree that the following conditions are based on the fact that the Church staff members are members of a religious order and serve pursuant to their religious obligations.

I realize that my signature on this covenant and the acceptance of same binds me to follow the administrative, ecclesiastical, moral and ethical policies, rules, norms and practices of the Church of Scientology INTERNATIONAL as a member of a religious order.

I recognize and understand that neither Ron nor Mary Sue Hubbard receive any compensation or remuneration from training or processing by the Church, that neither Ron nor Mary Sue Hubbard are officers or directors of the Church and that neither of them are in any manner responsible for actions of the Church. Further, I recognize, understand, and agree that in consideration for the Church permitting me to become an active participant pursuant to this Declaration, I shall not commence any action or assert any claim against either or both of them, their heirs, successors, or assigns, based on any matter arising out of or in connection with the Church, and I hereby release L. Ron Hubbard and Mary Sue Hubbard, and their heirs, successors and assigns, from and against any and all claims or causes of action of every nature and sort which I or my successors or assigns ever had, now have, or may hereafter acquire, arising out of my dealings with the Church as a staff member pursuant to this Declaration. I expressly waive the provisions of California Civil Code Section 1542, which provides: "A general release does not extend to claims which the creditor does not know or suspect to exist in his favour at the time of executing the release, which if known by him must have materially affected his settlement with the debtor."

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Signature of Applicant

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. The Sea Organization schedule is as laid out by individual Sea Organization groups and units.
2. Holidays. 2 service weeks per year after one year's service, for Class IV org staff and 3 weeks per year for Sea Org Members.
3. Sick Leave. 2 days non-accumulative in every 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 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 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 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 (subject to amendment or addition). Staff 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 requested.
7. **Staff Activities.** Staff members shall accept whatever activity is assigned, in accordance with existing policy.
8. **Status.** Temporary or Provisional staff may be dismissed in accordance with HCO Policy Letter 4 Jan 1966R Issue V, PERSONNEL STAFF STATUS (copy of which may be viewed on request).  
  
Permanent staff are also subject to this policy.
9. **Membership.** Newly joined staff are deemed to be Scientology staff members in good standing. Persons who have been found to be no longer Scientology staff members in good standing by properly constituted Church authority are not eligible to remain on staff.
10. **Duration of Covenant.** 2½ year and 5 year periods of staff service are governed by this Covenant as well as staff service on a weekly basis.
11. **Benefits.** Church staff members are eligible for such benefits or privileges as may, from time to time, be issued in HCO PL form as they apply to staff members.

12. Breach of Covenant  
An active participant of the Church, having forsaken traditional commercial and financial motivations and concerns, by making this religious declaration, and who receives (as per para 11 above) services at no cost or 50% of costs shall, if he breaks his agreement either by leaving staff before completing his covenant or by violating his good standing as a Scientology staff member so that he is dismissed in accordance with policy, remit forthwith to the Church a sum as figured per HCOPL 11 June 1981, Violation of Staff Covenant if such person is declared a "freeloader". This provision is not intended to reflect traditional commercial bargains or concerns, is not intended to operate as a civil penalty, and is intended as a manifestation of applicable ecclesiastical ethics and as a provision for liquidating damages.
13. Ethical Conduct  
As members of a religious order, Church staff members are expected to uphold a high degree of 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. A person who continually violates the ethical codes of the Church despite attempts by the Church to help him/her get ethics in may, if he/she honestly seeks redemption, be assigned to a REHABILITATION PROJECT FORCE as a means to raise his/her ethical standards to a point where he/she can again participate and exchange in an ethical environment in accordance with Church doctrine. Such an assignment is made and carried out in the spirit of helping the Church staff member as mentioned above.
14. Sea Organization  
The terms and conditions of the Covenant shall apply should the staff member join the Sea Organization except and unless as specifically amended in writing.
15. 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 favors to any Church staff member.

I have read and understand this Covenant in its entirety. I realize that this Covenant forms the entirety of the Church's agreement with myself as specified in point 15 of the Conditions herein. I am joining staff and becoming a member of a religious order solely to help forward the religious goals and tenets of the Church of Scientology INTERNATIONAL and not for monetary gain, auditing or training.

With full knowledge of the information supplied, and being fully aware of the conditions stated in the Covenant, I agree to become a staff member of the Church of Scientology INTERNATIONAL for a period of (a) 5 years  
~~(b) 2 1/2 years -~~  
~~(c) on a weekly basis,~~

and sign as follows:

\_\_\_\_\_  
SIGNATURE OF APPLICANT

\_\_\_\_\_  
DATE

\_\_\_\_\_  
SIGNATURE OF WITNESS

\_\_\_\_\_  
DATE

The Church agrees to have \_\_\_\_\_  
Full name of applicant

serve in accordance with this application, and the information supplied, and upon the conditions stated, for the period as indicated above.

\_\_\_\_\_  
STAFF MEMBER ON BEHALF OF THE  
CHURCH OF SCIENTOLOGY

\_\_\_\_\_  
DATE