



Minister Criminal Background Check

- Title:** Policy for Criminal Background Checks Ministers with standing in the Christian Church (Disciples of Christ) in the Southwest.
- Purpose:** This policy standardizes background check frequency
- Definitions:**
- Minister with standing--** A minister with standing is either an ordained or commissioned minister who has not had standing withdrawn for cause or had a clerical removal or hold on standing.
- Background Check Service--** A vendor who provides criminal background checks for fee.
- Details:**
1. The Regional Executive shall select a Background Check Service(s) to provide thorough background checks as affordably as possible.
 - a. The Regional Executive or Regional Ministerial staff overseeing background checks shall use the selected background check service for all criminal background checks except where residential addresses must be used to conduct the check in place of social security numbers.
 - b. When an alternative background check service is used, the commissioned minister or commissioned minister's congregation may be asked to cover the additional expense.
 2. A minister making initial application for commissioning or entering the process of ordination will authorize the CCSW to conduct a criminal background check as part of the initial interview process.
 3. Candidates for ordination submit to the criminal background check connected to the Search and Call ministerial profile.
 4. All ministers commissioned and ordained, who enter into search and call will complete the criminal background check connected to the Search and Call ministerial profile.
 5. Ministers with standing in the Christian Church in the Southwest will authorize criminal background checks every five years along with their boundaries training renewal.
 6. Any criminal violations that appear on a background check will be discussed confidentially between the applicant and the Regional Executive or Regional Ministerial staff overseeing background checks.
 - a. The commissioning applicant or commissioned minister with a violation on their report shall be encouraged to make disclosure to the overseeing CCOM and the elders of the congregation served.



Christian Church (Disciples of Christ)

in the Southwest

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Details:

- b. The Regional Executive or Regional Ministerial staff member overseeing background checks will recommend denying or removing commissioning or standing renewal to the Regional Committee of Ministry if:
 - i. The criminal record reveals a crime against persons (assault, rape, etc.) or
 - ii. A crime that would jeopardize faithful execution of ministerial duties or
 - iii. If the minister refuses to provide explanation of the recorded crimes to the Regional Executive or Regional Ministerial staff overseeing background checks, CCOM or congregational leadership.
7. If a criminal background reveals an offense, the Regional Executive or Regional Ministerial staff overseeing background check, may indicate to CCOM and the employing congregation that the criminal background check is not “clear” and/or share information in accordance with the policies of the background check service.
8. Clear criminal background will not be discussed other than to provide assurance to CCOM or congregation that the background check was clear

Applicability:

Ministers with standing in the Christian Church (Disciples of Christ) in the Southwest.

Authority:

CCSW Regional Committee on Ministry

Implementation:

Policy applies to initial commissioning occurring after January 1, 2019 and to Commissioning Renewals where the last completed criminal background check by an area was done more than two years prior to November 1, 2019.

Relevant Policies or Documents

Regional Committee on Ministry Minutes.

Approval and Revision History:

September 17, 2018, RCOM Approval first draft as Commissioned Clergy Criminal Background Check Policy
Revisions September 2019 making this policy effective for all clergy and connecting it to Boundaries training approved by the September 2019 RCOM Meeting