

## POLICY FOR BACKGROUND CHECKS

Presbytery of Cincinnati

Approved and Effective: March 13, 2007

**Whereas** the Presbyterian Church (USA) has encouraged and recommended that local congregations perform background checks of their pastors, staff and volunteers (especially those working with youth and children i.e. Sunday School teachers, youth leaders and others who are in an overnight or similar situations with children and youth according to a recommended church's child protection plan); and

**Whereas** the Presbytery of Cincinnati has affirmed these recommendations on numerous occasions; and

**Whereas** the insurance company serving the Presbytery of Cincinnati (GuideOne) can provide background checks at a modest cost through Choice Point, Inc.;

**Therefore the Presbytery of Cincinnati will require** background checks for the following:

- Ministers of Word and Sacrament, serving churches in temporary or permanent positions
- Presbytery staff
- Commissioned Lay Pastors (CLP) serving churches and those in training for certification
- Certified Christian Educators serving churches
- Inquirers and Candidates for the Ministry of Word and Sacrament under care

No contract or call to any of the above positions shall be finalized and approved until the full results of the background check have been reviewed by the General Presbyter. Expect receipt of the full results to take approximately 1 week.

**The Presbytery of Cincinnati also strongly recommends** that individual churches conduct background checks of their church staff and for all church volunteers who may work with children and youth. We also strongly recommend that a Motor Vehicle Search be conducted for those authorized to drive church-owned vehicles (many insurance carriers will require it). The particular church will pay for these background checks; if the church does not have access to a background checking system, the Presbytery may be asked to provide the service, and to charge the particular church for the cost.