



BACKGROUND CHECKS FOR THE CHURCH



Who Gets Checked?



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- Pastor
- Ministers
- Volunteers
- Bus Drivers
- Anyone who is Authorized to Minister to Children, Youth or Adults
- VBS Workers, Deacons, Volunteers

Background Check Procedure

1. Obtain a Criminal Background Check Authorization Form and Disclosure Notice from Applicant (See Handout)
2. Go to <https://records.txdps.state.tx.us>

Texas Department of Public Safety
Courtesy ~ Service ~ Protection





- **What Data Can I Search?**
- Arrests, prosecutions and the disposition of the case for persons arrested for Class B misdemeanor or greater violation of Texas criminal statutes.



- **What Is CCH?**
- Chapter 60, Code of Criminal Procedure (CCP) defines the Computerized Criminal History System (CCH) as the statewide warehouse of criminal history data reported to DPS by local criminal justice agencies in Texas.



- **What Data Is Included In CCH?**
- Chapter 60, CCP requires that information on arrests, prosecutions and the nature of the case for persons arrested for Class B misdemeanor or greater violation of Texas criminal statutes be included in CCH.



- **Search Requirements**
- To perform a criminal history record search you must create a CRS Public Website Account and purchase credits for each search you will perform.
- **How Search Credits Are Used**
- One search credit will let you enter one search and view one matching record if there are any that match your search information. A search credit will still be used even if there are no matches or if you do not view a matching record.
- Search credits for the Department of Public Safety CRS Public Site are \$3 plus a fee added to the total order depending on the payment method.



- **Texas Sex Offender Registration Program**
- Sex Offender Searches are Free
- [Name](#)
- [Address](#)
- [County](#)
- [School](#)
- [Zip code](#)

TEXAS DEPARTMENT OF PUBLIC SAFETY

CRIME RECORDS SERVICE

- **Fingerprinting Services**
- It is vitally important for fingerprint-based applicant criminal history checks to be processed.
- See Handout CR-63



TEXAS DEPARTMENT OF PUBLIC SAFETY

CRIME RECORDS SERVICE

- <http://www.i1enrollment.com/state/?st=tx>



FAST

Fingerprint Applicant Services of Texas

TEXAS DEPARTMENT OF PUBLIC SAFETY

CRIME RECORDS SERVICE

- **Driver Record Request**
- <http://www.txdps.state.tx.us/DriverLicense/driverrecords.htm>
- See Handout DR-1





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General Information



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- DPS Recommends Annual Background Checks
- Background Checks are to Remain Confidential

- www.hireright.com

- www.krollbackgroundscreening.com

No, no...
This isn't gossip.
It's the truth.





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General Information



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What if a Background Check Comes Back Negative **Ask Yourself Three Questions**

1. How long ago was the incident?
2. How severe was the crime?
3. Did the applicant tell you about it before you found out in the background check?





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How long ago was the crime?

If the applicant was an ax murderer I hope it was a long time ago. Did the person pay his/her debt to society? Is he/she on probation? Serious crimes (to me) requires serious time to pass. (And we are assuming here that the person has been rehabilitated and that the illegal behavior is not still happening.) You might want to look at how the person's life has changed.



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How severe was the crime?

Recent severe crimes are hard to overlook, but minor crimes can be forgiven after a relatively short time has passed.



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Did the applicant tell you about it before you found out in the background check?

Churches are in the business of forgiveness, but the critical first element in forgiveness is confession.

If a person tells me about a problem (criminal history) in their past I am much more likely to forgive them, than if I found out as a result of a background check. Let's say that a person was arrested, charged and found guilty of shoplifting something minor a couple of years ago. The law says that that person is a thief. If that person doesn't disclose their criminal history then they are now, a thief **and** a liar.



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General Information

The Law Many Churches Break



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According to the Fair Credit Reporting Act *(the law which governs background checks)* you are only allowed to rescind an offer of employment if a person is **guilty** of a crime and not that he/she was arrested for an **alleged** crime. According to the law, they are not supposed to make a hiring decision based on a person's police arrest, but only if they are found guilty of a crime.



BACKGROUND CHECKS FOR THE CHURCH

Questions?



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