

Screening Information For Churches and Non-profit Organizations

In response to some typical questions and concerns regarding the operation and reasons for conducting criminal background checks on volunteers, we have prepared some information that may be helpful as a background screening process is considered and implemented.

We learned a great deal from Dallas Theological Seminary (DTS) about why a seminary finds it their responsibility to perform background investigations as well as why there is a liability exposed in not conducting this type of research. Rick Rice explains that DTS's application is a very thorough questionnaire and that in depth research is used to verify that the student has not selectively omitted some of their past or misrepresented their background on the application. The student is alerted that their background will be verified and usually pays for the cost of performing this investigation.

CIA's recommendation for a well-rounded criminal screening process starts with a Social Security Trace (SST). This search reveals every associated names and addresses where the applicant has resided. This leads to a Criminal Record Search in each county, state, and federal district in which the applicant has resided or other known locations. Then a Sexual Offender Registry Search is ordered per state, revealing up-to-date information such as infractions of a sexual nature and if the applicant is a registered sex offender. Lastly, a CIA Super Search (CSS) is suggested as the final step as an overview of possible nationwide criminal and sex offender history. If the subject has moved around a lot, it means more Criminal Record Searches should be conducted. It is important at this point to stay the course as an incomplete search can leave blind spots in the investigative process. We simply call this our comprehensive *Four Step Process!*

Many times an employer or administration can be held liable for its decision to hire or accept people into their organization. Seminaries, non-profits, and churches essentially endorse its workers and volunteers when granting access to attendees. Generally a clear understanding of past difficulties does not necessarily exclude an applicant from acceptance, but being untruthful about it might.

Please feel free to contact Rick Rice, Director of Risk Management, at Dallas Theological Seminary (214-874-4479) if you have any questions. To discuss the benefits of partnering with CIA, Emily Dilla, Director of Volunteers, at Fellowship Church in Grapevine, Texas (972-471-5700) is available.

Background screening with Clear Investigative Advantage is simple and effective. We offer online ordering via our website that features a password-protected system for both placing orders and retrieving results. Monthly invoicing and the ability to pay invoices online is an added convenience. We specialize in completing real-time, county-level, criminal record searches in all US counties. Utilizing the expertise of investigators nationwide allows us to ensure we are supplying our clients with the most up-to-date and thorough information available. We do not require a contract to use our services nor do we have any start-up or monthly fees. Customized packages or set-instruction ordering is available for quick and easy processing of background requests.

To order criminal background checks that meet our recommended Four Step Process and your church's requirements and budget, contact our Sales Team:
Sales@CIAresearch.com or 888-242-2503