



Diocese of Western North Carolina
Screening Requirements for Safeguarding God's Family

Who	Screening Standard	Credit Report	DMV
1. Clergy with Cure	Oxford Background	Included in Oxford	Included in Oxford
2. Clergy without Cure – Licensed to Serve <i>*The diocese reserves the right to request additional background check at their discretion for any clergy seeking to be licensed.</i>	i. Standard Application; ii. Interview; iii. Reference Checks; iv. Secure Search Faith Basic Background Check (Multi-State Criminal records check; National Sex Offender Registry; SSN Validation)	no	no
3.a. All <u>paid</u> church personnel (full and part-time). This includes: Parish Administrators; Youth Ministers; Organists; Sextons; Directors of Christian Formation; Music Directors; Childcare workers 3.b. Any paid personnel living on church grounds	i. Standard Application; ii. Interview; iii. Reference Checks; iv. Secure Search Faith Basic Background Check (Multi-State Criminal records check; National Sex Offender Registry; SSN Validation)	Yes for personnel managing church finances	Yes for personnel regularly transporting children, youth or adults

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4.a. All <u>non-paid</u> persons who regularly <u>supervise</u> or <u>assist with supervising</u> children or youth ministries, more than 4 times a year (someone with a title); 4.b. full-time or part-time volunteers serving in staff positions; 4.c. all volunteers who assist with children or youth ministries more than 4 times a year, including overnight activities;	i. Standard Application; ii. Interview; iii. Reference Checks; iv. Secure Search Faith Basic Background Check (Multi-State Criminal records check; National Sex Offender Registry; SSN validation)	No	No (unless providing transportation – see below)
5. All volunteers who provide transportation to children, youth or other church related activities including Lay Eucharistic Visitors	Interview	No	Yes
6. Adults who volunteer less than 4 times a year.	Interview	No	No
7. Adults at overnight activities less than 3 times a year	Interview	No	Yes - if driving
8. All staff (paid personnel and volunteer) at diocesan or church camps	i. Standard Application; ii. Interview; iii. Reference Checks; iv. Secure Search Faith Basic Background Check (Multi-State Criminal records check; National Sex Offender Registry; SSN validation)	No	Yes - if driving