



# Background Check for Christian Schools

*Steve Durie, President/CEO*



**SecureSearch**  
Integrated Background Checks

[SecureSearchPro.com](http://SecureSearchPro.com)



# About SecureSearch

- Established in 2006
- Relationships with over 5000 faith-based organizations nationwide
- Caring and committed staff
- 25 + Years of industry knowledge
- Integrated with many CMS platforms

## Recent Releases

- Paperless Consent Form Management – Consent2Screen
- Child Abuse Awareness Online Training

# About Steve Durie

Eight years ago, Steve realized that background checks were not being conducted on volunteers and staff at his Church, Cub Scouts, or at his Town Recreation Center and Youth Sporting Activities. Having two young boys, he was appalled in lieu of all the headlines of abuse of children—especially in church and sports settings. Steve knew something had to be done. His passion to educate people led him to create a company with an offering that provided integrated background checking services for organizations that work with children and vulnerable adults.

Steve is SecureSearch's President & CEO. His passion to Protect those whom cannot protect themselves has led to the success of his company, SecureSearch. A leader in background checks for churches, schools, camps and non-profits nationwide. SecureSearch is now aligned and integrated directly with ACS Church Management Software, Fellowship Technologies, Parish Data, Elexio and many others as a way of making the process simpler for the client.

Steve teaches workshops and gives talks nationally on safe ministries and child protection programs. From 1999 to 2002, he consulted on integrated justice solutions working closely with state and local government agencies. He has served on numerous boards and committees and has given talks to thousands of people across the country on safe ministries.

Consent2Screen is the newest product/software release from SecureSearch allowing a paperless and automated consent form process.

# Integrated Partners

*SecureSearch is proud to be integrated with and referred by these Christian organizations:*

**ACS**Technologies.

**1** Fellowship  
One

elexio

ChristianJobs.com

**ICON** CMO

 CHURCHSTAFFING.COM

 PARISH DATA SYSTEM™

 CHURCHcommunity  
BUILDER

 **NOCSSM**  
National Organization of Church Security & Safety Management, Inc.

# Why all the worry?

- 20% of all non-profit volunteers and staff background checks have a red flag– *source SecureSearch Historical Data*
- 4% are relevant to working with children or youth
- Who are the 4% in your school?
- Sex offenders are preying on churches, camps, schools and child programs because:



## Why all the worry?

“I got my job at summer camp again!!! I was worried for no reason, but they told me a few days ago that they want me back. Sweeeeet. Now I have some seniority so the rules start to be less enforced on me. Not that I wanna break the rules, but when the rules involve no kids on your lap and no picking kids up, you can see where I wanna stretch them a bit.”

***Posting from a pedophile chat room  
on 04/16/01.***



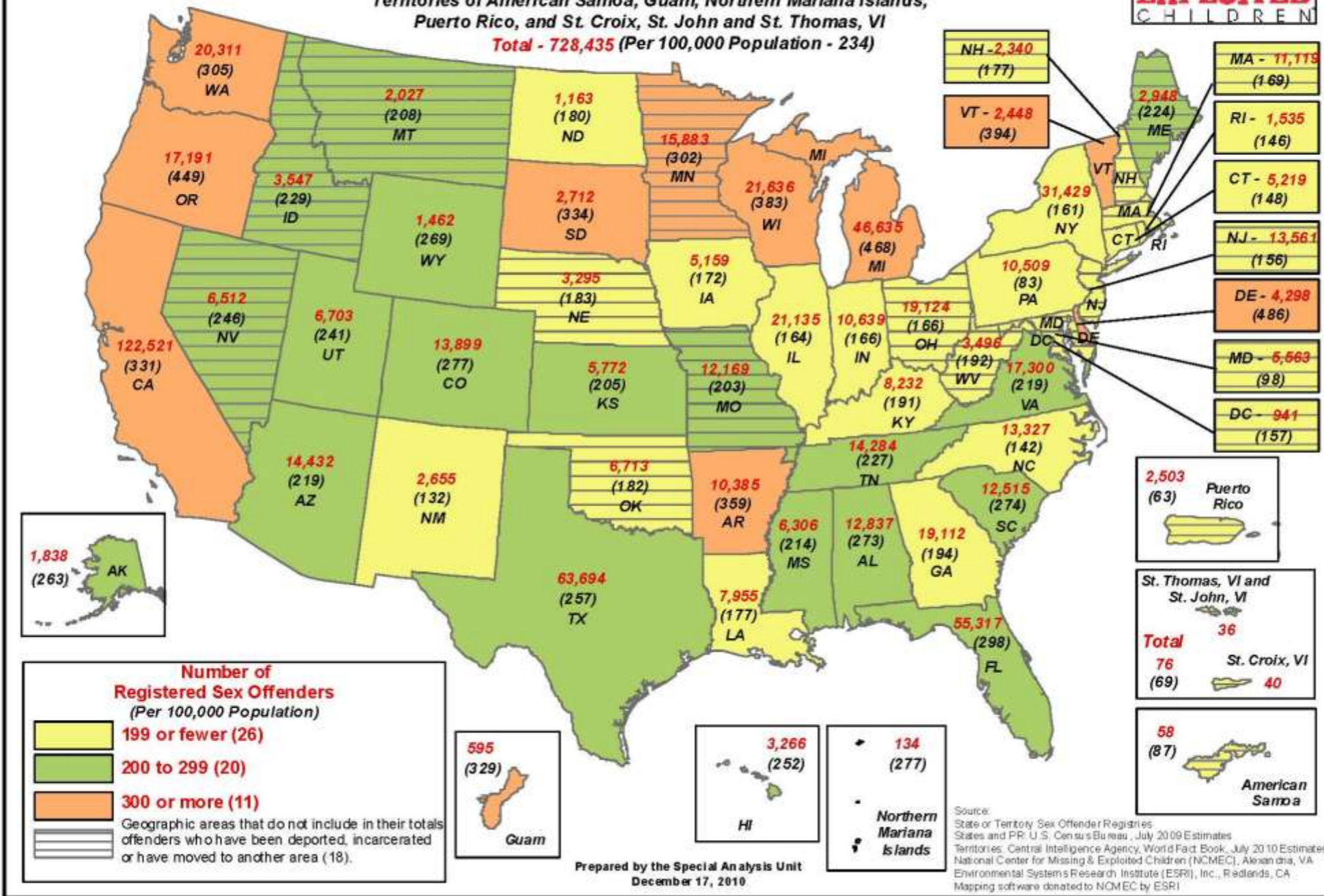
# Sex Offender Stats



- There are over 728,000 registered sex offenders in the U.S. (Over 30,000 are female offenders)
- The average pedophile/sex offender molests over 137 children in their lifetime. (A 1994 National Institute of Health survey of 453 pedophiles, conducted by Dr. Gene Abel, showed these criminals were collectively responsible for the molestation of over 67,000 children. That's an average of 148 children per individual pedophile.)
- 28%-40% are absconders (move without notice)
- They lure their victims by establishing trust or a trusted position i.e. pastor, church organist, youth leader, counselor, mentor, etc.

# REGISTERED SEX OFFENDERS IN THE UNITED STATES PER 100,000 POPULATION

Including the District of Columbia and  
Territories of American Samoa, Guam, Northern Mariana Islands,  
Puerto Rico, and St. Croix, St. John and St. Thomas, VI  
**Total - 728,435 (Per 100,000 Population - 234)**



**Number of Registered Sex Offenders (Per 100,000 Population)**

- 199 or fewer (26)
- 200 to 299 (20)
- 300 or more (11)

Geographic areas that do not include in their totals offenders who have been deported, incarcerated or have moved to another area (18).

Source: State or Territory Sex Offender Registries; States and PR: U.S. Census Bureau, July 2009 Estimates; Territories: Central Intelligence Agency, World Fact Book, July 2010 Estimates; National Center for Missing & Exploited Children (NCMEC), Alexandria, VA; Environmental Systems Research Institute (ESRI), Inc., Redlands, CA; Mapping software donated to NCMEC by ESRI

Prepared by the Special Analysis Unit  
December 17, 2010

# Is fingerprinting best?

- Are fingerprints necessary? Pros and Cons  
60% of arrests actually get fingerprinted
- National Criminal Database? Pros and Cons  
Based on Name and DOB match
- State and County searches vs. National database and index searches (primary name and aliases)
- What about Driving Records, Credit Reports, Identity Verification, Education Verifications, Professional License, Previous Employment, References? We can do it all!

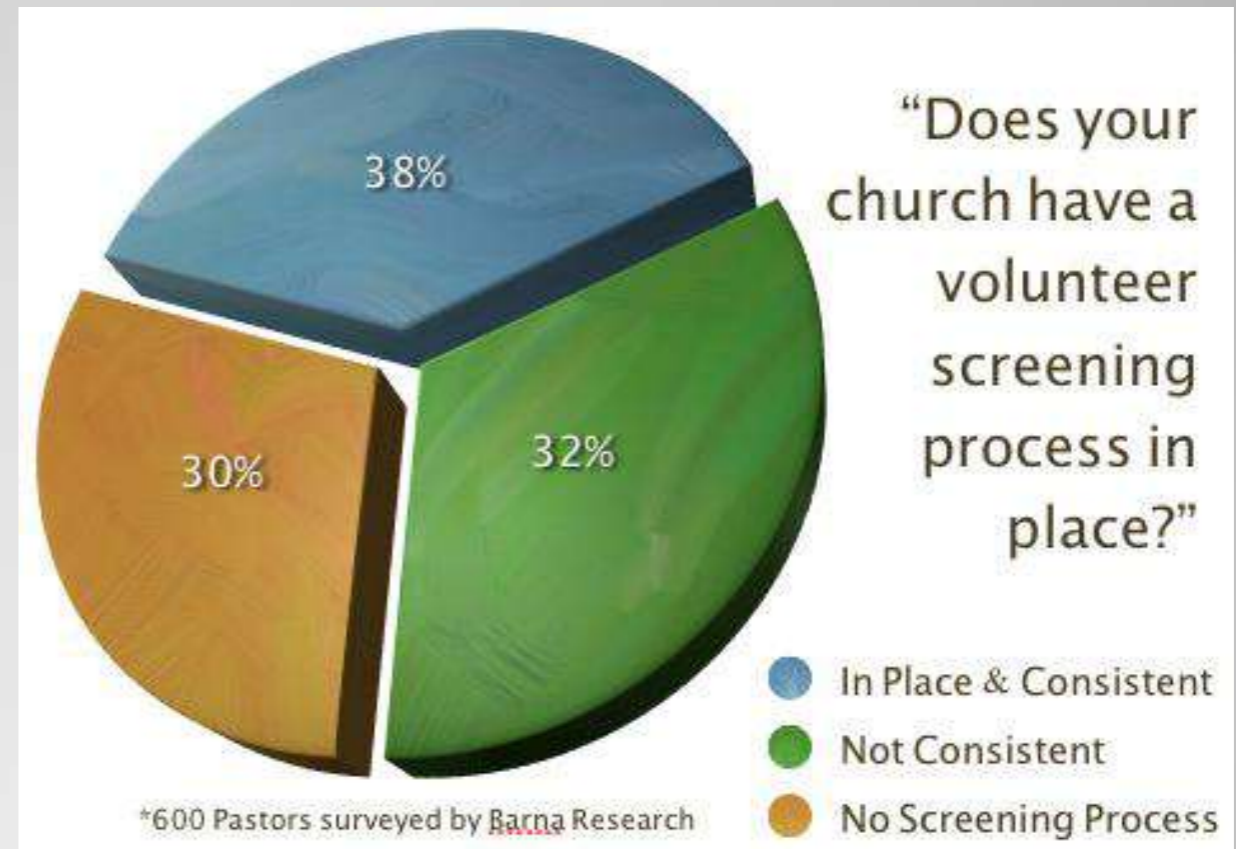


# Who should we screen?

- Any adult volunteer, staff or administrator that interacts with or has access to kids.
- Start with the leadership to show buy-in from the beginning
- **Implementation is key – due diligence is *your* responsibility!**

# Protection Policies

- Schools **NEED** to rethink their Child Protection Plans
- Background Check Policies **NEED** to be an integral part of the overall plan
- Details of what services need to be ordered by position
  - Administrators
  - Teachers
  - Parent Volunteers
  - Chaperones
  - Janitorial
  - Contractors
- How often do you reorder?
- What crimes are not allowable???



# Typical searches for Staff and Volunteers

## *Minimum Criminal Search Criteria:*

- **Always conduct a National Level Search** as your starting point in your due diligence
- Verify Social Security Number to help positively identify your applicant and any other names and addresses they may have used. Screen all names used over the past 7 years – at a minimum.
- Add a County Courthouse or State Criminal Repository Search covering addresses over the past 7-10 years

# Administrators' Searches

- National Database Criminal Search (Safety Net)
- National Sex Offender Search
- SSN Trace
- Name & Address History
- Alias Names
- County Courthouse Search (past 7-10 years)
  - State Repository when available
- Federal Courts Search
- Education Verification (higher education – BA, MBA, Phd, MDiv)
- Employment Verification and References
- MVR – Driving History
- Credit Report (when applicable)
- Child Abuse Awareness Online Training Class

# Teachers

- National Database Criminal Search (Safety Net)
- National Sex Offender Search
- SSN Trace
- Name & Address History
- Alias Names
- County Courthouse Search (past 7-10 years)
  - State Repository when available
- Federal Courts Search - optional
- Education Verification (higher education – BA, MBA, Phd, Mdiv)
- Employment Verification and References
- Child Abuse Awareness Online Training Class

# Volunteers with Kids

- National Database Criminal Search (Safety Net)
- National Sex Offender Search
- SSN Trace
- Name & Address History
- Alias Names
- County Courthouse Search (past 7-10 years)
  - or State Repository when available
- Child Abuse Awareness Online Training Class

# Chaperones or Overnight Trips

- National Database Criminal Search (Safety Net)
- National Sex Offender Search
- SSN Trace
- Name & Address History
- Alias Names
- County Courthouse Search (past 7-10 years)  
-or State Repository when available
- MVR – Driving History
- Child Abuse Awareness Online Training Class

# Janitorial or Contractors

- National Database Criminal Search (Safety Net)
- National Sex Offender Search
- SSN Trace
- Name & Address History
- Alias Names
- County Courthouse Search (past 7-10 years)
  - State Repository when available
- Federal Courts Search - optional

# What is Negligent Hiring and Negligent Retention?

In a nutshell, negligent hiring is the failure to use reasonable care in the employment selection process. And the key, of course, is the phrase "reasonable care" and the consequences for failing to use it!

- Negligent supervision
- Negligent hiring
- Negligent retention
- Inadequate security

*Staff and Volunteers are treated the same in the eyes of the law.*

# Signing up for Service with SecureSearch

We have NO Set-up Fees, NO Contract Terms and NO Minimums!

To Find Out More:

Call us: 866-891-1954

Email: [Info@securesearchpro.com](mailto:Info@securesearchpro.com)

Be Sure to Mention *Precept* to receive our specially negotiated rates



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