



PARTNERING FOR PREVENTION

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Supervision of Clergy Offenders

Notes of a Presentation by Mary Wells, Canada

Guidelines for reintegration into ministry of persons found to have committed sexual misconduct

1. No person convicted of a sexual offence in a criminal proceeding may ever return to active ministry.
2. Where a person has been acquitted in the civil courts, the church must conduct an internal investigation. The church must follow a policy of weighing the findings of that investigation with a lower standard of proof than a criminal court. The primary focus of the investigation and determination shall be on the safety of children, youth and vulnerable persons. No person deemed by the investigation to pose a risk to children, youth or vulnerable persons after this investigation may be assigned to active ministry.
3. It may be possible to reintegrate a minister who has been found in a church misconduct response procedure to have committed harassment or sexual exploitation of an adult. Any reintegration process will be under the authority of the Canon Pastor. The minimum conditions for reintegration are as follows:
 - The offender must have attended treatment that focuses on the offending behaviour.
 - The offender must continue in treatment for at least one year after commencing active ministry and give consent to therapist to provide reports to the leadership of the new ministry of any indications of relapse, or risk of relapse into offending behaviour.
 - The therapist must provide a letter to the leadership of the new ministry stating that the offender has taken full responsibility for the offence, without minimizing or blaming others or the victim, and that the offender is able to recognize and avoid the circumstance where he / she is at risk for offending and can identify preventive measures.
 - The offender must provide a letter stating the same as above and stipulating situations that may elevate their risk for re-offense and preventive steps they will take to avoid risk.
 - The offender must agree in writing to disclosure of the finding of misconduct to the leadership and full membership of the ministry before commencing active ministry.

- The offender must agree to not partake in any one -on-one ministry for at least one year.
 - The offender must agree to close supervision by a person trained in the dynamics of abuse and offender behaviour patterns, including reporting to the supervisor of his / her whereabouts and activities.
4. The leadership in the new ministry must agree to provide disclosure to the membership of the ministry before the offender commences active ministry. They must disclose to the membership the terms of the offender's return including the fact that he/she will be under supervision, the name of the supervisor, and other conditions.
 5. The leadership in the ministry must ascertain that there is consensus among member of the ministry that is agreeable to accepting the reintegrating minister.
 6. The leadership in the new ministry must agree to the authority of the Canon Pastor and agree in writing to inform the Canon Pastor of any deviance by the offender from the conditions of the return.
 7. The Canon Pastor must conduct a review at the end of the first year and provide direction as to any continuance of conditions.