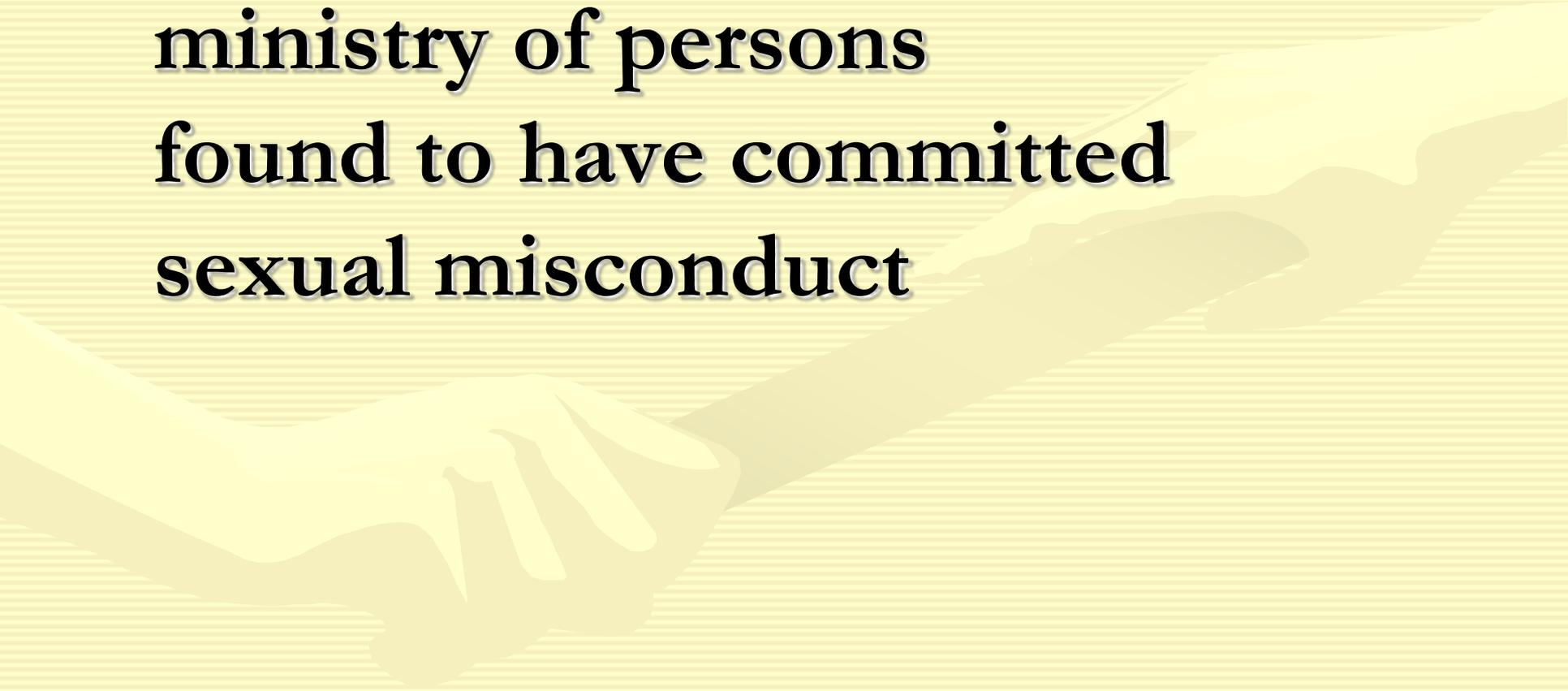


**Guidelines for reintegration into
ministry of persons
found to have committed
sexual misconduct**



Justice Making Principles

- Truth telling
- Acknowledging the violation
- Compassion
- Protecting the vulnerable
- Accountability
- Restitution
- Vindication

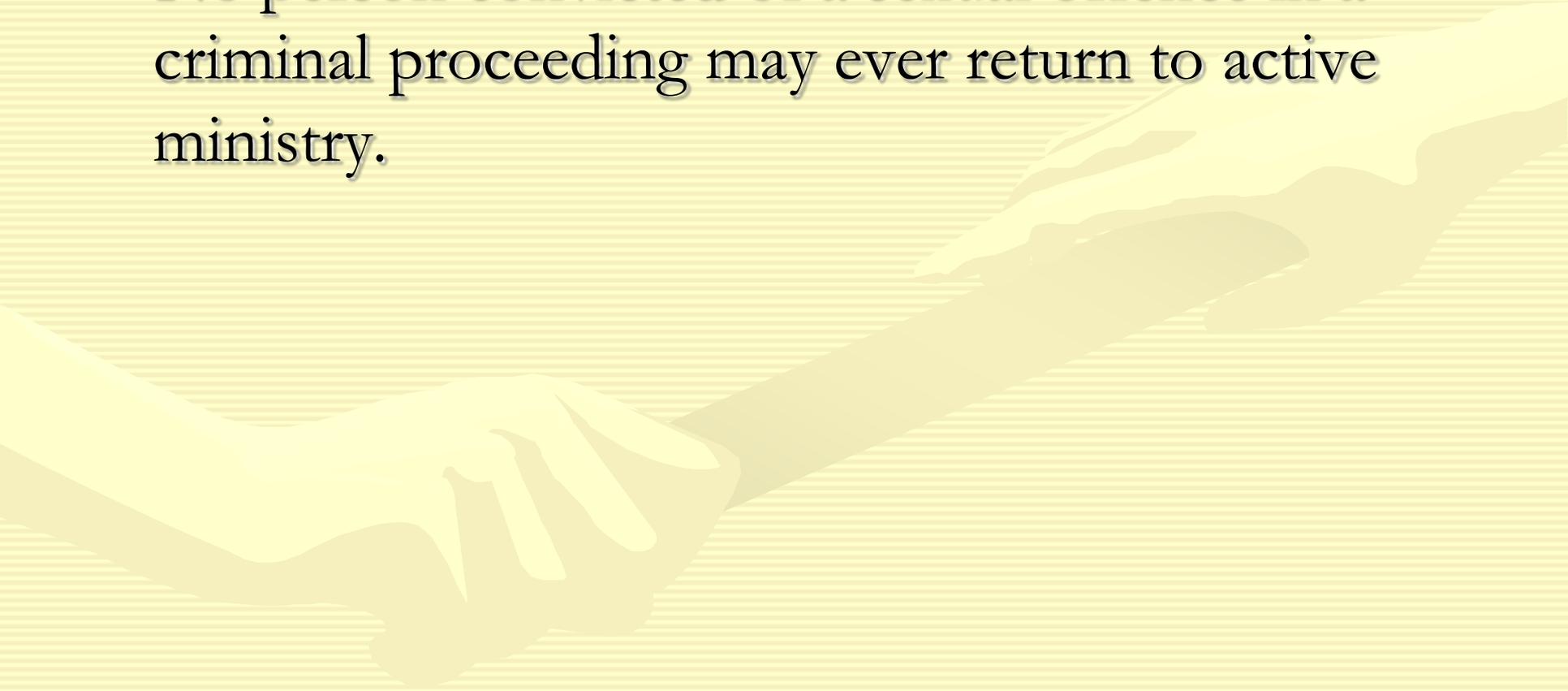
Marie Fortune, June 2011

Offenders and Congregations

- Hazards and land mines: “So this is in the past, he’s had his punishment”.
- Congregations that want to forgive and forget.
- Congregations that do not understand potential for re-offense.
- Offenders resistance to supervision.

Reintegration into ministry, offenders against children and youth

- No person convicted of a sexual offence in a criminal proceeding may ever return to active ministry.



Reintegration into ministry

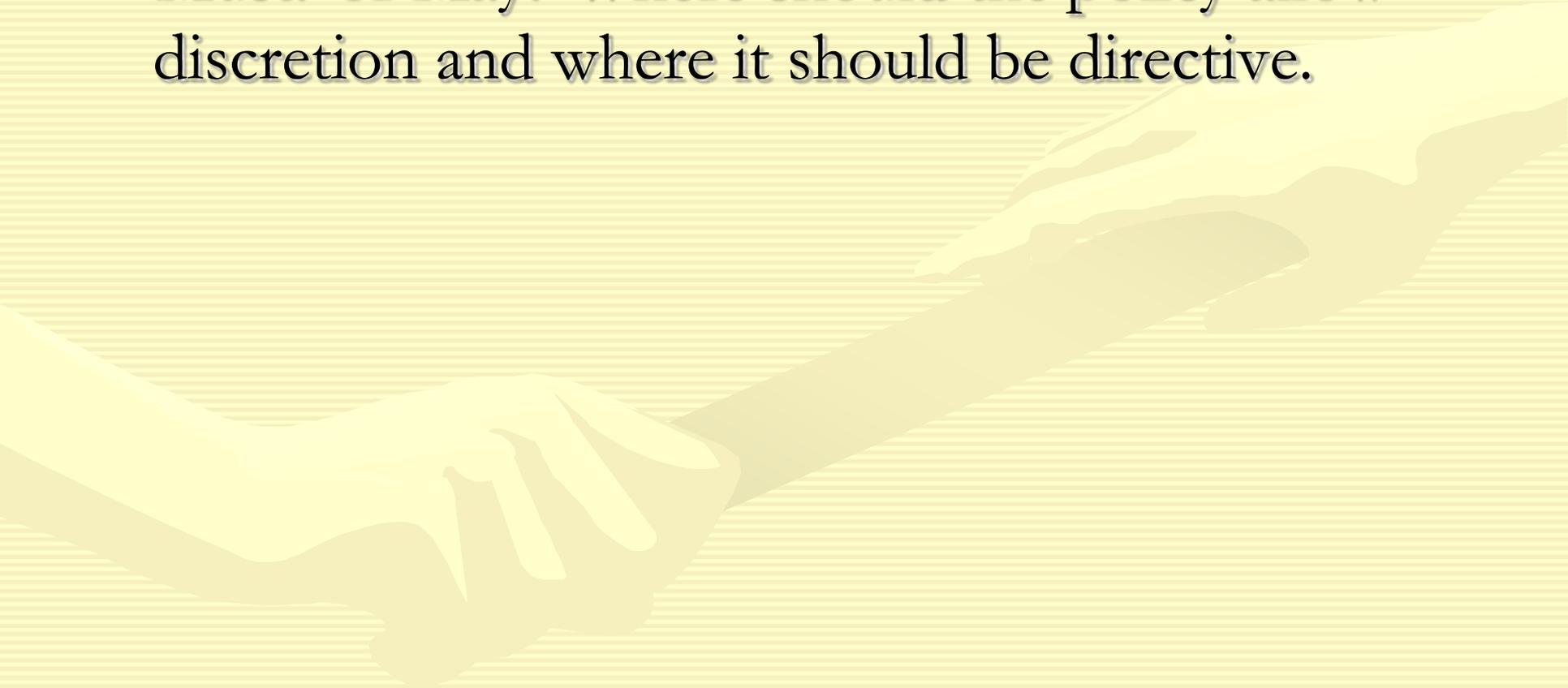
- Where a person has been acquitted in the civil courts, the church must conduct an internal investigation.
- The church must follow a policy of weighing the findings of that investigation with a lower standard of proof than a criminal court.

Reintegration into ministry

- 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.

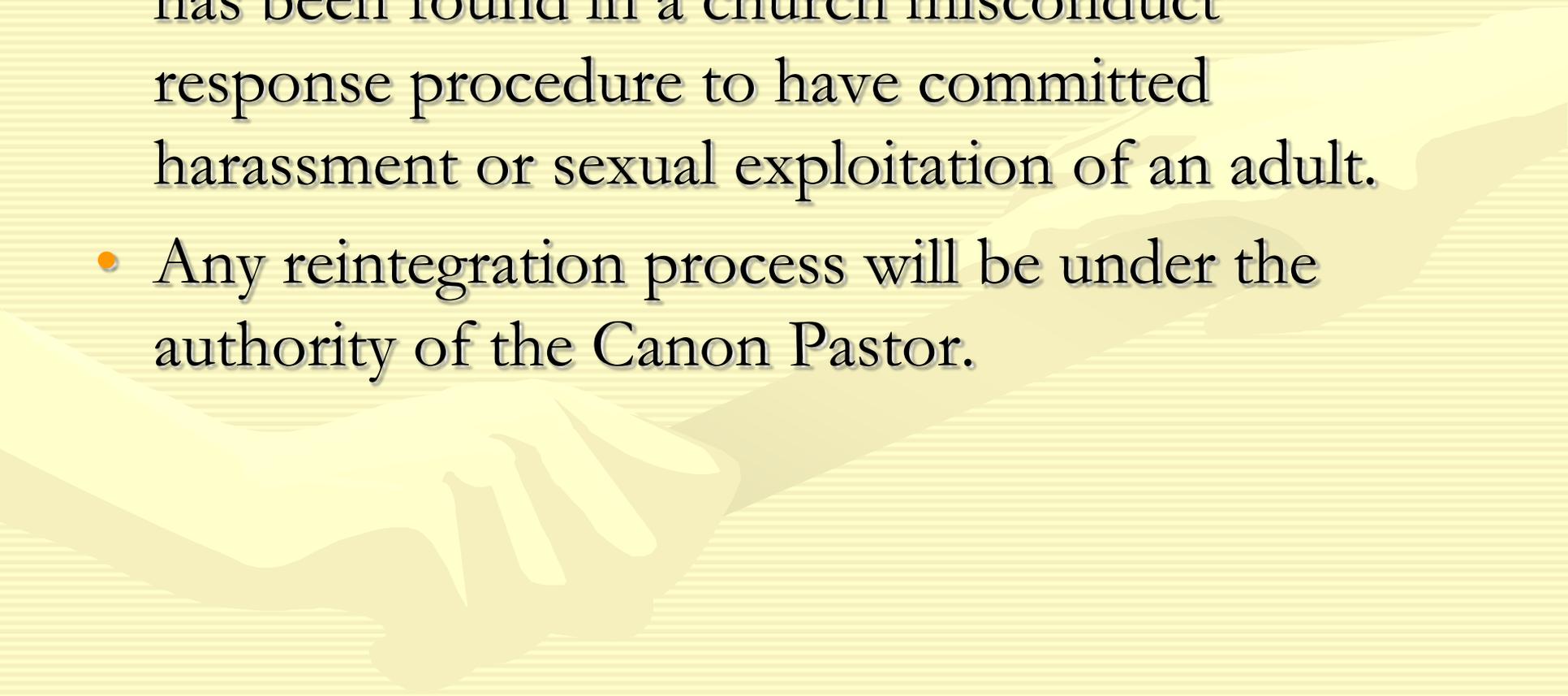
Discussion

- Must? or May? Where should the policy allow discretion and where it should be directive.



Reintegration into ministry, offenders with adults

- 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.



Differential diagnosis and risk for re-offense

- Wanderers versus predators.

(Thanks to Marie Fortune for developing this analysis.)

- Pedophiles and regressed (situational) offenders: the slippery slope.

Minimum conditions for reintegration of an offender

- 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 of any indications of relapse, or risk of relapse into offending behaviour.

Reintegration into ministry

- 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.

Reintegration into 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.



Reintegration into ministry

- 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.

Reintegration of offenders

- Annual review for five years.
- Canon pastor in consultation with the Bishop the determine frequency of review after five years.

