

# Managing Convicted Sex Offenders

## 1. Purpose

To ensure the safety of children, youth, and vulnerable individuals in our congregation.

This guidance reflects our values of compassion, accountability, and covenantal community. It supports our commitment to creating a safe, welcoming, and just space for all—especially the most vulnerable among us. It also clarifies the boundaries necessary when individuals with a history of sexual offenses seek involvement in the life of the church.

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## 2. Organizational Guidance

Foothills Unitarian Church does not permit individuals known to have criminal charges pending, have pled guilty to, or been convicted of child sexual or physical abuse, or those listed as sex offenders, to work with or supervise children or youth.

If it becomes known that an individual with a history of sexual offenses is attending or seeks to participate in church activities, the following steps must be followed:

### Initial Steps

- The Minister will:
  - Check the local sex offender registry.
  - Meet with the individual to discuss the nature of the concern.
- The individual will be asked to sign a **Consent to Consult Treatment Provider** form (see [Attachment #4](#)) to permit contact with:
  - Their current sex offender treatment provider and/or therapist.
  - Their parole or probation officer (if applicable).
- These professionals will be asked to provide:
  - An assessment of the individual's risk to re-offend.

- Recommendations on any additional restrictions beyond the Limited Access Agreement.
- The individual may also be required to undergo a new professional assessment with a qualified therapist specializing in sex offender treatment.

## If the Individual Refuses Cooperation

- If the individual refuses to:
  - Sign the consent form,
  - Allow contact with professionals,
  - Or complete an assessment,Then the church may deny them access to all congregational activities and property.

## Based on the Professional Assessment

- **Low Risk / Successfully in Treatment:**
  - The Minister and/or Director of Family Ministry (DFM) will create a **Limited Access Agreement** that defines the terms of participation in the life of the congregation.
- **High Risk:**
  - The individual will be denied participation in the congregation until treatment professionals confirm a reduced risk of reoffending.

## Limited Access Agreement Expectations

- All individuals with past sexual offense histories must sign a **Limited Access Agreement** prior to participation.
- In some cases, the agreement must be renewed annually.
- Refusal to sign results in denial of access to all congregation functions and church property.

## Communication to the Congregation

- The decision about how and whether to inform the congregation of the presence of a known sex offender will be made by:
  - The President of the Board,
  - In consultation with the Minister, the Board of Trustees, and the Director of Family Ministry.

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# 3. Related Content

# Bylaws and Policies

*This guidance interprets or implements the following:*

- [3.2.3.2 Protection of Children and Vulnerable Adults](#)

## Organizational Guidances & SOPs

*This guidance is related to or informs the following documents:*

- [SOP:Creating A Limited Access Agreement](#)

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## 4. Revision History

- Updated by **Rev. Sean Neil-Barron** on March 28th, 2025

### Previous Version

Adults, youth, and children who are known to have criminal charges pending or pled guilty to or have been convicted of either child sexual or physical abuse, or as a sex offender, will not be allowed to work with children or youth. If it becomes known that a convicted sex offender is attending the church or any church activities, the following steps shall be taken.

1. The Minister will check the local sex offender registry and meet with the individual to discuss the concerns that have been raised.
2. The individual will be asked to sign a release form Consent to Consult Treatment Provider (attached #4) so that the Minister can contact his/her sex offender treatment provider and/or current therapist, as well as the person's parole officer. The therapist and the parole officer will be asked for their professional assessment of the likelihood that the sex offender will re=offend and whether additional restrictions beyond the standard Limited Access Agreement ought to be placed on the person's participation. The individual may also be asked to go for a professional assessment with a therapist who specializes in working with sex offenders. If the offender refuses permission to contact the therapist or refuses to go for an assessment, the congregation may refuse participation in any congregational activity.
3. If the assessment indicates that the person has completed or is participating successfully in treatment and is not at high risk for recidivism, the DFM and/or Minister (s) will develop a Limited Access Agreement. If the Professional assessment indicates that the person is at high risk for re-offending, the person will be denied involvement

in the faith community until treatment is successful at reducing the risk.

4. All persons with past histories of sexual offenses will be asked to sign a Limited Access Agreement. Upon entry into the congregation and depending on the circumstances, the person may be asked to sign one annually. If the offender refuses to do so, he/she may then be denied access to congregation functions and church property. The President of the Board, in consultation with the board, the Minister, and the DRE will determine how information about the presence of a convicted sex offender will be communicated to the congregation.

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Revision #10

Created 2025-03-28 17:16:02 CET by Rev. Sean Neil-Barron

Updated 2026-05-27 18:09:07 CEST by Rev. Sean Neil-Barron