



Helping Churches Safely Include & Shepherd Individuals with Sexual Offense Histories

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**GOD OUR
PROVIDER**

Phil 4:19 And my God will meet all your needs according to his riches in glory in Christ Jesus.

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WELCOMING & WISE

HELPING FAITH COMMUNITIES AND FAITH-BASED ORGANIZATIONS
NAVIGATE INCLUSION, SAFETY, AND REINTEGRATION

SPECIFICALLY FOR INDIVIDUALS WITH SEXUAL OFFENSE HISTORIES OR SEXUAL BEHAVIOR PROBLEMS

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DISCH
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WHY THIS TOPIC IS SO HARD

- Fear of harm
- Fear of liability
- Fear of getting it wrong
- Fear of public fallout

THE TENSION
FAITH-BASED
ORGANIZATIONS
LIVE IN



Protect the vulnerable



Live out values of
redemption, dignity, and
restoration

TWO COMMON (AND PROBLEMATIC) EXTREMES

Blanket
exclusion



Unstructured
inclusion

Both
increase risk

WHAT THIS SESSION IS (AND ISN'T)

This IS:

- Education grounded in research
- A framework for wise decision-making
- Translation between treatment realities and faith settings

This is NOT:

- A sermon
- Legal advice
- A DIY policy workshop



UNDERSTANDING THE POPULATION



Contact vs.
non-
contact

Minors vs.
adults

Power-
based
misconduct

Legal
variation

“SEXUAL
OFFENSE” IS
NOT ONE
THING

WHAT THE REGISTRY TELLS YOU (AND DOESN'T)

Tells you:

- Legal status
- Reporting requirements

Does **NOT** tell you:

- Current risk
- Treatment engagement
- Stability
- Protective factors

WHY FAITH SETTINGS ARE UNIQUE

- Built-in trust
- Informal access
- Volunteer-heavy
- Strong moral language

Faith...



RISK & PROTECTIVE FACTORS



Risk changes based on:

- Environment
- Structure
- Support
- Accountability

RISK IS NOT STATIC

TOP RISK FACTORS FOR REOFFENSE



Unstable housing



Unstable
employment



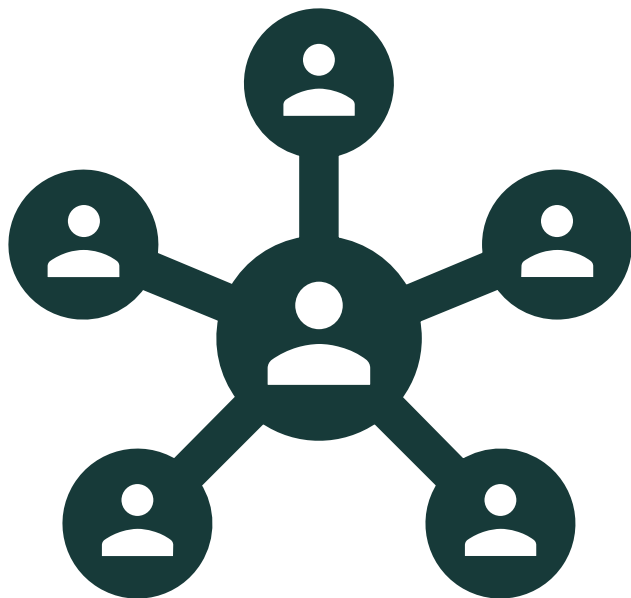
Social isolation

WHERE FAITH-BASED ORGANIZATIONS MATTER MOST

You may not control housing or jobs

But you directly influence isolation and connection

PROTECTIVE FACTORS YOU CAN INFLUENCE



- Pro-social relationships
- Consistent expectations
- Structured participation
- Meaningful (appropriate) roles

A HARD TRUTH

- Shame increases risk
- Structure reduces risk

(This is not a moral claim. It's a clinical one.)

ACCOUNTABILITY VS. SHAME

Shame looks like:

- Public exposure
- Forced testimony
- Informal surveillance

Accountability looks like:

- Clear expectations
- Private oversight
- Consistent follow-through



MYTHS THAT DRIVE BAD DECISIONS



THE “FRIGHTENING AND HIGH” MYTH

- Widely believed
- Poorly sourced
- Still shaping decisions

WHAT THE RESEARCH SHOWS

Sexual reoffense rates are relatively low



Most people do not reoffend



Risk is highest without stability and oversight

WHY MYTHS ARE DANGEROUS

They push organizations toward:

- **Overreaction**
- **Performative safety**
- **False reassurance**

THE WELCOMING & WISE FRAMEWORK

Educate → Structure → Integrate

(Simple. Repeatable. Defensible.)

PHASE I:
EDUCATE

Myths vs. facts

Risk realities

Trauma awareness

Leadership alignment

PHASE 2: STRUCTURE



Written expectations



Participation boundaries



Oversight roles



Clear response pathways

PHASE 3: INTEGRATE



THOUGHTFUL
PARTICIPATION



COMMUNICATION
STRATEGIES



ONGOING REVIEW



ADJUSTMENT
OVER TIME

INCLUSION ≠ ACCESS

Inclusion means:

- Belonging
- Dignity
- Participation *within limits*

Access means:

- Unrestricted movement
- Unmonitored roles

These are not the same.



WHEN THINGS GO WRONG



No written
framework

One
person
carrying
the risk

Silence
instead of
clarity

Reacting
instead of
planning

COMMON
FAILURE
POINTS

WHAT BOARDS AND STAKEHOLDERS FEAR MOST

-
- Children being harmed
 - Being blamed
 - Being sued
 - Being exposed publicly



WHAT IT LOOKS LIKE TO WORK WITH ME



WHAT ORGANIZATIONS SAY BEFORE CALLING

- “We’re not sure what’s appropriate.”
- “Our board is nervous.”
- “We want to do this right.”

AFTER THE WORK BEGINS



CLEAR ROLES



SHARED
RESPONSIBILITY



REDUCED
PANIC



INCREASED
CONFIDENCE

HOW I HELP (HIGH-LEVEL)



Education &
training



Risk-informed
structure



Policy & covenant
development



Ongoing
consultation

WHO THIS WORK IS FOR

- Churches
- Faith-based reintegration orgs
- Housing ministries
- Mentorship programs
- Boards and leadership teams

YOU DON'T HAVE TO CHOOSE



Safety and dignity



Accountability and
compassion

A QUESTION TO TAKE BACK

WHERE ARE WE RELYING ON
GOOD INTENTIONS INSTEAD
OF STRUCTURE?

LET'S TALK

- Disch Consulting | Welcoming & Wise
- Schedule a consultation
- Email: Ronda@DischConsulting.com

