



Catholic
Church
of Montreal

Responsible Pastoral Ministry Pilot Parishes

St¹- François de Montmorency - Laval

Secretariat: 231 rue des Sables
Laval (Quebec) H7G 3V9

Tel.: 450-669-0909

Fax: 450-669-5270

benevoles@pfdl.org

www.pfdl.org

Two churches:

- St. Louis de Montfort church
- St. Gilles church



Some interesting numbers:

Employees: 6

Contract workers: 3

Volunteers: 80

Children enrolled in catechetical formation: about 170

¹ The official name of the parish is still "Blessed". There no change yet on official files and documents from the archdiocese or the government.



Steps taken

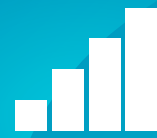
Getting familiar - getting prepared – getting going

- The nomination of a parish coordinator and of a voluntary assistant.
- The introduction of the Responsible Pastoral Ministry Policy to Church wardens and to members of the PPC by the diocesan coordinator on June 18, 2017, and to parish volunteers on October 18, 2017.
- The creation of a Directory of human resources (of paid staff and volunteers) working at Saint-François-de-Laval. Jobs were classified according to positions.
- The creation of an email address for communications and information sharing related to Responsible Pastoral Ministry, as of January 2019: benevoles@pfdl.org
- The creation of job descriptions according to risk assessment, in consultation with the people in charge; this is an ongoing process. The descriptions were established according to the diocesan Responsible Pastoral Ministry guide indicators, based on the diocese of Toronto.
- The beginning of the individual meeting process between the people in charge in the parish and each volunteer and paid staff, as of January 2019. This will be an ongoing process in the following months.



Challenges that were faced

- The implementation of a screening process requires time and various human, financial and material resources, which are already quite limited. It becomes a real challenge for the people involved in the implementation and the follow-up to stay committed in a consistent manner.
- The evaluation and supervision involved in the screening process require discipline, as well as supportive listening and a very sensitive pastoral approach in order to protect reliability and retention of resources.
- The program implementation brings a cultural change in the life of the parish and the management of human resources (volunteers and paid staff).
- Organizing the physical space in the presbytery, in order to secure file storage to ensure confidentiality of the responsible pastoral ministry files, was a challenge.



Achievements

- The implementation of the Responsible Pastoral Ministry enables us to update our volunteers and paid staff database, and to look at best practices for safe management of personnel.
- The introduction of a task force made of actors that are involved and qualified.
- The adoption of a work methodology by “priority group” according to risk assessment in order to improve risk management.
- This exercise is a privileged opportunity to share information, ways to teach expected attitudes and appropriate ethical codes of conduct.