



Catholic  
Church  
of Montreal

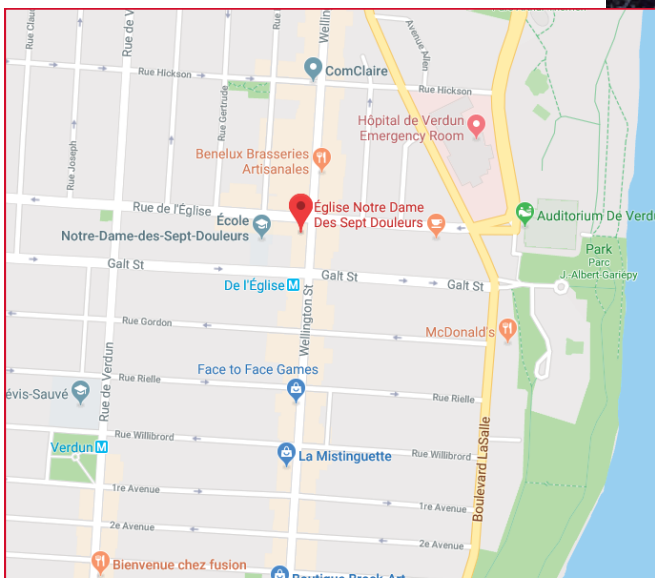
## Responsible Pastoral Ministry Pilot Parishes

### Notre-Dame-de-la Trinité

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### Some interesting numbers

Parishioners: 475

Permanent employees: 7

Regular casual workers: 3

Volunteers: 75

Children registered for catechetical programs in  
2018-2019: 42

Adults registered in preparatory programs for  
Baptism and/or Confirmation: 12



### Steps taken

*Getting familiar - getting prepared – getting going*

- The parish priest has named a parish coordinator responsible for pastoral activity, and an assistant.
- The parish initiated implementation of the diocesan policy in spring, 2017, after a training was provided by the diocesan coordinator from the Responsible Pastoral Ministry.
- An organigram was established depicting the entire range of volunteer and paid positions that involve a discharge of responsibility.
- The list of individuals who occupied these voluntary or paid positions was compiled.
- A clear description for each position was established based on models furnished by the diocesan guide of the Responsible Pastoral Ministry and by the Diocese of Toronto, as well as help from several interviews conducted with the persons concerned.
- A risk assessment associated with each position was carried out in the presence of the parish priest, the parish coordinator from the Responsible Pastoral Ministry, his assistant, as well as the diocesan coordinator.
- The implementation process is underway and will continue in the coming months

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### Challenges that were faced

- The diocesan policy of the Responsible Pastoral Ministry may well prove to be a process that is demanding bureaucratically and in terms of the requisite competencies and respect for procedures, while significant with regard to the importance of protecting persons who are underage, and/or vulnerable, and of safeguarding the stature and reputation of persons involved in the Church.
- The process requires pastoral attitudes that entail listening, understanding, and solicitude toward all persons concerned.
- The continued application of this policy will surely lead to a necessary examination of the legislative, professional and financial aspects of the process.
- A certain period of adaptation will be necessary for the establishment of this policy.
- Everyone recognizes the importance of the work around protection. The main difficulty arises from a sense of wanting to foresee all possible circumstances, yet, with even the slightest action, finding oneself with a lot of reports and forms to fill out.

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### Achievements

- All the positions have been divided according to five domains: Administration, Liturgy, Education in the faith, Communications, and Youth Ministry.
- Following presentation of the dossier to the Parish Council of the Responsible Pastoral Ministry in winter, 2018, a referee from each of the domains was trained on the procedure to follow for integrating the responsible pastoral directors into their respective domains.
- In 2019, an implementation process will be pursued regarding the assistant positions (e.g. readers, altar servers, choir members, etc.) for those charged with responsibilities, and in 2020, a more general process for the full-time or casual positions involving, e.g., food drives, open house over the summer, special Eucharistic celebrations, and the like.

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