



Catholic
Church
of Montreal

Responsible Pastoral Ministry Pilot Parishes

Saint-Théophile

6000, 31 e Avenue
Laval-Ouest QC H7R 3N1

Tel: (450) 627-2521
saint-theophile@videotron.ca

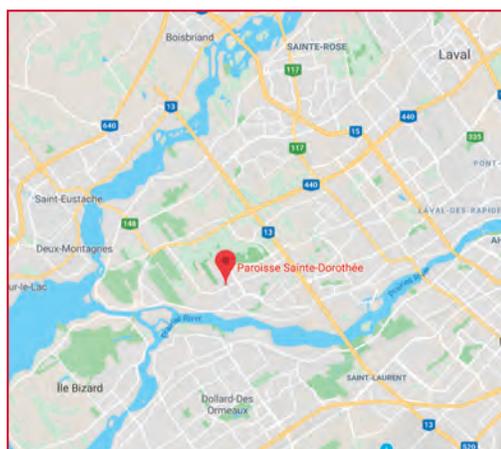


Sainte-Dorothée

655, rue Principale
Sainte-Dorothée
Laval QC H7X 1E2

Tel: (450) 689-1291
sainte-dorothee@videotron.ca

Sainte-Dorothée church
Notre-Dame-de-l'Espérance church
Saint-Jean-Gualbert church



Some interesting numbers

Parishioners: about 19 000 families

Employees: 9

Volunteers: about 100

Children enrolled in catechetical formation: about 300



"We are confident that putting "Responsible Pastoral Ministry" into practice will bring many blessings to our communities: security, credibility and freedom. It will take some work... but it will be well worth it!"

André Tiphane, priest and pastor
January 16, 2018



Catholic
Church
of Montreal

Steps taken

Getting familiar - getting prepared - getting going

- A volunteer was chosen to coordinate implementing the policy.
- The parish personnel were informed and their feedback was requested, which was generally favorable. The more time we took to present the benefits and the reasons behind implementing these measures, the more people approved of the policy.
- A list was made of all volunteer and paid positions, detailing and describing those positions while either adapting the existing descriptions or creating new ones.
- The position descriptions were revised in a working group (pastor with parish and diocesan coordinators) while analysing the risk associated with each position.
- All those who occupy high risk positions were met individually.
- A second volunteer with experience in human resources was found to help the parish coordinator carry out these meetings.
- The code of ethics and behaviour was put into practice.



Challenges that were faced

- The work was substantial and tedious, but necessary.
- Minor concerns were expressed but taking the time to listen and explain helped to ease those concerns.
- The supervision and evaluation took a lot of discipline and follow-up, especially with limited human and material resources.



Achievements

- Descriptions were drawn up for all positions and functions.
- Screening measures were integrated into all of our procedures: recruiting, hiring, task descriptions...
- Conforming our practices and our conduct toward those who are vulnerable was executed according to the standards required.
- A strong collaboration with the diocesan service for Responsible Pastoral Ministry was put into place at each step of the process.
- 40 people, including members of the clergy, agreed to police background checks.