



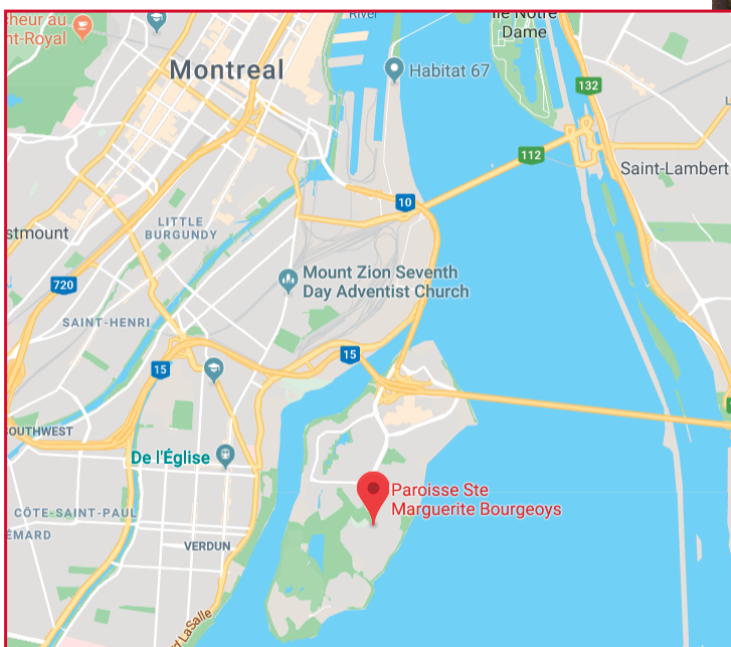
Catholic
Church
of Montreal

Responsible Pastoral Ministry Pilot Parishes

Sainte-Marguerite-Bourgeoys

286, rue Elgar Île-des-Soeurs
Montreal QC H3E 1C9

Tel.: (514) 766-0234
smb@bellnet.ca



Some interesting numbers

Parishioners: Over 400 active families

Employees: 2

Contract personnel: 2

Volunteers: 100



Steps taken

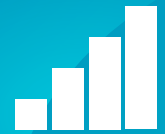
Getting familiar - getting prepared – getting going

- The parish fabrique named Mme Andrée Martel as parish director of Responsible Pastoral Ministry when the diocese officially launched the policy.
- Two information sessions facilitated by the diocesan coordinator took place with the parish directors, paid staff and several volunteers.
- An organizational chart of all parish services was drawn up by the pastor and the parish directors to demonstrate the hierarchical links between the positions.
- A security plan was put into place: adding windows to catechism class doors, creating a monitoring post during classes, badges to be worn by all catechists...
- Detailed descriptions were drawn up of all parish positions and a risk assessment was done for each position.



Challenges that were faced

- The template for the personal information form provided in the diocesan guide not apply to those who already hold positions in the parish, which constitutes 98% of the current personnel. It was necessary to adapt the information form before asking the staff to fill it in.
- The code of conduct proposed by the policy does not concretely define ways of dealing with people who suffer from mental disorders or people who are intoxicated...etc.



Achievements

- The new policy was very well received in the parish and all our volunteers and personnel showed a great deal of collaboration with the procedures that were implemented.
- Implementing this program provided an occasion for the parish to review and improve the structure of our services while making all procedures safer.
- This process allowed us to strengthen the ties between our volunteers and the parish.
- 30 people who occupy positions of elevated risk went through the complete screening process (excluding SASMAD).
- The low-risk positions which are occupied by 57 people will be dealt with soon.