

Strengthening the Caring Community:

(Parish Volunteer Screening Program)



Strengthening the Caring Community

Strengthening the Caring Community is a process designed to create and maintain a safe environment in our parishes.

Goals of Strengthening the Caring Community

- * To safeguard, in all respects, all those to whom we minister;
- * To support parish volunteers, employees and clergy and to preserve their safety, integrity and reputation; and
- * To ensure that we fulfill our duty and obligation as a faith community.

In short, at all times it is the protection and safety of the public, our volunteers, employees and clergy.

In our society today, organizations are responsible to establish and maintain a process to protect the public. This responsibility is moral, spiritual, and legal. Strengthening the Caring Community is not only the right thing to do, but it is legally required under the concept of "duty of care". Duty of Care is a legal principle that identifies the obligations of individuals and organizations to take reasonable measures to care for and protect those who participate in their programs.

Anyone is a potential victim but there are higher risk groups that include children, youth, elderly, and persons with disabilities, who have difficulty protecting her or himself from harm temporarily or permanently.

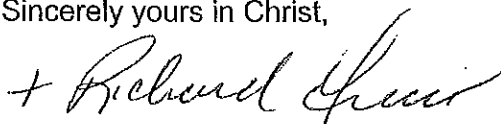
The implementation of the Strengthening the Caring Community provides the structure for a safer and more trusting community within the Diocese. Thanks to the many people who have worked to implement this program.

Such a program provides safety and security when it is implemented and maintained on an ongoing basis. As with many other organizations, the Diocese recognizes the need for such a program and is committed to providing safety and security to those we serve with our various ministries and for volunteers, employees, and clergy.

While the program was implemented in a relatively short period of time, it is important that we strive to make ongoing improvements to the program. The Diocesan Committee overseeing the program has conducted a series of meetings with the various zones of the Diocese to seek feedback on what is working with the Caring Community Program and what improvements can be made. As a result of the feedback received, and in consultation with myself, the Committee is moving forward with improvements.

It is crucial, now that the Program has been implemented, that it be maintained in all parishes of the Diocese to provide safety and security for those we serve, and for volunteers, employees, and clergy. Your ongoing support is appreciated as we strive to *Strengthen Our Caring Community*.

Sincerely yours in Christ,



Most Reverend Richard Grecco

The Selection Process

In order to Strengthen our Caring Community, the Diocese has adopted a process to select volunteers, employees and clergy who are reputable and respected within our communities to minister to parishioners

Ministries are considered general or high risk based upon the vulnerability of those served and the sensitive nature of the ministry. Examples of high risk ministries include religious education or ministering to people in their homes. Examples of general risk include lectors or choir.

The recruitment and selection process matches the interests, skills and commitment of volunteers to specific ministries.

When volunteers are recruited for a specific ministry, the selection and screening process is as follows, depending on whether the ministry is general or high risk:

General Risk Ministry Process	High Risk Ministry Process
Volunteer Information Form	Volunteer Information Form
Meet with Ministry Coordinator	Criminal Record Check
	Reference Checks
	Meet with Ministry Coordinator

When volunteers are approved, orientation to the specific duties are provided and the Ministry is under the supervision of a Ministry Coordinator.

*There are different gifts, but the same Spirit.
There are different ministries, but the same Lord.
(1 Cor. 12:4-5)*

Through the Sacrament of Baptism,
we are called to share our gifts
with one another and with the world.

Given the importance of this call from God,
it is essential that we, as a community,
do all we can to assure that the right gifts are shared
in the right way, at the right time, by the right people.

We fulfill our mission more effectively
when we make every effort to ensure a rich, strong,
vibrant, and safe community of faith.

Any concern about potential misconduct or abuse by a volunteer, employee, or clergy should be referred to the **Diocesan Misconduct Advisory Committee**. If the matter may involve a violation of the Criminal Code of Canada, the matter should be referred to the appropriate police agency.

The **Strengthening the Caring Community and Diocesan Misconduct Advisory Committee** Policies may be found at: www.dioceseofcharlottetown.com/about-the-diocese/strengthening-the-caring-community/

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September 2014