

On Going Steps



The backbone of all our ministries and outreach programmes is the many volunteer ministers who by their involvement answer their baptismal call, and who by their dedication and actions promote the Reign of God.

It is the responsibility of each faith community to ensure that volunteers are well equipped to carry out their ministries. For this reason *Called, Gifted & Sent* has an on-going component. The initial steps only serve to lay down a foundation for the vital work of supporting, forming, giving feedback to and appreciating our volunteers. Many faith communities already do an outstanding job providing this for their volunteers. This component ensures that faith communities stay committed to volunteers' development.

Steps for

New Volunteer Ministers

Once the initial steps with current volunteer ministers is complete, the Coordinating Team will develop a process for all new volunteer ministers.



This will include developing:

- Ministry Role Descriptions
- Appropriate Recruitment Processes
- Ministry Information Forms
- Checks (reference/police) *
- Interviews
- Formation & Preparation
- Feedback & Supervision Processes
- Support & Appreciation

* for those working with children, youth and vulnerable adults

Did you know....?

- Over 60,000 volunteer positions exist in the diocese which are filled by parishioners!!
- More than 2.9 million people in Ontario involve themselves in some form of volunteer activity each year



- Volunteers contribute an average of 162 hours every year.
- Almost three in four Canadians help people directly, by doing housework, driving someone to appointments or providing some other assistance
- 6.5 million Canadians volunteer every year
- Volunteers in Canada contribute 1.05 billion hours of their time yearly ~ the equivalent of 549,000 full-time jobs!

CONTACT INFORMATION

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Called, Gifted & Sent

“Equipping volunteer ministers while ensuring safe and caring communities of faith.”



Diocese of London

The “Called, Gifted & Sent” Initiative

My Dear Friends,

The *Called, Gifted & Sent* initiative which began in our diocese in the Fall of 2001 is a process by which

- we effectively invite, screen, prepare, nurture and support volunteer ministers
- we ensure the safety of vulnerable people in our faith communities to whom we minister.

It is due to the efforts of countless volunteers throughout the diocese that we can live out God’s call to proclaim the Gospel in our world. Volunteer ministers need support, formation, training, appreciation and feedback. My prayer is that they will receive what they need in order that they may continue to live out their Baptismal call and offer their gifts to our community.

It is the responsibility of the Church to ensure that those most vulnerable amongst us are cared for in a safe and caring way. Our commitment to *Called, Gifted & Sent* demonstrates that we will do our utmost to provide ministry in such an environment.

Let me take this opportunity to thank you for sharing your gifts, for your commitment to Christ and for your openness to this initiative.

Sincerely yours in Christ,

Most Rev. R. P. Fabbro, C.S.B
Bishop of London

Why Now?

Through our *baptism* we are *called* to share our *gifts* with one another and with the world. Given the importance of being *sent* by God, it is essential that we as a community do all we can to prepare ourselves for ministry.

Given the *reality of clustering* in our diocese, we have come to understand the significance that volunteer ministers are playing and will continue to play in all ministries. Volunteer ministers require appropriate preparation and formation. We are committed to your development.



We have a *duty of care* responsibility to ensure a *safe* and *caring* community of faith through proper matching of gifts, screening, preparation, support, and feedback of volunteer ministers. We need to foster a climate in which gifts are shared in the right way, at the right time, by the right people.

It is our *responsibility* to create relationships and environments where the most vulnerable (children, youth and vulnerable adults) feel safe and are cared for appropriately.

What will this mean for me?

Overall Goal

The overall goal of this initiative is to enhance the support, training and formation of our volunteer ministers and ensure the safety of vulnerable people.

First Steps

The first steps include gathering basic information on all our current volunteer ministers. While many volunteer organizations have much of this work already completed for many faith communities this will be the first time formal information on volunteers is collected.

The type of information that is required is related to your level of responsibility and authority. Those involved in high risk ministries (eg. working with children, youth, vulnerable adults) will be asked for more detailed information including a reference and a police records check.

Those working in other (non-high risk) ministries (eg. ushers, choir members, lectors) will be asked for basic information. All information will be held confidentially at the parish.



It is the responsibility of the Church to have accurate records on who is ministering on their behalf.

There are different gifts, but the same Spirit. There are different ministries, but the same Lord
