

# TRANSPARENCY & SAFETY PROCEDURES

*For St. Anthony of Padua Catholic Church*

- All volunteers, staff, and clergy over the age of 18 have been VIRTUS certified before being allowed to work or volunteer with minors and vulnerable adults. We have completed a VIRTUS audit in 2018 to ensure that all these adults are in compliance and have received the necessary recertification that is required every 3-5 years.
- All employees and clergy of the parish have been background checked before employment by St. Anthony of Padua.
- Within the past year a new Parish Leadership Team has been implemented made up of the pastor, a deacon, and 4 lay staff members. All decisions made at St. Anthony of Padua are cleared through this leadership team providing extensive input and transparency to parish procedures, reporting, and operations from the laity.
- The Pastoral Council, Finance Councils, and Stewardship Council are entirely run by lay members of our parish who are not employed by the parish and have term limits. These councils provide advisory and oversight to the pastor, clergy, and lay employees. Members of the parish staff cannot be members of these three councils.
- Staff and clergy receive ongoing training and resources regarding safe environment procedures. This year we will be adding a component of training through “Elijah Rising” for staff to be able to identify victims of sex trafficking that could be encountered in our local community.
- All staff, clergy, ministry leaders, and parishioners are instructed to contact local civil authorities if you suspect any sort of abuse on our campus or at parish functions (even off campus) **before** contacting someone at the parish or Archdiocese.

Yours In Christ,



**Fr. Tom Rafferty**

*Pastor*