BACKGROUND INFORMATION ON CHAPLAINCY RESOURCES AND FURTHER INTEGRATION WITH THE ARCHDIOCESE OF TORONTO

“The Chaplaincy Team serves and ministers to its school community like the Good Shepherd who works in harmony with students, parents, local parish priests, principal, staff and others.”

Chaplaincy Guidelines for Secondary Schools - Archdiocese of Toronto

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Geoff Grant, Superintendent of Faith Development and Area 8 Schools
Dan Koenig, Superintendent of Curriculum and Accountability
Anne Marum, Program Co-ordinator, Religion & Family Life

INFORMATION REPORT

Vision:
At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:
The Toronto Catholic District School Board is an inclusive learning community rooted in the love of Christ. We educate students to grow in grace and knowledge and to lead lives of faith, hope and charity

G. Poole
Associate Director of Academic Affairs

A. Sangiorgio
Associate Director of Planning and Facilities

S. Pessione
Associate Director of Business Services, Chief Financial Officer and Treasurer

Angela Gauthier
Director of Education
A. EXECUTIVE SUMMARY

INFORMATIONAL REPORT ARISING OUT OF A FURTHER INQUIRY BY TRUSTEES MOVED BY TRUSTEE DEL GRANDE AND SECONDED BY TRUSTEE TANUAN ABOUT BACKGROUND INFORMATION ON ALTERNATIVE MODELS FOR CHAPLAINS, THE CRITERIA USED FOR HIRING AND ASSESSING CHAPLAINS AND FURTHER INTEGRATION WITH THE ARCHDIOCESE OF TORONTO IN THE PROCESS OF CONFIRMATION OF CANDIDATES.

B. PURPOSE

At Student Achievement meeting of February 6, 2014, there was a trustee request for “staff to look at: alternative models for Chaplains in our schools; the criteria we use for hiring and assessing Chaplains; and the process to get confirmation from the Archdiocese on the candidates.”

C. BACKGROUND

1. Our strategic goals of Living our Catholic Values and Fostering Student Achievement and Well-Being ensures students will be instructed in a curriculum that is rooted in Gospel values and informed by the Ontario Catholic School Graduate Expectations and rooted in the application of Catholic Social Teaching to all that we do. Particularly, in Living our Catholic Values, we educate students to grow in grace and knowledge to lead lives of faith, hope and charity in partnership with parents and parishes. Currently, TCDSB has Chaplaincy Team Leaders in all of its Catholic Secondary Schools who actively promote opportunities for students and staff that support and grow their spiritual formation and make connections for family and parish involvement. Chaplaincy services is one of the many necessary approaches to ensuring the Catholicity of an age appropriate Secondary School Faith Formation for our Students meeting the needs of our strategic goals. This is further supported by the provincial Religious Education Curriculum and resources available through the assembly of Catholic Bishops of Ontario http://acbo.on.ca/catholiclink.htm, Institute of Catholic Education (ICE) http://www.iceont.ca/news_events.aspx, and Catholic Curriculum Cooperative https://www.google.ca/#q=catholic+curriculum+corporation.

D. EVIDENCE/RESEARCH/ANALYSIS

TCDSB – Chaplaincy in Secondary Schools

1. Each secondary school has a Chaplaincy team of experienced teachers who work with adolescents and knowledgeable about scripture, theology, liturgy and Chaplaincy service to organize prayer groups, liturgies, celebrations of the Holy Eucharist, and prayer services throughout the year. Chaplaincy team leaders support and encourage students and staff on their faith journey and celebrate the
board’s pastoral plan of Faith Hope and Charity as well as encourage service to others through peer support groups, mission groups, special needs projects and community outreach to the elderly and disabled. 
[http://www.tcdsb.org/ProgramsServices/SchoolProgramsK12/Curriculum/Pages/Chaplaincy.aspx](http://www.tcdsb.org/ProgramsServices/SchoolProgramsK12/Curriculum/Pages/Chaplaincy.aspx)

2. TCDSB staffing for Chaplaincy Team Leaders is funded out of the teacher’s envelope Grants for Student Needs (GSN). Each high school receives a staffing proportionate to the student population which allows for the Chaplaincy teams to professional education partners and faith animators for their schools. In regards to Chaplaincy Services in the 2013-14 Budget Estimates:

- 24.29 FTE Chaplains in Secondary Schools spread proportionally across 32 Secondary Schools
- Total cost of approximately $2.326M
- Assuming an average Secondary Teacher Salary & Benefit cost of $95,758.
- Within our contractual agreements, Chaplaincy positions are posted and qualified applicants interviewed by the Principal and where appropriate consult with Religion and Family Life Co-coordinator Anne Marum with regards to Chaplaincy Team Leader expectations. Chaplaincy teams are created by using the staffing teacher allocation in a shared model in most schools.
- As well as working in the local school community, the expectation is that school Chaplaincy Team leaders meet with the Central TCDSB Chaplaincy Team headed by Religion and Family Life Co-coordinator Anne Marum and Catholic Teacher Centre pastoral team 5 times a year to assess curricular supports, engage in professional dialogue, listen to guest speakers, and share resources.
- Reference for the Chaplaincy expectations is found in TCDSB Policy Register: Chaplaincy Program H.S.09. Please note that our direct contact prior to the appointment of a chaplain if needed is through Archdiocesan Education Liaison currently Dan Smith facilitated through Religion and Family Life Co-coordinator

Greater Toronto Area – Chaplaincy in Secondary Schools

3. Alternative modes of delivery in comparable Greater Toronto Area (GTA) Catholic boards include:

**Dufferin-Peel Catholic District School Board (DPCDSB)** has one Chaplaincy team leader per high school where deemed reasonable subject to enrolment considerations. It has 25 Chaplaincy leaders of whom 11 are non-teachers (ordained clergy appointed as full-time Pastoral Care Ministers called “Chaplains”) paid on different pay scale lower than the teacher salary grid and 14 certified teachers (lay persons appointed as “Chaplaincy Team Leaders”) paid on the teacher salary grid. As each non-teacher retires, the replacement is a certified teacher funded out of the
teacher’s envelope with the intent move all Chaplaincy positions with natural turn over into the certified teaching funding model; it is increasingly challenging to fund non-teachers from the Grants for Student Needs (GSN). Individual principals hire the candidates best suiting the needs of the school community and meeting the Chaplaincy Team Leader expectations of guiding the spiritual and faith formation of students and staff through curriculum supports, prayer/liturgy services, retreats, and community outreach acts of service.

**Durham Catholic District School Board (DCDSB)** has a chaplaincy leader in each of its 7 Secondary School who are non-teachers but funded on a grid similar to teachers with a maximum salary of 79,778 from Grants for Student Needs (GSN). DCDSB find it challenging in funding non-teachers from the GSN and are looking to move towards the TCDSB model. Central Superintendent of Faith, Senior HR staff and Chaplaincy Lead review applications, hire and select Chaplains after posting the job – there is consultation with Archdiocese in reviewing application files with regards to faith experiences and credentials.

**York Catholic District School Board (YCDSB)** has 15 teacher allocations for Chaplaincy team leaders with a model of dividing the allocation into two people aiming for a male/female teams that model faith animation for staff and students. Individual principals hire the candidates best suiting the needs of the school community and meeting the centrally determined Chaplaincy Team Leader job expectations of guiding the spiritual and faith formation of students and staff through curriculum supports, prayer/liturgy services, retreats, and community outreach acts of service.

**Simcoe Muskoka Catholic District School Board (SMCDSB)** has a Chaplaincy team teacher leader in each of its 9 Secondary Schools available to provide spiritual guidance and support faith development for the school community funded from Grants for Student Needs (GSN). Central staff review applications and work individual principals hire the candidates best suiting the needs of the school community and meeting the Chaplaincy Team Leader expectations of guiding the spiritual and faith formation of students and staff through curriculum supports, prayer/liturgy services, retreats, and community outreach acts of service. The chaplaincy leaders with the SMCDSB are in the role for only a three year term.

4. **Bishop John A. Boissonneau** is Auxiliary Bishop of Toronto with responsibility for Vicar for Christian Education (Elementary and Secondary GTA Catholic School boards), Vicar for Liturgy and Archdiocesan Liaison with the Catholic Faculties of Theology who meets regularly with GTA Directors, Superintendents of Faith, and Religion and Family Life Co-ordinators. The Archdiocese has been involved most recently in a consultative and advisory approach to Catholic Curriculum and Faith Formation as well as reviewing the expectations for Chaplaincy teams. The Archdiocese of Toronto’s ongoing partnership with Chaplaincy teams in TCDSB, DPCDSB, DCDSB, YCDSB and SMCDSB focuses on spiritual guidance and support for student and staff faith formation, connections for Catholic community services and outreach opportunities for student/staff active volunteer service across the four pastoral regions comprising 14 pastoral zones.
5. The four pastoral regions which divide the Archdiocese are the Central (Bishop McGrattan), Northern (Bishop Kirkpatrick), Eastern (Bishop Nguyen) and Western (Bishop Boissonneau) Regions made up of parishes within a geographical boundary. **Archdiocese Liaison for Catholic Education, Dan Smith** is in constant contact with each school board providing a consistent contact for each pastoral region as well. He sits on Religion Education committees for each board (Nurturing our Catholic Community for TCDSB) and hosts meetings for the GTA Directors, Superintendents of Faith and Religion and Family Life co-ordinators. Currently, the Archdiocese consults on the expectations of the chaplaincy teams with Senior staffs in all boards through Archdiocesan Educational liaison Dan Smith or directly through Bishop John A. Boissonneau. The practice is not to sit on interview teams but review pastoral letters or where deemed appropriate chaplaincy candidates’ credentials and applications so that out of province experience can be qualified and/or parish references.

6. As per the Guidelines for School Chaplaincy in Ontario (CSCO), the Diocesan bishop is represented by his Archdiocesan Educational Liaison and consulted where needed in the course of selection process for chaplains/chaplaincy. The role of Chaplaincy is the ultimate responsibility of the Canadian Council of Bishops who have set clear expectations that the Chaplain/Chaplaincy Team Leader must be a practicing Catholic with academic and theological credentials and training in pastoral care and youth ministry although the daily conduct of the program is supervised by the school board. School Chaplains/Chaplaincy team leaders answer directly to the local School administration and are to keep them apprised of their work within the school. They are part of the school crisis team along with Social Work department as well as working closely with the pastoral team of the Catholic Teacher Centre. They collaborate with the local pastor and local ordinary in matters of theology and liturgical practice.

7. All 5 GTA boards have worked in partnership with the Archdiocese in establishing qualifications for role of Chaplaincy within their secondary schools and are in constant contact and partnership in order to improve spiritual and faith formation. There is no direct confirmation of the chaplaincy candidate by the Archdiocese as each school board supervises the hiring and placement of chaplains through an internal interview process of posting positions and hiring as per Human Resources conditions of employment and provincial Labour Relations Act. Each board has a rigorous process of systematic teacher appraisal process which governs the assessment of chaplaincy services. There are ongoing connections to parishes as a link to the diocese and centrally facilitated central office Religion or supervisory officer staff on a regular consultative basis.

E. **METRICS AND ACCOUNTABILITY**

1. Input was given from senior staff, Superintendent of Faith, Superintendent of Curriculum and Accountability and/or Religion and Family Life Co-ordinator in each Board on the
Chaplaincy model; Bishop Boissoneau and Archdiocesan educational Liaison Dan Smith spoke to the input on the advisory assessment of Chaplains from the Archdiocese perspective.

F. CONCLUDING STATEMENT

This report is for the consideration of the Board.