

CMSM 2025

IMPLEMENTING SAFEGUARDING SYSTEMS IN RELIGIOUS LIFE

Thy Kingdom Come!

Thy Kingdom Come!

"Now may the God of peace Himself
sanctify you entirely; and may your **spirit**
and **soul** and **body** be kept complete,
without blame at the coming of our Lord
Jesus Christ"

**1 Thessalonians
5:23**



Safe Environment Team



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LEGIONARIES OF CHRIST

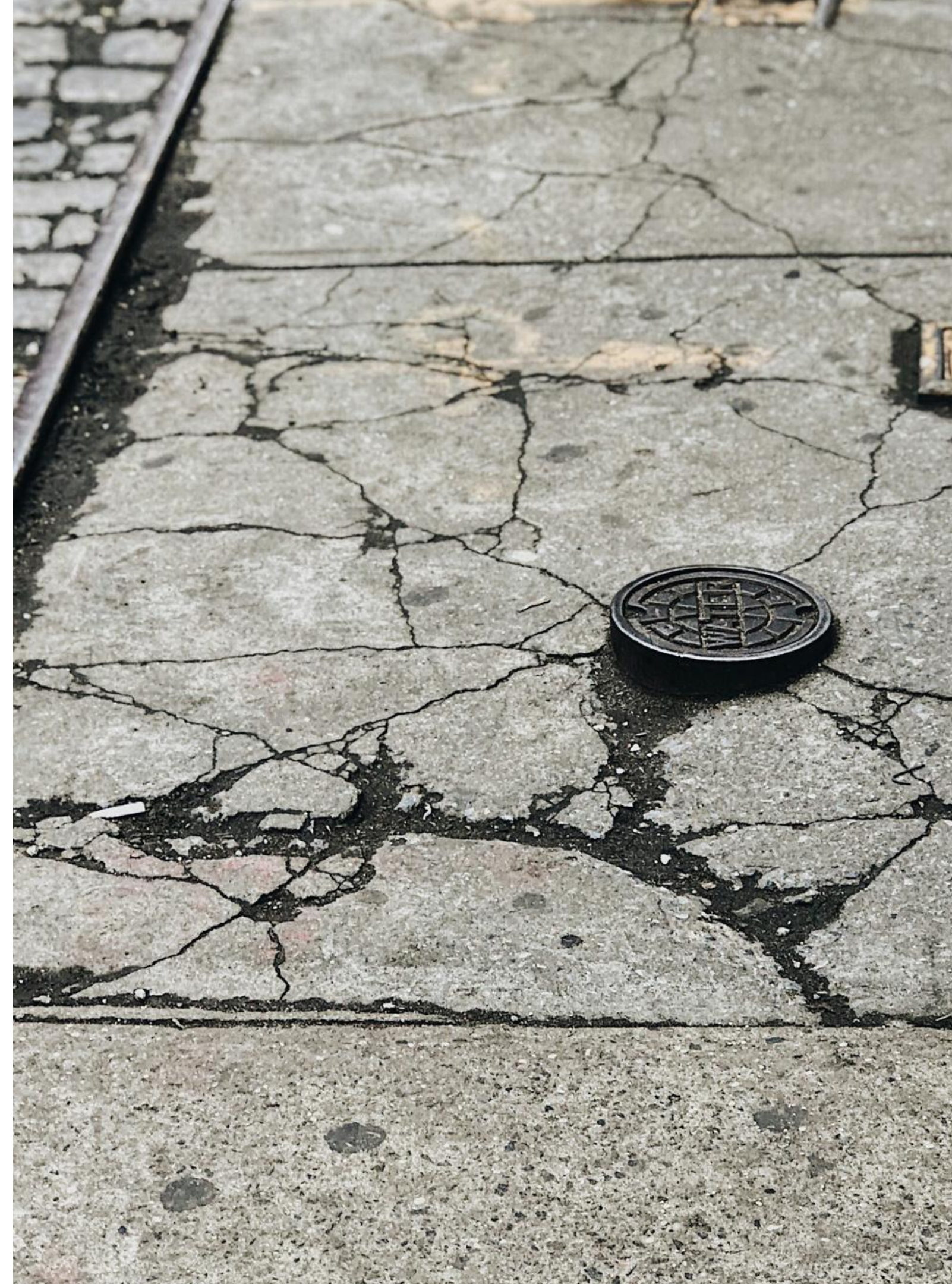
There's a **Hole** in My Sidewalk:

An Autobiography in Five Short Chapters

By Portia Nelson

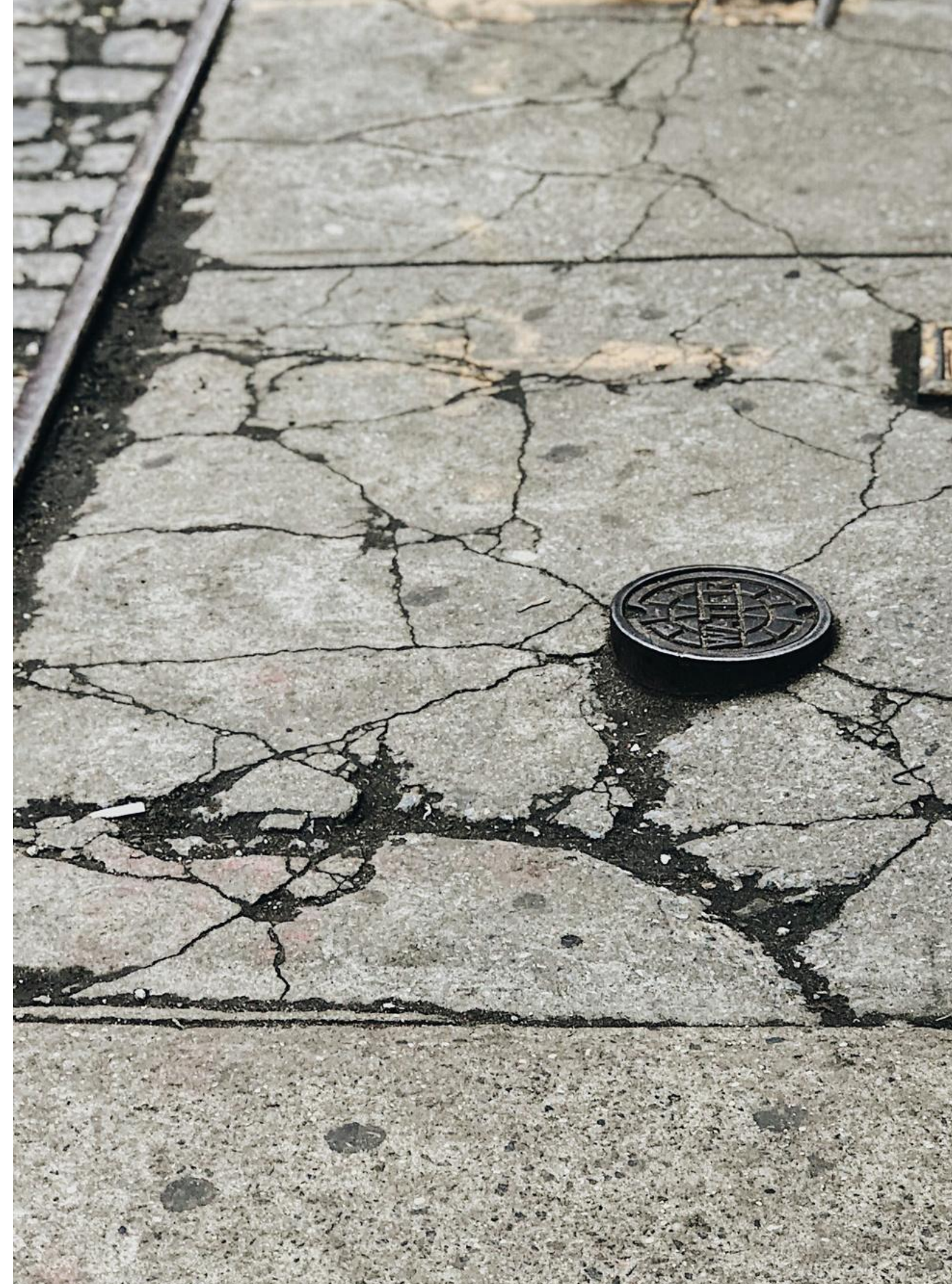
Chapter One

I walk down the street.
There is a deep hole in the sidewalk.
I fall in.
I am lost I am helpless.
It isn't my fault.
It takes forever to find a way out.



Chapter Two

I walk down the street.
There is a deep hole in the sidewalk.
I pretend that I don't see it.
I fall in again.
I can't believe I am in this same place.
But, it isn't my fault.
It still takes a long time to get out.



Chapter Three

I walk down the same street.

There is a deep hole in the sidewalk.

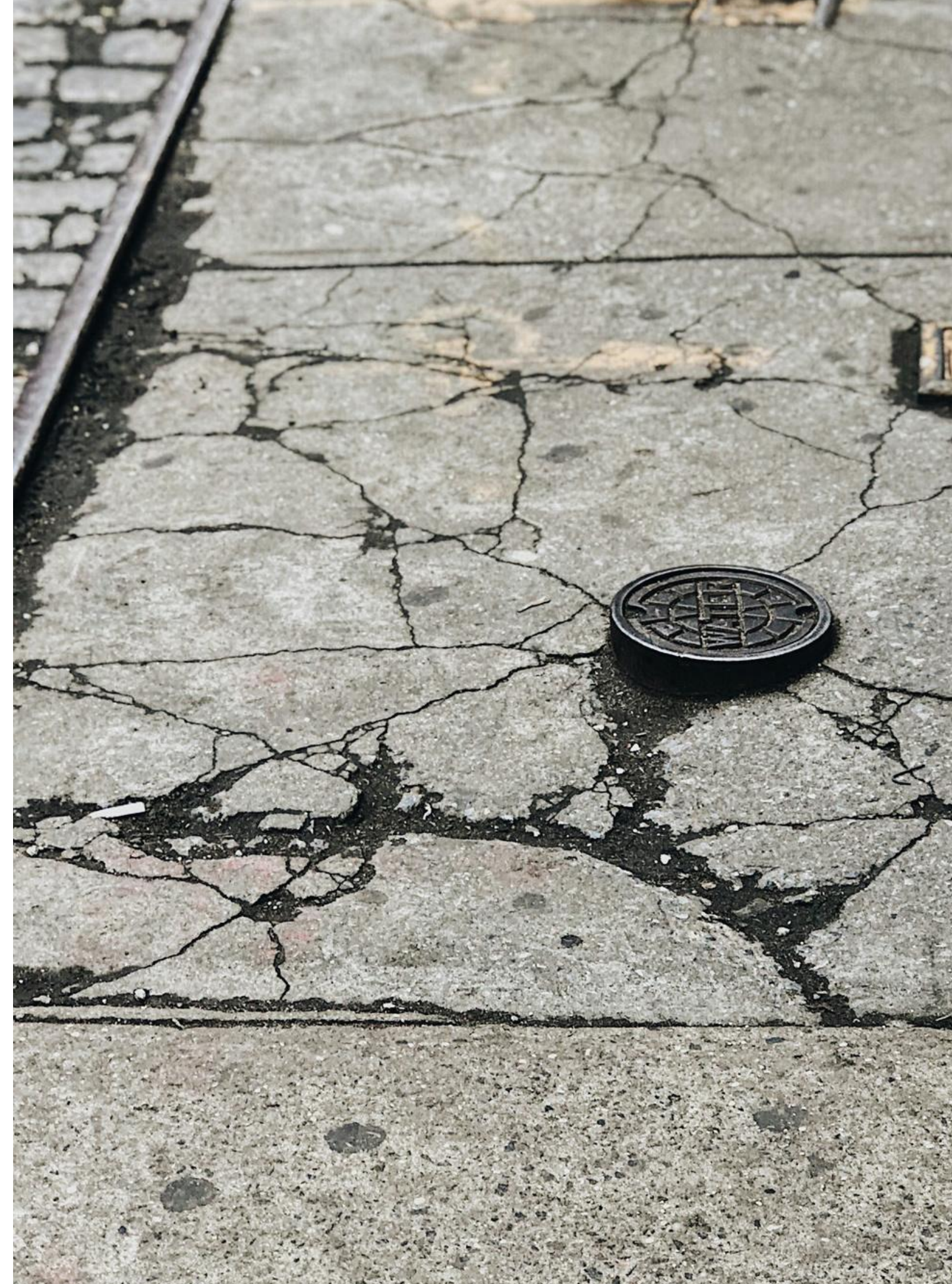
I see it is there.

I still fall in ... it's a habit ... but, my eyes are open.

I know where I am.

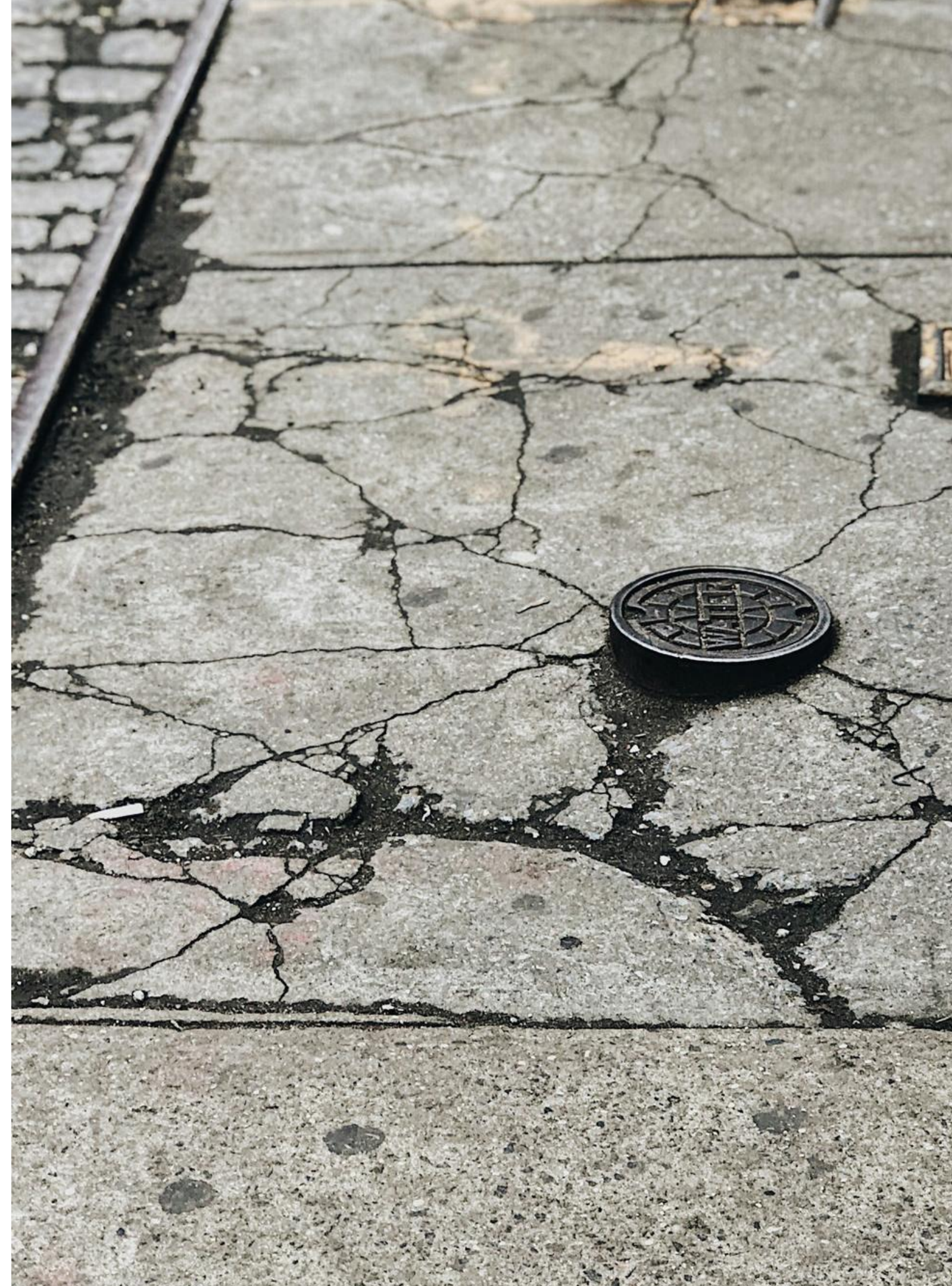
It is my fault.

I get out immediately.



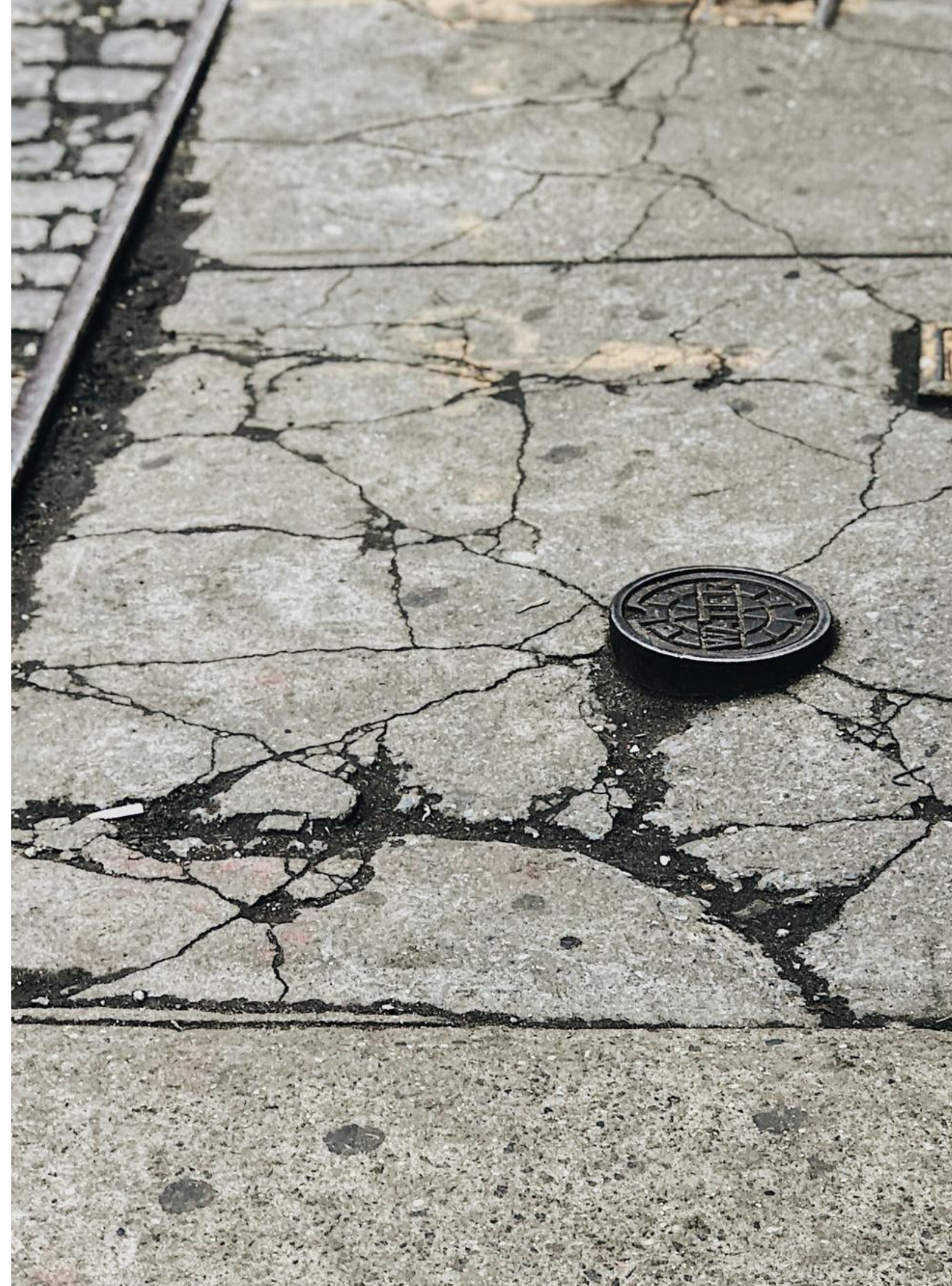
Chapter Four

I walk down the same street.
There is a deep hole in the sidewalk.
I walk around it.



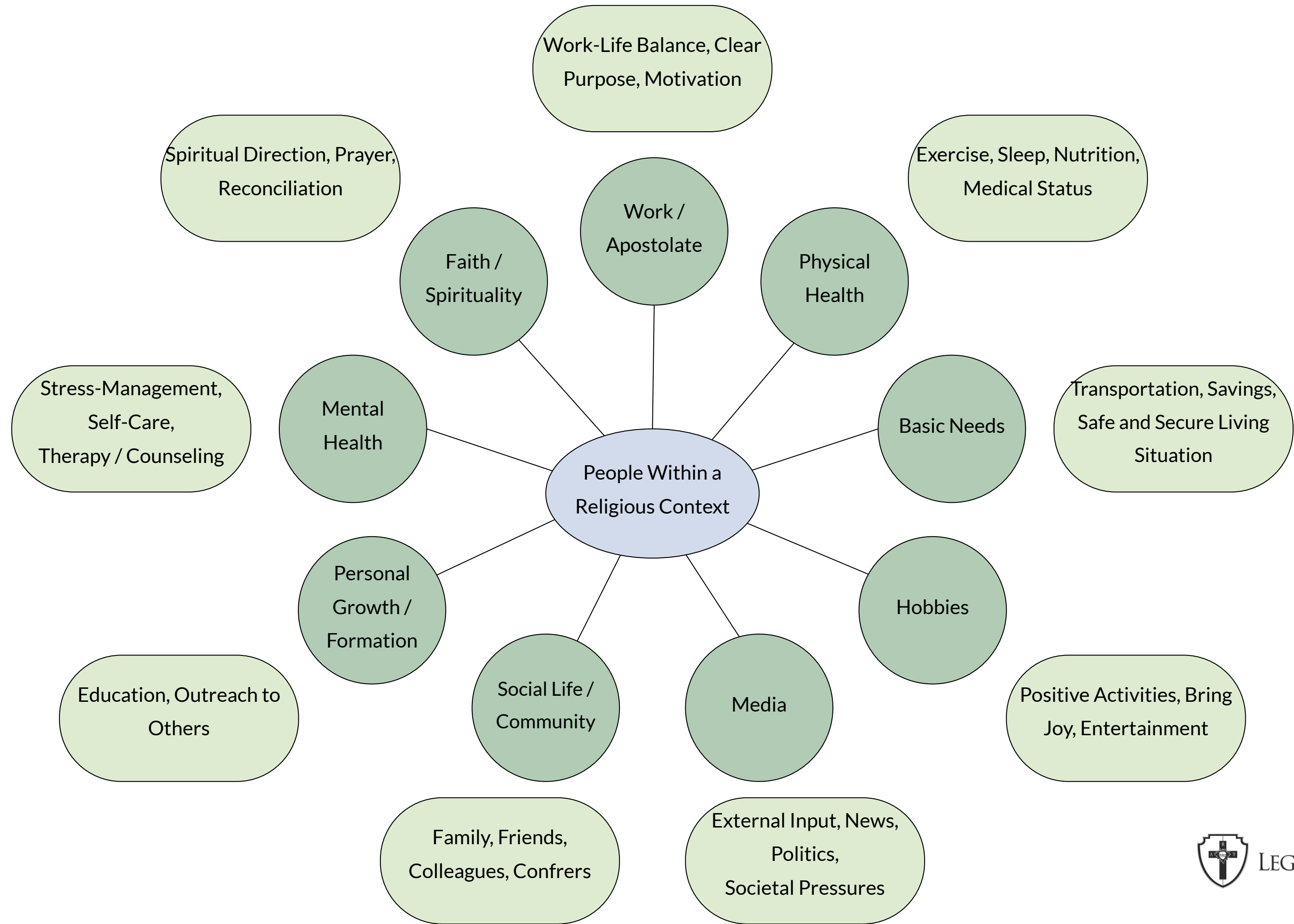
Chapter Five

I walk down another street.



NORTH AMERICAN TERRITORY SAFE ENVIRONMENT PROGRAM

Ecomap of a Religious





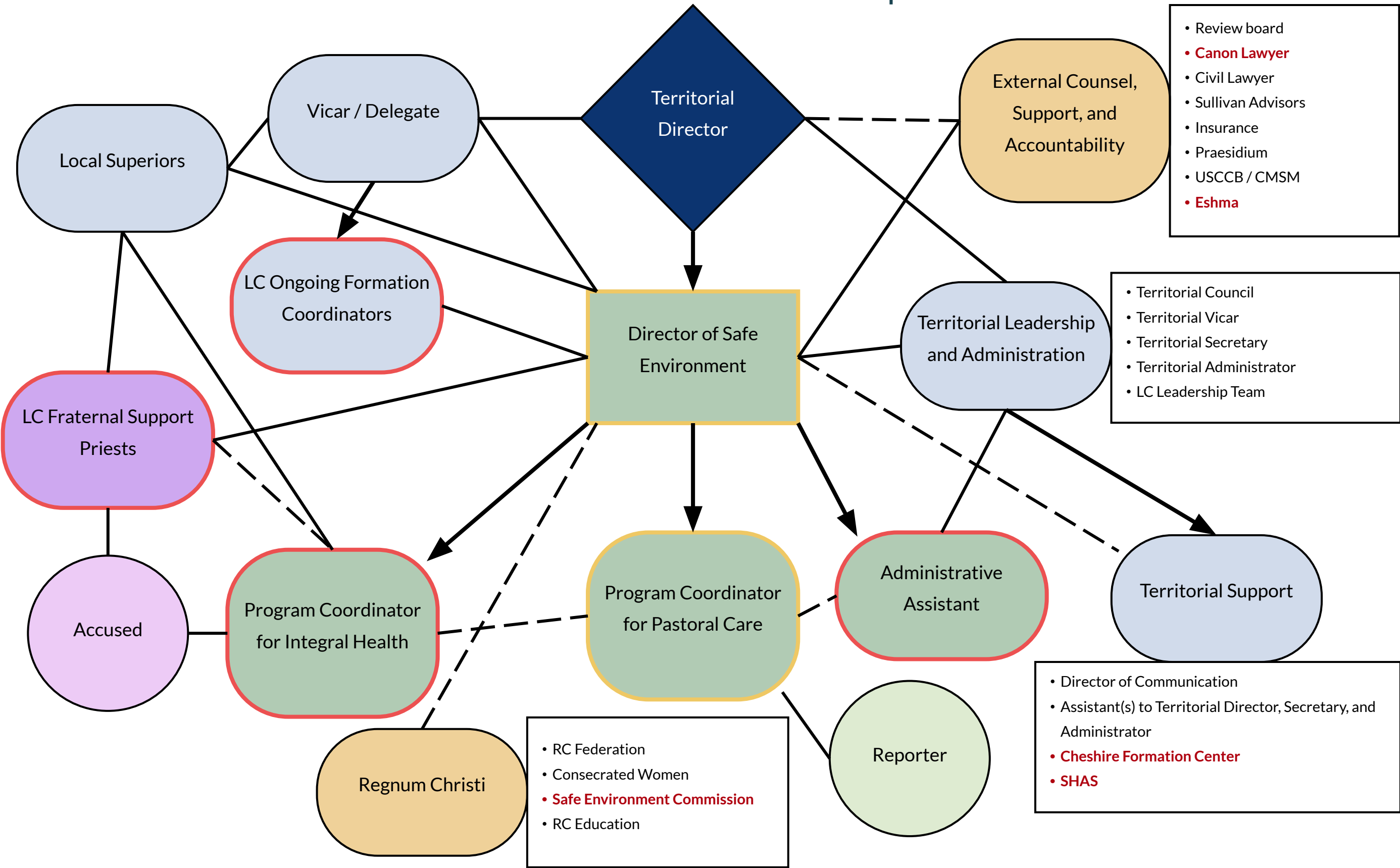
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Pyramid of Prevention and Support



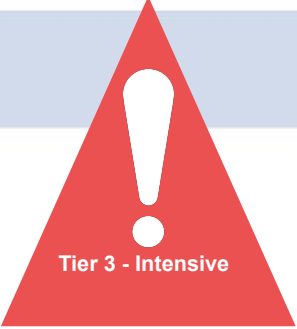
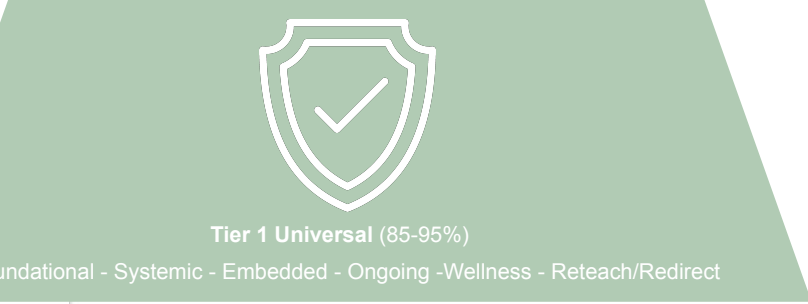
NORTH AMERICAN TERRITORY SAFE ENVIRONMENT PROGRAM

Structure and Relationships



NORTH AMERICAN TERRITORY SAFE ENVIRONMENT PROGRAM

Pyramid of Prevention and Support Roles

 Tier 3 - Intensive	Director of Safe Environment (DSE)	Program Coordinator for Pastoral Care (PCPC)
	• Leads Crisis Response Team • Oversees and directs cases/investigations • Facilitates supervision plans • Consults/directs options for in-depth evaluation plans	• Accompaniment of complainants/v • Research best practices and healing pathways • Liaison with crisis response as dele; the Director Safe Environment • Liaison for reparations committee (advocacy)
 Tier 2 Strategic (5-15%) *Early Intervention - Ongoing Concern/Need -Misconduct/BV	• Consults with Leadership and initiates referrals • Facilitates meetings for early intervention • Develops and directs personalized formation	• Accompaniment of complaints/vict • Research best practices and healing pathways • Consultation and advocacy • Collaborate with director of communications for day of reparati
 Tier 1 Universal (85-95%) *Foundational - Systemic - Embedded - Ongoing -Wellness - Reteach/Redirect	• Leads Safe Environment Team and Initiatives • Stewards Safe Environment Vision • LC NAT Leadership Team • Director of Safe Environment with RC Federation and CRC • Policy, Systems, Protocols • Communication • Praesidium accreditation • Manages collaboration and networking with internal/external partners • Prevention and Ongoing Formation	• Accompaniment of complainants/v • Survivors advisory panel • Consultation • Ongoing formation/partnership presentations • Collaboration with internal and ext partners • Praesidium accreditation • Policy, systems, protocols, relating Program Coordinator for Pastoral C • Research best practices

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Concerns by Tier

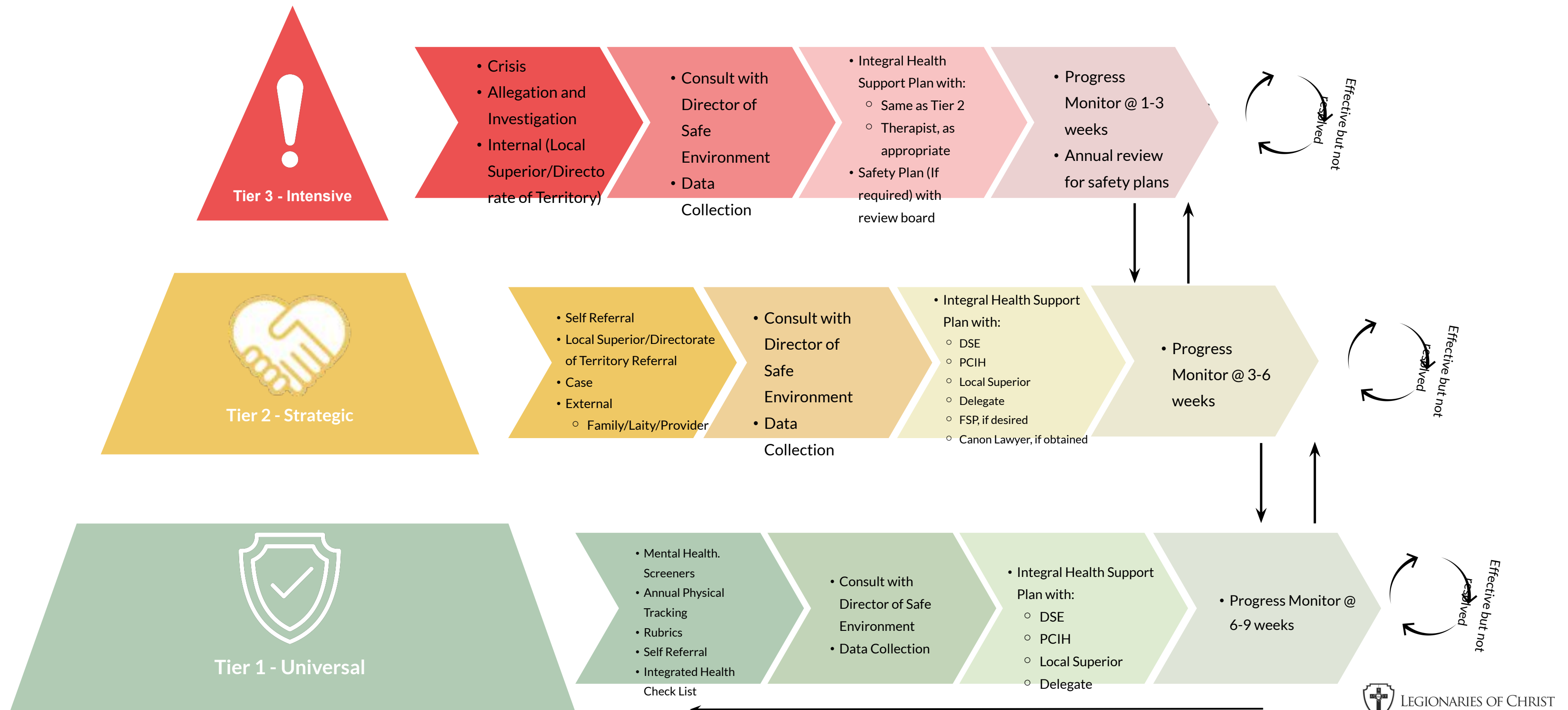
		
• Red flag issues ◦ Struggles with vows of poverty, chastity (on own-no other party involved), obedience ◦ High emotionality ◦ Lack of accountability for whereabouts • Code of conduct infractions (no victim involved) ◦ Alcohol (non addictive) ◦ Spiritual direction in a bedroom • Internal community issues ◦ Lack of participation in community life ◦ Conflict with fellow community members and/or local superior • Private mental health issues ◦ Insomnia ◦ Anxiety ◦ Depression	• An external complainant/potential victim is involved • Repeated boundary violations/adult misconduct • The need for professional and/or external interventions and support due to potential harm to self or others (i.e substance abuse) • Collaboration would allow for increased knowledge of resources and ensure centralized communication for any needs or supports • An issue that has been addressed several times and not yet resolved	• An external complainant/potential victim is involved (high level) • Sexual misconduct • A minor is involved • A criminal act has potentially occurred • A canonical crime has potentially occurred • A imminent safety risk to member, others, and/or direct impact to ministry is present • There is potential for a public scandal (Director of Safe Environment will also notify Director of Communications)



NORTH AMERICAN TERRITORY SAFE ENVIRONMENT PROGRAM

Integral Health Intake Process

*Initiate intake with program coordinator for integral health



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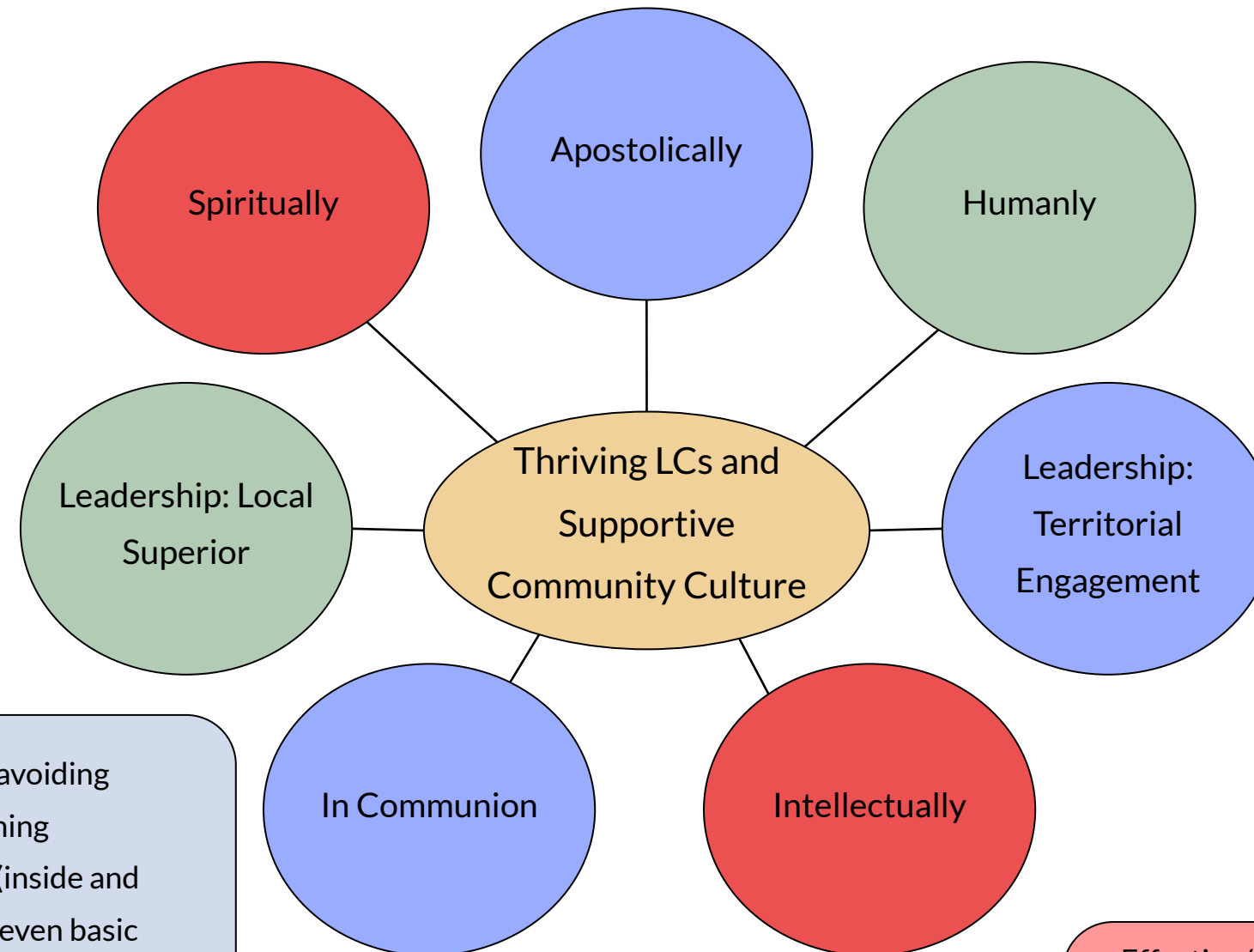
Ecomap of a Religious - Rubrics Outline

- Community prayer
- Personal Prayer
- Spiritual Direction
- Effective monthly retreats
- Effective annual spiritual retreats

- Communion and collaboration with local apostolic institutions
- Communion and collaboration with local RC structures
- Team-ship mindset vs. isolated goals and actions
- Clear mission parameters and success benchmarks for each community and each community member: measurable, relevant, known (vs. immeasurable, irrelevance, anonymity)
- Growth mindset: improving in apostolic skills

- Physical health
- Basic needs
- Recharge and restore practices
- Inner strengths (virtues) and resilience
- Emotional competency / intelligence
- Intrinsic motivation (mastery, purpose, autonomy - how to really make job description "my own")

- Accompaniment (fostering development of his men)
- Guardian
- Chief communion officer (conflict management, foster teamwork)
- Accountability
- Chief reminding officer
- Discernment
- Effective use of toolbox (crucial conversations)
- Ongoing personal leadership formation



- The things we choose to invest in are worthwhile and there are clear results
- Clarity of communication, structures, processes that truly support thriving
- Apostolic assignments match territorial apostolic priorities and individual LCs gifts/talents
- Effective feedback loop (transparent in summarizing and how it is being dealt with): regular, consistent, quantitative and qualitative
- Adequate superior training and mentoring
- Adequate crisis support resources and processes

- Known by superior and community members
- Communication: communicating needs and desires, avoiding conversation escape/derailment tactics, expert listening
- Friendships/meaningful interpersonal relationships (inside and outside community) as the healthy setting in which seven basic needs/desires are met
- Effective buy-in/making of and proactive co-responsibility for community project
- Members feel at home and free to be themselves in community
- Co-responsibility for apostolic and fraternal dimensions of fraternal life

- Effective/intentional use of media (what am I picking to nourish my mind and soul, why)
- Capitalizing on and utilizing the deep formation already received
- Discovering and taking personal ownership of healthy intellectual pursuits
- Critical discernment



LEGIONARIES OF CHRIST



Where are **you** at on the sidewalk?

Oct 2025

THANK YOU

QUESTIONS?

Thy Kingdom Come!



LEGIONARIES OF CHRIST