



ROMAN CATHOLIC ARCHDIOCESE OF REGINA OFFICE OF THE ARCHBISHOP

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Dear Pastors and parish leaders, employees and volunteers within our Church family,

Warm greetings in the Lord. It is a privilege to introduce you to this volume, which is an accumulation of a great deal of work and discernment from many people over a long period of time. Profound thanks to those who worked on these various policies; and my thanks, in advance, for you who will take the time to know them and work with them effectively.

The Gospel of Jesus Christ propels and encourages us to live lives of compassion, generosity and service, and to do so as individuals and also as communities. Needless to say, that is easier said than done. Human life is complex and relationships in workplaces and parishes easily enough get tangled and stuck. It is not surprising that just as in the secular world, we in the Church also need policies and guidelines that set parameters for our workplaces, our common life and our response to difficult situations.

How we treat our volunteers, parishioners, employees and each other speaks volumes as to our commitment to the Gospel of Jesus. In a world filled with challenges, we must constantly strive to live the Gospel and put its ethics into practice. Regard conflict in daily life, Pope Francis notes: "Conflict cannot be ignored or concealed. It has to be faced. But if we remain trapped in conflict, we lose our perspective, our horizons shrink and reality itself begins to fall apart." Managing that conflict well, working towards a common vision, seeking justice, and maintaining a deep harmony and unity even amidst conflict, these are tangible ways of being faithful to the Gospel.

The policies included here derive from Catholic social teaching as it has intersected with cultural developments in terms of our life together and the navigation of conflicts. That said, they are a work in progress. Over the coming months, as we strive to get acquainted with them and live into them, we will probably be making changes so that they might be practical and useful. Our expectation isn't that you make a thorough reading of the policy manual in the way you would read a novel. But we do expect that those in leadership have a clear sense of the range of policies, so that as situations arise, you will know where to turn.

May the Lord continue to guide us as Church, and may we be artisans of peace, justice and reconciliation, so that his light can shine forth in us for all the world to see.

Yours in the Risen Lord,


✠ Donald J. Bolen
Archbishop of Regina