

Identified Risks

The Diocese of Nova Scotia and PEI resources identified a framework for identifying potential risks which could be faced by Christ Church. This framework divided the work into three areas of consideration: type of harm, who, and where/when.

What We Learned:

The audit process showed that the who, when and where of harm varied from group to group and activity to activity. However similarities exist in many areas.

Type of Harm:

1. **Physical Injury:** The potential for physical injury exists within all activities on and off the property of Christ Church. It is understood and accepted that accidents may happen regardless of how much planning and preparation occur. Major concerns or issues which may impact the safety of people on the property of Christ Church are reported to the Parish Administrator, Sexton, and/or the Property Committee. The property committee is responsible to determine the methods of reducing the risk if it is related to the structures on property.
2. **Personal Injury:** The potential for non-physical injury exists when multiple people come together to participate in an activity. Hurt feelings, inclusion/exclusion, and harsh words may occur when disagreements occur. Most groups and organisations have written and unwritten rules on how members interact with each other and how disputes are resolved. However, it is understood that people may still experience pain during and after a difficult situation.
3. **Loss of Reputation, Goodwill, Credibility, Support:** The potential that the reputation of Christ Church, its staff or parishioners, may be impacted if there is harm which occurs during or as a result of a group/organisation or activity/ministry which takes place in the name of Christ Church. Though it is recognised that accidents may happen, it is anticipated that the reputation of Christ Church will not be negatively impacted.
4. **Financial Loss:** The potential for financial loss only exists where there is access to money or funds. This does not exist with all groups/organisations or with each activity which takes place. Anytime there is money being collected at the door or by a small group of individuals, there exists the possibility that funds may be mishandled or misused. The potential for mismanagement or misappropriation of funds of the larger church exists as a very small probability, though many policies exist to help mitigate this risk.

5. **Property Damage:** The potential that property may be damaged exists each time the property is used. It is understood and accepted that accidents may happen. Given the downtown location of the church campus it is also understood that vandalism may occur. Property damage may include damage to buildings, grounds, technology, audio-visual equipment, memorials, donations, and liturgical supplies (hangings, vestments, linens, and vessels).
6. **Legal Liability:** As with all potential for harm, it is understood that people may elect to or be forced to take legal action to remedy an incident of harm. It is recognised that this liability is diminished as action is taken to reduce each area of harm.

Who May be Harmed:

1. Lay persons (children, teens, adults, seniors)
2. LGBTQ2S+ persons
3. BIPOC persons
4. Ordained persons (rector, pastoral visitor, assistant priest, honorary priest)
5. Participants of activities/ministries
6. Leaders of activities/ministries
7. Church personnel clergy, paid staff, lay ministers, servers, volunteers, students, etc.)
8. The parish itself
9. The diocese, the Anglican Church of Canada, the Christian church
10. The larger community, general public, etc.

Where/When Harm May Occur:

1. In person
 - a. At camps, conferences, workshops, or on field trips
 - b. At meetings
 - c. During outreach or missional activities
2. Virtually
 - a. On the phone
 - b. On social media or the internet
 - c. Virtual meetings (Zoom)
3. On the property
 - a. The Church
 - b. The Church Hall
 - c. The cemetery
 - d. The columbarium
 - e. The campus
4. Anywhere the church or its representatives offer programs, activities, services, outreach
5. In transit to and from services, activities, or programs, etc.