

MENTORING GUIDELINES

Goal

The mentoring component provides the participant and the mentor with the opportunity to meet regularly in order to discuss the various experiences associated with the formation program. The mentoring process begins in the first semester.

Selection of the Mentor

On the Nomination Form that is part of the application process, each pastor indicates the name of the parish staff member who will serve as a mentor for the candidate. The pastor also has the option of selecting commissioned pastoral leaders as mentors.

Role of the Mentor

The mentor will meet with the participant at least once during each semester, i.e., two times each year in order to:

- Reflect together on God's call to ministry
- Provide the opportunity for mutual sharing of ministerial experiences
- Assist the participant in integrating his/her learning with life experience
- Offer support to the participant throughout the remaining semesters
- Listen to the desires of the participant regarding future ministry and bring the needs of the parish to that conversation.

In addition, the mentor will share information with members of the parish staff regarding the formation program and their role in discerning future ministry of the candidate.

Process

The first column below recommends questions that mentors might use in conversation with the formation candidate. The second column indicates the contribution of the Pastoral Institute to the mentoring process and suggestions for involving the parish staff.

First Semester – Focus on Call to Lay Ministry

- How are you adjusting to the lay formation program?
- What do you find most satisfying?
- What is most difficult for you?
- What are you discovering about the call to lay ministry?

Pastoral Institute:

One Day of Reflection takes place during the first semester. The theme focuses on the baptismal call to ministry.

Parish Staffs:

Mentor shares with parish staff the initial experience of the candidate regarding studies and formation.

Second Semester – Focus on Education and Formation

- Have your studies raised new questions for you? What are they? How have you resolved them?
- In what ways has the study of theology affected you personally?
- Have your studies and formation enabled you to see things in a different way in your ministry? In your parish? In the workplace?

Pastoral Institute:

The Day of Reflection for this semester focuses on the call to prayer and various forms of prayer.

Parish Staffs:

Mentor shares with parish staff the goals and objectives of the mentoring process, the focus for this semester, and the information about the participant's day of prayer.

Third Semester – Focus on Call to Evangelization

- This semester you are studying scripture. How will your study of scripture enable you to bring the Good News of Jesus to others?
- What opportunities for evangelization do you see within our parish or within your workplace?
- How can we make our parish more welcoming?

Pastoral Institute:

The Day of Reflection for this semester focuses on spirituality for evangelization.

Parish Staffs:

Mentor shares with parish staff the focus of the third semester and the fruit of the dialogue with the formation candidate.

If the parish has a hospitality committee, it might be helpful to invite the candidate to participate

Fourth Semester – Focus on Discernment and Choice of Ministry

- As you begin to discern your future in ministry, what gifts has God given to you for service to others?
- As you look to your future involvement in ministry in our parish, are you drawn toward a particular ministry? Why?
- What recommendation would you like to make to the parish staff?

Pastoral Institute:

The fourth semester Day of Reflection will focus on the call to pastoral leadership. During this semester, candidates will be asked to indicate their ministry of choice for the third year seminar and supervised practicum.

Parish Staffs:

The parish staff will meet with the candidate and finalize the ministry to which he/she is being called. The pastor must approve the candidate's choice of ministry for the third year of the program

Fifth Semester – Focus on Beginning a New Ministry

- Having completed your ministerial seminar, what new insights do you have about your choice of ministry?
- What goals are you setting for yourself with regard to your practicum?
- How would you like the parish staff to help you during the time of your practicum?

Pastoral Institute

In the fifth semester, each participant will be assigned a supervisor, generally from outside the parish. The fifth semester Day of Reflection will include a theological reflection on the beginnings of a new ministry or ministerial project.

Parish Staffs

The mentor will be in communication with the supervisor about the ministry practicum and will keep the parish staff informed about the progress of the participant.

Sixth Semester - Focus on the Practice of Ministry

- How do you feel about your involvement in the practicum thus far?
- In what ways are the pastoral workshops helping you with your ministry?
- What are you learning about yourself through the practicum – your gifts, your limitations, etc.?
- Do you think that this ministry is one to which God is calling you?

Pastoral Institute

The sixth semester Day of Reflection will include a theological reflection on the practice of ministry.

Parish Staffs

The mentor will be in communication with the supervisor about the ministry practicum and will keep the parish staff informed about the progress of the participant.