



Lay Ministry Program

Criteria for Selection of Candidates

Since the pastor and parish staff have personal knowledge of potential candidates, the Pastoral Institute relies on local leadership to do initial screening of candidates and discernment prior to submitting nominations for the three-year lay formation program. **In some cases this may lead to the difficult decision to deny nominating a parishioner who wishes to be considered for the Program.** The Pastoral Institute thanks you for taking this duty seriously. In performing this screening, the pastor and the parish team/staff take into consideration the following criteria:

- A fully initiated lay member (including vowed religious) of the Christian faithful who demonstrates fidelity to the teachings of the Magisterium. **All candidates must provide sacramental proof (certificates) of baptism, confirmation, and marriage, where applicable, to their parish office.** Review of these certificates should be made during an interview with a member of the parish staff.
- An understanding of commitment to ministry as rooted in one's baptismal call. Appropriateness for service is witnessed by proof of their sacramental life.
- While personal enrichment and growth in one's knowledge of their faith are laudable, candidates for the program must **demonstrate the potential for leadership in ministry and a desire to work collaboratively** with clergy, religious, and other lay persons.
- Willingness to participate in a background check which includes a criminal record check and sex offender registry check. There is no search regarding a person's finances or credit standing.
- Ability to accomplish the goals of the program:

Human Formation – has desire for personal growth through participation in **meetings with an assigned mentor, discernment of one's gifts for ministry and learning to balance time between ministerial and personal commitments.**

Spiritual Formation – is willing to participate in shared prayer and group reflection, and **understands the significance of spiritual formation** for effective parish ministry.

Intellectual Formation – has the language and writing skills (English or Spanish) needed **to accomplish course work at the first year of the college level.**

Pastoral Formation – ability to develop the skills and competencies that are needed for a particular ministry and able to **function in a public ministerial role.**

- An openness to personal transformation and on-going human development.
- A relational stance that enables her/him to dialogue with others.
- Commitment to attendance at classes and days of reflection and to fulfilling the requirements of the program including **comprehending theological documents and writing integration papers.**