

Qualifications for the Pastoral Associate

Area of Formation	Competencies	How Acquired/Demonstrated for Certification Purposes
HUMAN	<ul style="list-style-type: none"> ▪ Affirms the dignity of the human person ▪ Appreciates the values of diverse cultures, races and socioeconomic groups ▪ Participates in continuing ministerial formation and lifelong personal growth ▪ Recognizes the reality of both personal and social sin and the consequences, as well as the power of forgiveness and reconciliation ▪ Maintains a healthy lifestyle and reasonable balance among family, community, personal relationships and ministry activities ▪ Displays psychological health through integrity, appropriate interpersonal boundaries and the ability to safeguard trust ▪ Exercises positive leadership in pastoral leadership regarding collaboration in decision-making, supervision of others and confidentiality ▪ Promotes the lifelong formation of all parishioners ▪ Promotes evangelization ▪ Supports multicultural diversity within parish life, vision and mission 	<ul style="list-style-type: none"> ▪ A life of adult Christian maturity testified to by letters of recommendation and reference and demonstrated in the course of interviews
SPIRITUAL	<ul style="list-style-type: none"> ▪ Honors the call to ministry, rooted in baptism through spirituality formed by theological reflection on Scripture, sacramental and communal worship and active participation in parish life ▪ Witnesses to the importance of Eucharist in personal prayer and formation, in the life of the parish and the whole Catholic community ▪ Models the spirit of Jesus Christ in promoting the universal Church with its global mission and address current realities in the Church in the light of the Gospel message ▪ Integrates within parish activities, Catholic social justice teachings, sacramental and liturgical catechesis and pastoral care among the sick, the dying and the grieving of the parish community 	<ul style="list-style-type: none"> ▪ A fully initiated, practicing Catholic in good standing ▪ Participation in retreats, days of recollection, spiritual direction, spiritual formation courses and/or workshops, and the like

Qualifications for the Pastoral Associate

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INTELLECTUAL	<ul style="list-style-type: none"> ▪ Coursework in systematic theology, sacramental theology, moral theology, pastoral theology, liturgy, scripture, spirituality, canon law and social ethics ▪ Able to reflect theologically, for example, the impact of Catholic social justice teachings in ministry planning and implementation. 	<ul style="list-style-type: none"> ▪ MDiv or MA Theology or a related field ▪ Formal training in leadership skills ▪ Practicum in pastoral theology
PASTORAL	<ul style="list-style-type: none"> ▪ Motivates people to inculturate the Gospel into their own culture by using human, spiritual, theological and pastoral approaches familiar to each culture so as to foster unity in diversity within the Catholic Church. ▪ Implements evangelization and faith formation principles and processes provided in national and universal Church documents. ▪ Utilizes modern communication technology to proclaim the Gospel. ▪ Promotes effective ministry by utilizing the leadership skills of collaboration, visioning, planning, communication, decision-making, delegation and conflict management. ▪ Nurtures the prayer life of the community. ▪ Exhibits sensitivity to multicultural concerns, communicates effectively with persons of many cultures and celebrates diversity within the parish community. 	<ul style="list-style-type: none"> ▪ At least three years of pastoral experience ▪ Appropriate length and breadth of service in a pastoral setting to acquire the requisite competencies, verified by means of one's resume, letters of reference/recommendation and in the course of interviews