



Long Term, Geriatric, Elder Care Specific Competencies

	Human	Pastoral Care Competencies (include but are not limited to the following)	Long Term, Geriatric, Elder Care Specific Competencies	Long Term, Geriatric, Elder Care Program Content, Methodology
1.1	Appreciate and affirm the dignity of the human person and the positive values of diverse cultures, races, and socioeconomic groups within their respective self-understandings.	1.1.1 Show awareness of one's own personal values, goals, prejudices and biases. 1.1.2 Demonstrate openness to differing views, perspectives, faith traditions and opinions.	1.1.3 Understand specific elder issues confronting human dignity, such as loss of health, mobility, memory, independence, relationship 1.1.4 Understand cultural biases against elders 1.1.5 Recognize behavior as manifested by people with dementia. 1.1.6 To recognize abuse in all its forms physical, sexual, neglect, exploitation, emotional, abandonment, self-neglect	1.1.7 Content on elder issues 1.1.8 View positively, losses as avenues to explore, e.g. question, "What am I able to do now that I am not as involved in employment, previous demands on my time, etc., and with the energy I now have?" 1.1.9 Not loss of but retained abilities
	Identify personal gifts and limitations through self-reflection, collaboration with others, peer feedback, supervisory assessment processes, and/or spiritual companionship.	1.2.1 Articulate (demonstrate) a knowledge of self that is realistic, including one's gifts, limitations, and opportunities. 1.2.2 Demonstrate openness to feedback from others. 1.2.3 Demonstrate commitment to personal discernment. 1.2.4. Demonstrate awareness of one's own personal response to change.	1.2.5 Face personal biases related to aging, especially confronting one's own issues related to autonomy, dependency, loss 1.2.6. Identify models of aging that have influenced you.	1.2.7 Process for exploring issues, such as personal journal work on own life/family history/ narrative. 1.2.8. Process to explore one's own fear of aging
1.3	Engage in programs or practices of continuing ministerial formation and lifelong personal growth.	1.3.1 Engage in continued spiritual practices and reflection 1.3.2 Demonstrate appropriate risk-taking and creative thinking	1.3.3 Understand creative ways to help those with dementia to pray 1.3.4 Identify traits and attitudes influencing your own aging process. <i>(from From Aging to Saging Schacter-Shalom)</i>	1.3.5 Develop a program to help with transition for self and others



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1.4	Recognize both the reality of sin with its personal and social consequences and the power of forgiveness and reconciliation to heal persons and relationships.	1.4.1 Demonstrate compassion for the human brokenness of self and others. 1.4.2 Demonstrate transparency with and assume responsibility for mistakes 1.4.3 Facilitate the management and healing of interpersonal conflict	1.4.4 Understand the unique family dynamics of EOL care when surrogate decision-making, unresolved family issues, and need for reconciliation, forgiveness, healing 1.4.5 Understand the spiritual role in palliative care to help people to forgive and heal	1.4.6 Study 1.4.7 Use of appropriate questions and assessment in Palliative Care
1.5	Maintain a healthy lifestyle and a reasonable balance among the legitimate claims of family, community, personal relationships, and ministry.	1.5.1 Demonstrate self-care in practical and realistic ways, including the appropriate expression of feelings. 1.5.2 Demonstrate adaptability and flexibility with change.	1.5.3 Understand the concept of Care-partners vs Care-givers 1.5.4 Understand Compassion Fatigue 1.5.5 Understand the transitions process and how it can lead to transformation	1.5.6 Use of appropriate self-assessment tools
1.6	Manifest “psychological health, marked by integrity, appropriate interpersonal boundaries, and the ability to honor and safeguard the trust that people place in them as Church ministers” (Co-Workers, p. 36).	1.6.1 Demonstrate careful attention to emotional, physical and spiritual boundaries 1.6.2 Demonstrate the ability to attend to others' feelings, needs, and concerns 1.6.3 Demonstrate an accountability and responsibility to the Church, the minister's employer, the minister's manager, and the profession of pastoral care ministry	1.6.4 Understand the unique relationship-building in elder care settings, versus acute care, importance of trust-building 1.6.5 Understand personal/ professional boundary issues, given importance of rapport-building 1.6.6 Assist in exploration and empowerment of identifying and taking next steps in person's care (from Measures of Chaplain Performance and Productivity, CHI 2002)	



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1.7	Understand the power inherent in positions of pastoral leadership and be diligent in the responsible exercise of such power regarding, for example, sexuality, confidentiality, supervision of others, and decision making.	1.7.1 Empower decision-making and responsibility in those they serve 1.7.2 Demonstrate ability to assess external realities and circumstances and respond appropriately 1.7.3 Demonstrate effective pastoral authority and an ability to lead by example 1.7.4 Advocate for those in one's care as needed	1.7.5 Understand role in facilitating and empowering family conversations between elder and family, and among family members regarding care plan, transitions of care, advance directives, EOL care	1.7.6 Communication to Residents with Dementia 1.7.7 Understanding Dynamics with Family and Staff 1.7.8 Mentoring, coach 1.7.9 Small group supervision
1.8	Foster effective professional relationship(s) for the sake of the ministry	1.8.1 Balance a focus on tasks with attention to relational dynamics	1.8.2 Effectively working with staff around critical issues 1.8.3 Define Person Centered Messaging	1.8.4 Mentoring, small group 1.8.5 Practice Person Centered Messaging



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2.1	Give witness to an integrated spirituality formed by Scripture, theological reflection, sacramental celebration, communal worship, and active participation in parish life.	2.1.1 Articulate an understanding of Catholic social teaching as it relates to pastoral and social ministry. 2.1.2 Demonstrate an understanding of the Church's history of pastoral care.	2.1.3 Articulate an understanding of Catholic pastoral care teaching related to elder care	
2.2	Live a life of private and communal prayer that is both formed by and reflective of the breadth and depth of the Catholic spiritual tradition.	2.2.1 Respond to issues in a manner manifests Catholic spirituality		
2.3	Bear witness to the profound significance of Eucharist in one's own life, in the life of one's parish, and in the life of the whole Catholic community.	2.3.1 Sensitive to the immediate needs of those to whom I am ministering as I share the Eucharist with them, acknowledging that I am sharing the living body of Christ with the Body of Christ.	2.3.2 Understand the importance of being flexible when providing Eucharist to those with Dementia	2.3.3 Develop Eucharistic Services that are appropriate for those with dementia
2.4	Demonstrate sensitivity to the spirituality of the sacred arts, i.e., art, music, and architecture, and the value of their expression in liturgical and communal prayer.	2.4.1 Having the knowledge of the importance of the environment and cultural setting for liturgical and communal prayer in pastoral are settings. 2.4.2 Having a familiarity with the many ways in which people pray and allowing them to pray in the manner that is most meaningful for them.	2.4.3 Recognize vital role of community of faith in elder setting 2.4.4 Understand the meaning of Spirituality of Aging	



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2.5	Honor the call to ministry that is rooted in one's baptism by developing ministerial goals that flow from one's spirituality and reflect an integration of Gospel values.	2.5.1 Demonstrate the ability to know and understand the fluidity of ministerial situations and the opportunity to integrate Gospel values into changing settings.		
2.6	Demonstrate an ability to discern the "signs of the times" and address current realities in the Church and the world in light of the Gospel.	2.6.1 Know and articulate the signs of the times into Catholic social teaching as it applies to pastoral care ministry.	2.6.2 Social issues toward elderly <ul style="list-style-type: none"> • Throw away culture • Utilitarian culture • Assisted Suicide 	
2.7	Accept and articulate one's ministerial vocation as coming from God and confirmed by the ecclesial community.	2.7.1 Understands the difference between task and ministry. 2.7.2 Is affirmed as a spiritual leader by those in the specific pastoral care setting.	2.7.3 Vocation vs Job	
2.8	Display openness to ecumenical prayer, work, and practices that promote Christian unity, and acknowledge the gifts afforded the human community from the various world religions.	2.8.1 Have a working knowledge of the forms of prayer and traditions of other religions as those prayers and traditions relate to all forms of pastoral care ministry (birth, illness, end of life).		



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2.9	Model the spirit of Jesus in one's life and identify with and promote the universal Church and its global mission so that all prayer and ministerial activity flow from that mission.	2.9.1 Having a self-awareness of the ministerial situations to which I am called and knowing those in which I am challenged.		
2.10	Develop spirituality sensitive to diverse cultural expressions based on conversion, communion, mission, and solidarity.	2.10.1 Develop a spiritual sensitivity to diverse religious expressions and respect for those traditions as we minister to people of those traditions.	2.10.2 Assess and respond sensitively to cultural and religious diversity. 2.10.3 Cultivate an appreciation for a spirituality of resilience that helps people nurture life in the midst of facing challenges in their lives.	



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3.1	Scripture and revelation. Know and integrate into ministerial practice a theology of revelation as embodied in Scripture, tradition, and creation.	3.1.1 be familiar with the books of the Bible and the Catholic Church’s understanding of scripture. 3.1.2 incorporate a personal history of salvation with the normative stories in the Bible 3.1.3 Help people discover the connection of their own personal history of salvation with the normative stories in the Bible. 3.1.4 Be familiar with Catholic Church’s teachings regarding God’s revelation (e.g. magisterial teaching, creation, etc.)	3.1.5 To identify Old and New Testament verses as a means of better understanding a theology of suffering. 3.1.6 To emphasize the spiritual value of the Paschal Mystery.	
3.2	Dogmatic theology. Know and integrate into ministerial practice Trinitarian theology, Christology, pneumatology, missiology, Christian anthropology, and ecclesiology.	3.2.1 understands his/her self as a minister of the Church 3.2.2 ministers out of the authentic teachings of the Church	3.2.3 Theological understandings of suffering and death	3.2.4 Theologies of suffering and death.

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3.3	Church history. Know and integrate into ministerial practice a foundational understanding of the major events in the history of the Church, with special attention to the Second Vatican Council, and the perspective those events provide on the life of the Church today.	<p>3.3.1 knows and identifies with the history for the Church for the pastoral care of souls.</p> <p>3.3.2 has specific knowledge of history and major figures involved in his/her ministry.</p>	<p>3.3.3 Articulate an understanding of Catholic pastoral care teaching related to elder care</p> <p>3.3.4 Understand the characteristics and influence of a pre-Vatican piety on one's spirituality.</p>	<p>3.3.5 Familiarity with</p> <ul style="list-style-type: none"> • <i>Blessings of Age: A Pastoral Message on Growing Older Within the Faith Community (1999)</i> • Pope John Paul II, <i>Letter to the Elderly...</i> (1999) • Pope Francis, <i>Angelus...</i> (July 26, 2013) • USCCB webpages on <i>End of Life issues and Euthanasia</i>, • USCCB 2011 statement on physician-assisted suicide: "<i>To Live Each Day with Dignity</i>" • Stages of marriage: <i>The Later Years</i> (Your Marriage website)
3.4	Liturgical and sacramental theology. Know and integrate into ministerial practice theologies of liturgy, worship, and sacraments.	<p>3.4.1 reinforce the source and summit of the Eucharist in any prayer/worship setting.</p> <p>3.4.2 assure the availability of sacraments to all those served.</p> <p>3.4.3 knows the seven sacraments, is able to teach the pertinence of these in people's faith lives, and the importance of making them available.</p>	<p>3.4.4 Understand the importance of the Elder care community as faith community</p>	<p>3.4.5 Sacraments in the life of the elderly.</p> <p>3.4.6 Reconciliation/forgiveness as spiritual healing</p>



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3.5	Moral theology and Catholic social teaching. Know and integrate into ministerial practice a theology of the moral life, including Catholic social teaching for the transformation of Church and society.	3.5.1 knows what the Church teaches regarding the moral life and supports a consistent ethic through all stages of life as stated in the Ethical Directives. 3.5.2 knows the key components of Catholic Social Teaching. 3.5.3 subscribes to the professional code of ethics, if applicable.	3.5.4 Articulate the Ethical Religious Directives (ERD's) 3.5.5 Understand an inclusive theory of personhood, dignity of personhood that does not exclude elderly and people with dementia 3.5.6 A theological/ anthropological to human dignity, wholeness, community of healing 3.5.7 An ethics that not only emphasizes how to approach death, dying and grief, but for resilience for living with ailments, disease. 3.5.8 Understand ethical issues related to elderly, including: <ul style="list-style-type: none"> • Elder abuse • EOL decision-making • Physician-assisted suicide • Advanced directive • POLST/MOLST 	
3.6	Pastoral theology. Know and integrate into ministerial practice a theology of pastoral ministry as well as guiding principles for the practice of ministry in a given context.	3.6.1 is able to articulate the theological underpinnings of the pastoral ministry in which engaged		3.6.2 Theological Reflection/Care Partnering Ministry to the Dying



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3.7	Spirituality. Know and integrate the history and theology of Catholic spirituality into prayer and ministerial practice.	3.7.1 knows and can share the rich spiritual tradition of the Catholic Church 3.7.2 is able to articulate his/her own spirituality within the context of the tradition of the Catholic Church 3.7.3 is able to draw on the spiritual traditions of the Church to apply it to the condition of the persons served. 3.7.4 is able to help the people served grow in their spiritual life.	3.7.5 Individualized nature of prayer for Elderly 3.7.6 Understand elderly as: <ul style="list-style-type: none"> • Person for whom God has become more personal, whose images of God have expanded and who relates to God on a more personal level rather than that of fulfilling religious obligations or of being of service to God. • A person who appreciates having more “quality time” to pray, appreciating a diversity of prayer styles to enhance the relationship with God. • A person who is more tolerant with different expressions of faith, less judgmental of others’ spiritual practice. • A person for whom trust can be a challenge – trust in God and trust in the strangers who are now a part of one’s life and impact one’s spirit. 	
3.8	Canon law. Know and integrate into ministerial practice a foundational understanding of canon law.	3.8.1 understands of the role of Canon Law to protect the rights of everyone within the Church. 3.8.2 understands Canon Law as a resource to help people grow in holiness.		



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3.9	Ecumenism and interreligious dialogue. Know and integrate into ministerial practice a respect for other Christian communities and other religious traditions.	3.9.1 knows the religious traditions of those being served. 3.9.2 is familiar with Catholic teachings regarding other Christian communities and other religious traditions.		
3.10	Social sciences and humanities. Know and integrate into ministerial practice a foundational understanding of the social sciences and humanities.	3.10.1 knows the religious traditions of those being served. 3.10.2 is familiar with Catholic teachings regarding other Christian communities and other religious traditions.	3.10.3 To come to terms with the reality of death and the dying process. 3.10.4 To comprehend the dynamics of grief and appropriate responses.	3.10.5 Dynamics of Grief, Loss & Separation
3.11	Culture and language studies. Know and integrate into ministerial practice knowledge of intercultural communication and linguistic/cultural skills.	3.11.1 integrate cultural and language skills into ministry 3.11.2 respects other cultural and religious traditions 3.11.3 seeks training in cultural diversity including language and cultural skills 3.11.4 acquires cultural humility		



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4.1	Exercise sound practices of compassionate pastoral care.	<p>4.1.1 Compare theories of human development, as focused by adult and family life-cycle theories of the social sciences and theories of faith development as sources for pastoral practices</p> <p>4.1.2 Develop holistic approach to the human person using empathic skills which include effective listening.</p> <p>4.1.3 Develop an awareness of a reality of responses which require safe environment and security training.</p>	<p>4.1.4 To better understand the technique and the significance of active listening in the interactive process with the elderly.</p> <p>4.1.5 To become more comfortable in dealing with silence.</p> <p>4.1.6 To better understand the distinction between symptom and problem.</p> <p>4.1.7 To understand the dynamics with family and staff. Understanding of adult, with a NAME, a story, a history, making connections with what has been meaningful in the person's life, however seemingly insignificant.</p> <p>4.1.8 Show interest in the person's present reality, and the feelings that it generates.</p> <p>4.1.9 A person who is more tolerant of differences, more accepting of others as her/his desire to be accepted is heightened.</p> <p>4.1.10 A person who values the empathetic, prayerful presence of another.</p> <p>4.1.11 A person seeking assistance in understanding/accepting the dying process, in making personal choices around the process and having those choices respected.</p>	<p>4.1.12 Life review</p> <p>4.1.13 Cultivate attitude of curiosity, openness and respect of a person's spiritual practice before any intervention.</p>



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4.2	Foster a pastoral ministry that empowers people to enculturate the Gospel in their own culture and to foster unity in diversity in the Catholic Church by utilizing human, spiritual, theological, and pastoral approaches proper to each culture.	4.2.1 Provide basic principles and human relation skills which empower the honoring cultural, language and geographic realities	4.2.2 Be a memory keeper for a person who no longer may be able to do so. Be a consistent visitor	
4.3	Implement the principles and processes of evangelization and faith formation as outlined in national and universal Church documents.	4.3.1 Implement the principle and processes of evangelization which encompass generational, age, and personal faith affiliations		
4.4	Employ the use of modern means of communication technology to proclaim the Gospel.	4.4.1 Appropriate use of technology for effective communication		
4.5	Work effectively with others through utilizing leadership skills of collaboration, visioning, planning, communication, decision making, delegation, and conflict management.	4.5.1 Provide experiential and service learning which respects and is sensitive to the needs of the individual and the community.		
4.6	Exercise effective supervision of employees (part-time or full- time) and volunteers.	4.6.1 Exercise supervision which includes self-supervision and the mentoring of others.		



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4.7	Continually seek opportunities to improve skills.	4.7.1 Participate in ongoing formation which includes a variety of resources and the need to engage in critical thinking and assessment.		
4.8	Develop and nurture the prayer life of the community in which one serves.	4.8.1 Companion and provide prayer form options	4.8.2 Articulate and have facility with rituals and spiritual practices oriented towards residents and staff.	



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