



Partners in Pastoral Care

Continuing the Healing Ministry of Jesus
in the Name of the Church

PROJECT BOOKLET

Templates for Formation

SUMMARY:

A Template for Programs of Formation for Pastoral Care ministers in Diverse Settings through Partnership of Arch/diocesan Offices, Academic Programs and National Associations



The Partners in Pastoral Care Project is a product of the National Association of Catholic Chaplains (NACC) and its Partners

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PARTNERS IN PASTORAL CARE

PATHWAYS TO SERVICE IN PASTORAL CARE MINISTRY

APRIL 2019

PROGRAM OF FORMATION FOR PASTORAL CARE MINISTERS IN DIVERSE SETTINGS THROUGH PARTNERSHIP OF ARCHDIOCESAN OFFICES, ACADEMIC PROGRAMS, AND NATIONAL ASSOCIATIONS

I MISSION

This Partners in Pastoral Care Ministry program was formed to develop a national, integrated, and Catholic approach to identifying, preparing, and supporting men and women who can offer pastoral care ministry in the many settings it is now needed.

II INTRODUCTION

THE PROBLEM:

As part of continuing the healing mission of Jesus, the Catholic Church provides pastoral care services. Those Catholics in need of pastoral care services require pastoral care ministry providers with diverse competencies, including but not limited to board certified chaplains, priests, permanent deacons, pastoral care volunteers, and parish nurses.

While many Catholic dioceses/organizations have initiated formation/training programs in pastoral care, there has not been a nationally consistent set of standards/competencies, nor approaches for training to ensure that the highest quality of pastoral care is being provided.

LEADERSHIP FOR THE PROCESS:

The National Association of Catholic Chaplains (NACC), founded by the US Catholic Bishops in 1965, marked its 50th Jubilee Year in 2015. The NACC provides training, certification and support to chaplains, clinical pastoral educators, and all who continue the healing ministry in the name of the Church, to ensure that the highest quality pastoral care is provided to the aging, ill, and dying.

The NACC with the help from a Raskob Foundation grant led a collaborative planning process with representatives from key partners representing the varied settings for pastoral care was developed to identify:

- ◆ Those with the most critical pastoral needs and the settings where they are found.
- ◆ The type of needs and types of pastoral care needed.
- ◆ The specific pathway competencies needed to meet those needs.
- ◆ The diverse ministries (board certified, pastoral associates, volunteers, parish nurses) needed with these competencies.
- ◆ The standards/training/formation required to obtain those competencies.

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- ◆ The core elements for professional and volunteer pastoral care formation and their respective accountability.
- ◆ An agreed upon organization approach to provide training in response.

Twenty years ago, its membership of 3600 included more than 50% religious women (many whose congregations led Catholic Healthcare organizations and still do), 25% priests, 18% lay men and women, and the rest deacons and religious brothers. Today, its 2300 members are more than 50% lay men and women, 25% religious women, 18% priests, and the remainder deacons and religious brothers. With two-thirds of its members being board certified chaplains or CPE supervisors, NACC members minister mainly in healthcare settings, with the remainder working in parishes, correctional institutions, and other settings. NACC collaborates with a wide variety of professional chaplaincy associations, Catholic Health Association's (CHA) Pastoral Care Advisory Committee, as well as Catholic graduate programs and other Catholic ministry associations. With the support of NACC's USCCB Episcopal Liaison and its Episcopal Advisory Council, the CHA, and other key Catholic ministry associations, the NACC agreed to lead this collaborative strategic planning project.

THE PROPOSED SOLUTION:

A network of Partners in Pastoral Care was formed to develop common and specialized standards and competencies that could then be used to design and implement programs of formation for those who are responsible for preparing ministers who provide pastoral care in its many settings. Those involved in developing this approach represented such varied settings as homes, hospitals, prisons, veterans' administration, migrant camps, diverse cultural ministries, and more. What has become clear is that whether one volunteers occasionally, on a regular basis, or as a professional, greater effort is needed to provide consistent, comprehensive, and holistic training in both core competencies and specialized competencies.

- ◆ **Core competencies** because many who minister in pastoral care serve in more than one setting.
- ◆ **Specialized competencies** because the better one understands the persons and context served, the more effective they will be meeting the needs of those served.

FOR WHOM:

This program has been developed to help those who prepare pastoral care ministers to be sure that they take advantage of the best practices surfaced by the NACC and its partners and modeled on the standards and competencies recognized and approved by the U.S. Catholic Conference of Bishops for other ministries in the Church.

Note: The Code of Canon Law requires that those who assist in the ministry of the Church receive both 1) proper formation and 2) adequate remuneration including health benefits

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- ✦ Lay persons who permanently or temporarily devote themselves to special service of the Church are obliged to acquire the appropriate formation which is required to fulfill their function properly and to carry out this function conscientiously, zealously, and diligently. (*Code of Canon Law, Latin English Edition, 231 #1, p. 68*)
- ✦ Without prejudice to the prescript of can. 230 # 1 and with the prescripts of civil law having been observed, lay persons have the right to decent remuneration appropriate to their condition so that they are able to provide decently for their own needs, and those of their family. They also have a right for their social provision, social security, and health benefits to be duly provided. (*Code of Canon Law, Latin-English Edition, 231 #2, p. 68 -69*)

III PROGRAM PURPOSES

1. To address the growing need.
2. To provide an integrated Catholic approach to identifying, preparing, and supporting the men and women needed to provide pastoral care in multiple settings. This program is based on *Co-Workers in the Vineyard of the Lord, A Resource for Guiding the Development of Lay Ecclesial Ministers* USCCB, (2005) which promulgates the four pillars or dimensions of formation, viz., 1) human 2) spiritual 3) intellectual and 4) pastoral required for all who are preparing to minister in the Catholic Church.

IV PROGRAM FRAMEWORK

The four dimensions of formation in Co-Workers also provides an organizational framework for this pastoral care preparation program along with guidance on what goals, elements, and methods would best serve candidates. The Core and Specialized competencies are organized using the same dimensions to be sure that preparation is comprehensive and holistic in preparing candidates to serve in the name of the Church.

Each module or session should include:

1. Clear reference to the standards and competencies that have been developed by the Partners in Pastoral Care to be addressed. This can help both those providing the formation and the candidates to more clearly understand how what is being done prepares them for the ministry.
2. A list of appropriate pathway resources for standards and competencies covered that are easily accessed by all candidates either on-line or in print.

Each pathway should be comprised of:

- ✦ Clearly defined number of hours required to complete: including presentation time, opportunities for appropriate exposure to the specific pathway of ministry being pursued whether by shadowing, mentoring, or actual orientation to the particular facility.

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- ✦ A community of support in the parish or diocese to sustain them and continue to care for them with spiritual and practical group guidance. This may also possibly be done through membership in a national organization that provides regional conference calls and ongoing formation opportunities. Mentoring is ideal, but one on one mentoring needs a pool of possible candidates who have completed training themselves and may not be available when the program starts. This type of community provides an opportunity for ongoing growth and support in the ministry. This may also help candidates be aware of other pathways to which they can aspire.