

Formation Role of the Parish Pastor and Mentor

The parish pastor and mentor are close collaborators of the Commissioned Lay Ecclesial Ministry Program. The pastor in particular is a key link in the program for recruitment and selection of students. He contributes to the student's formation process serving as support and benefactor to the student throughout the three years of formation. He is the person who, together with student, determines an appropriate mentor who can oversee student in formation. The mentor's area of responsibility encompasses the ministerial duties of the student. Working together, both pastor and mentor will yield a bountiful harvest of fruitful ministerial services in the future. A mentor should:

- be parish full or part-time staff member or experienced volunteer leader, directly responsible for the area of ministry under which the student works.
- possess a positive, supportive attitude and willingness to assist the student in growth and development.
- spend time getting to know the student, their background, hopes and desires for ministry involvement on a monthly basis.
- observe student interaction with other ministers, parish community, family and co-workers, offering support, guidance, and feedback.
- Complete and return by email to the Program Coordinator (gloria@sanpedrocenter.org) the Parish Mentor Feedback form twice a year (Nov/Feb) and complete the final Parish Mentor Evaluation form in April and or the participant can bring the form with them to their next CLEM Program weekend.
- review with the student internships and 3rd year project development.
- work with pastor in completing program required documentation and end-of-the-year student (s) evaluation(s).

The pastor is encouraged to meet at least twice a year with the student, coaching and guiding his/her growth. Oftentimes, however, his schedule will limit a direct role in the process of supervision and evaluation. In this case, close communication with the student's mentor will afford him a clear picture of the student's progress. The pastor and mentor collaborate with our Office of Commissioned Lay Ecclesial Ministry Program in ongoing efforts to provide quality programs that will encourage lay formation and more effective ministry.

What a Parish Should Expect From Their Student(s)

- Responsible attendance at each weekend and fulfillment of all program requirements.
- A sincere effort to do the work and commit to agreements.
- Honest dialogue and feedback about their learning, experiences, needs, and concerns.
- A visible and involved presence within the life of the community, which is not limited to the specific ministry in which they may serve.
- Ongoing recruitment of others for parish ministry. The first sign of an unhealthy ministerial approach is one who is over involved and unable to allow others to serve.
- Openness to criticism, evaluation and suggestions.
- Ability to assume responsibilities and be a self-starter, following through on completion of tasks.
- Respect for and loyalty to pastoral leadership and parish peers
- Ability to deal with conflict in a positive manner – assertive, not aggressive behavior
- Witness to journey towards holiness, participating of the sacraments, an appropriate prayer life and regular spiritual direction.

What Student(s) Should Expect From Their Parish

- Support in the form of supervision, regular meetings for review; discussion of concerns and needs; help with completing requirements
- Respect as a person who is committed to serving their community.
- Healthy balance of student responsibilities in the parish and in the program.
- Honest feedback, guidance and evaluation.
- Opportunities to practice various skills learned in the program.
- Conscious inclusion in the parish structure and decision-making so that the skills learned can be used to their fullness.
- Public introduction to the community who should be invited to support the students in prayer, active dialogue, or perhaps more practical ways. This approach models with the community the call to public ministry.
- Financial support consistent with the student's needs.
- The willingness to supervise. Candidates are in a learning mode. As such, they need supervision on the local level by a caring and competent professional.
- Pastor and/or mentor attendance at events related to the formation program.