



	Human	Pastoral Care Competencies (include but are not limited to the following)	Criminal Justice Pastoral Care Specific Competencies
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 selfunderstandings.	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 and embrace the inviolable human dignity and hope 1.1.4 Face own biases related to culture of offenders 1.1.5 Cultivate genuine humility vs. "better than thou" 1.1.6 Awareness of the culture of offenders themselves within prison system that works against human dignity
1.2	Identify personal gifts and limitations through self-reflection, collaboration with others, peer feedback, supervisory assessment processes, and/or spiritual companionship.	1.2.1 Articulate 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 wrong-doing, personal weakness, taking responsibility 1.2.6 Possess ability to face personal truth and consequences 1.2.7 Aware of own hurts, injury, experience of being wronged so that it does not interfere 1.2.8 Able to be tolerant of differences, more accepting of others as her/his desire to be accepted is heightened. 1.2.9 Value the empathetic, prayerful presence of another. 1.2.10 Seek assistance in understanding/accepting the criminal justice process, and the making of personal choices around the process and having those choices respected.
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 Evidence an openness to feedback and ongoing learning through the formation programs taken





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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 dynamics of sin, forgiveness, reconciliation 1.4.5 Understand the elements and dynamics of restorative justice that involves victim, offender, and community 1.4.6 Understand unresolved family issues, and need for reconciliation, forgiveness, healing
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 Possess sufficient means of security and personal satisfaction so that one has dealt with own sources of unhealthiness and unhappiness
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 jail/prison setting 1.6.5 Understand personal/ professional boundary issues, given importance of rapport-building 1.6.6 Able to work without close supervision 1.6.7 Understand the role and dynamic of trauma as it manifests itself in inmate and family





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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 Advocate for those in one's care as needed 1.7.4	1.7.5 Understand the respectful roles and responsibilities of the restorative justice process within which each party (victim, offender, community) takes assumes his/her/ their respective responsibility and decisions in the restorative process
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 Work effectively with staff 1.8.3 Minister effectively to offenders and families





	Spiritual	Pastoral Care Competencies (include but are not limited to the following)	Criminal Justice Pastoral Care Specific Competencies
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 incarcerated
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	2.2.2 Evidence a personal, ecclesial, and social spirituality 2.2.3 Articulate one's own history of conversion that has Christ as hope and heart of reconciliation
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 Able to articulate the importance of sacramental and Eucharistic life for the setting of the incarcerated.
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 care 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 View place of incarceration as sacred space, and conduct services accordingly.





	Spiritual	Pastoral Care Competencies (include but are not limited to the following)	Criminal Justice Pastoral Care Specific Competencies
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.	2.5.2 Reflect a biblical call to serve 2.5.3 Articulate one’s own pastoral identity 2.5.4 Identify own call to ministry as an ecclesial reality 2.5.5 Embrace pastoral care as a healing ministry in the name of the Church 2.5.6 Understand working of authorization/ commission for one’s own ministry as appropriate
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 Know the social issues toward incarcerated 2.6.3 Understand Jail/Prison ministry as evangelization (Recinella)
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 Understand pastoral care as ministry of the Church
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).	2.8.2 Know limits and possibilities for celebrating Eucharist in an incarceration environment 2.8.3 Respect for the diversity of faiths encountered
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 settings in which I am challenged.	2.9.2 Able to reflect on and integrate the unique challenges to one’s own ministerial identity that one encounters in the jail/prison setting





	Spiritual	Pastoral Care Competencies (include but are not limited to the following)	Criminal Justice Pastoral Care Specific Competencies
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 Possess openness and deep respect for the diversity of faiths encountered 2.10.3 Able to recognize the divine within each faith group





	Intellectual	Pastoral Care Competencies (include but are not limited to the following)	Criminal Justice Pastoral Care Specific Competencies
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 Identify Hebrew and Christian Scripture verses as a means of better understanding a theology of suffering and death 3.1.6 Can emphasize the spiritual value of the Paschal Mystery. 3.1.7 Understand biblical basis for restorative justice, e.g., Is. 1:12-17 3.1.8 Have competency with scripture for purposes of bible study groups
3.2	Dogmatic theology. Know and integrate into ministerial practice Trinitarian theology, Christology, pneumatology, missiology, Christian anthropology, and ecclesiology.	3.2.1 Understands his/herself as a minister of the Church 3.2.2 Ministers out of the authentic teachings of the Church	3.2.3 Articulate theological understandings of suffering and death
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.	3.3.1 Knows and identifies with the history for the Church for the pastoral care of souls. 3.3.2 Has specific knowledge of history and major figures involved in his/her ministry.	3.3.3 Articulate an understanding of Catholic pastoral care within history of the church, especially related to caring for the imprisoned
3.4	Liturgical and sacramental theology. Know and integrate into ministerial practice theologies of liturgy, worship, and sacraments.	3.4.1 Reinforce the source and summit of the Eucharist in any prayer/worship setting. 3.4.2 Assure the availability of sacraments to all those served. 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.	3.4.4 Evidence sufficient knowledge of Eucharist to prepare services, provide communion service





	Intellectual	Pastoral Care Competencies (include but are not limited to the following)	Criminal Justice Pastoral Care Specific Competencies
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 Understand social teaching of church on ethical issues including: <ul style="list-style-type: none"> <li>• EOL decision-making</li> <li>• Physician-assisted suicide</li> <li>• Advanced directive</li> <li>• Death Penalty</li> </ul>
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 Able to articulate the Church’s pastoral care commitment to the incarcerated, including knowledge of key ecclesial documents, such as, Responsibility, Rehabilitation, and Restoration: A Catholic Perspective on Crime and Criminal Justice and resources, such as When We Visit Jesus In Prison: Guide for Catholic Ministry, by Chaplain Dale Recinella
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 Can provide individualized nature of prayer with incarcerated 3.7.6 Understand prayer practices 3.7.7 Lead prayer groups, meetings 3.7.8 Lead devotional practices, e.g., rosary







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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.	3.8.3 Understand and can apply pertinent Code of Canon Law principles pertaining to administration of sacraments in incarcerated settings, such as. #884, and the Application of the Norms and Principles of Ecumenism, #122-136.
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	3.9.3 Understand practices of interfaith collaborations as they relate to prison settings
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 social sciences, and particularly the fundamental human dynamics in the most vulnerable of times that ground pastoral care activity, especially issues related to loss of all kinds, suffering, grief, aging, and death	3.10.2 Has come to terms with the reality of death and the dying process 3.10.3 Comprehend the dynamics of death and grief and appropriate responses 3.10.4 Know and attend to the differences experienced by male and female inmates 3.10.5 Understand the role and dynamic of trauma as it manifests itself in inmate and family
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	3.11.5 Know and can attend to the cultural diversity experienced in most inmate settings





	Pastoral	Pastoral Care Competencies (include but are not limited to the following)	Criminal Justice Pastoral Care Specific Competencies
4.1	Exercise sound practices of compassionate pastoral care.	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 4.1.2 Develop holistic approach to the human person using empathic skills which include effective listening. 4.1.3 Develop an awareness of a reality of responses which require safe environment and security training.	4.1.4 Possess the skill and acknowledge the importance of active listening in the interactive process 4.1.5 Show interest in the person’s present reality, and the feelings that it generates. 4.1.6 Understand the distinction between symptom and problem. 4.1.7 Understand the difference between curing and healing 4.1.8 Familiar with and able to minister when encountering illness issues 4.1.9 Knowledgeable of bereavement/loss/grief and spiritual need when facing suffering/death 4.1.10 Understand the dynamics with family 4.1.11 Understand the dynamics of staff.
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 Understand the unique relational dynamics of the cultures encountered in inmates. 4.2.3 Understand pastoral need in terms of losses: <ul style="list-style-type: none"> <li>• Freedom of movement</li> <li>• Choice</li> <li>• Relationships</li> <li>• Sense of well-being</li> <li>• Positive stimulation</li> <li>• Sense of self</li> </ul> 4.2.4 Understand pastoral needs of families of incarcerated
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	4.3.2 Familiar with <i>Evangelii Gaudium</i> , and the principles of faith formation as found in the New Directory for Catechesis, and can adapt them to the prison/jail settings.





	Pastoral	Pastoral Care Competencies (include but are not limited to the following)	Criminal Justice Pastoral Care Specific Competencies
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	4.4.2 Be familiar with both what technology is approved and how it can be used to effectively serve those affected by incarceration
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.	4.5.2 Understand the inter-relational and communal components of a reentry program
4.6	Exercise effective supervision of employees (part-time or full- time) and volunteers.	4.6.1 Exercise supervision which includes selfsupervision and the mentoring of others.	4.6.2 Be knowledgeable and respectful of the diverse forms of supervision/authority operating within the incarcerated setting 4.6.3 Exercise supervision which includes selfsupervision and the mentoring of others, appropriate to the incarcerated setting
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.	4.7.2 Demonstrate an appropriate openness to continue one’s personal/professional development in this ministry to all those affected by incarceration
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 Understanding about ritual, sacraments in pastoral care 4.8.3 Comfortable with prayer with/for others 4.8.4 Articulate and have facility with rituals and spiritual practices 4.8.5 Praying with inmates 4.8.6 Appropriate use of Scripture





	Pastoral	Pastoral Care Competencies (include but are not limited to the following)	Criminal Justice Pastoral Care Specific Competencies
	Others of Pastoral Care		<ul style="list-style-type: none"> <li>• Understand inmates characteristics and motivations</li> <li>• Understand criminal behavior, and societal attitudes toward criminal behaviors.</li> <li>• Understand issues related to:                             <ul style="list-style-type: none"> <li>o Substance abuse</li> <li>o safety</li> <li>o Types of prisons</li> <li>o Re-entry</li> <li>o Outreach to staff</li> </ul> </li> </ul>

