



## **STANDARDS FOR CATHOLIC CAMPUS MINISTRY PROFESSIONALS**

Campus Ministers are defined by appropriate local Catholic ecclesial leadership as those charged with ministry to members of a campus community, regardless of title or type of ministry. In the ministry they practice, Campus Ministers lead by Gospel values and personal example. They also strive to meet the following standards in a way consistent with their position and years of experience.

### **HUMAN FORMATION**

#### **STANDARD:**

Campus Ministers display the characteristics of human maturity necessary for effective ministry.

#### **VISION:**

In their role as mentors, guides, and facilitators in the spiritual life of students, faculty, and staff at institutions of higher education, Campus Ministers must strive to be an effective instrument through which others encounter Christ. This includes knowing their strengths and weaknesses, striving for growth, building positive relationships with diverse people across the campus community, maintaining appropriate boundaries, and creating a healthy work-life balance. In all of these areas, Campus Ministers demonstrate basic human and Christian virtues, such that their personal and ministerial life is a witness to the presence of Christ. Cultivating such traits and skills within a Christ-centered community contributes to the development of “a healthy and well-balanced personality, for the sake of both personal growth and ministerial service” (CV 36).

#### **COMPETENCIES: Campus Ministers demonstrate**

1. **Health in Mind and Body**

manifesting psychological well-being—including a sense of humor—and sufficient physical health to minister on a college campus

2. **Mature Sexuality**

cultivating “the expression of chastity appropriate to their state of life, [and] understands

and respects appropriate sexual boundaries” (CV 36)

3. **Self-Awareness**  
recognizing personal strengths and weaknesses and the need for continuing growth
4. **Relational Capacity**  
cultivating relationships across a wide range of persons, including students, faculty, staff, and administrators
5. **Cultural Sensitivity**  
appreciating cultural diversity; recognizing and addressing implicit bias; cherishing and learning from encounters with people who are different from oneself
6. **Adaptability**  
responding creatively to changing situations; open to learning new things
7. **Balance**  
knowing the importance of self-care and a healthy lifestyle; maintaining a reasonable balance among the legitimate claims of family, community, personal relationships, and ministry.
8. **Appropriate Boundaries**  
possessing a solid network of supportive relationships beyond the ministry setting; not looking for excess affirmation, intimacy, or primary community from students but from family, friends and professional contacts; having a healthy detachment from the ups and downs of ministry.
9. **Humility**  
recognizing limitations; knowing when to ask for help; referring those seeking pastoral care to other caregivers with more appropriate skills and experience as needed
10. **Ongoing Professional Development**  
Seeking opportunities to learn from and be mentored by more experienced campus ministers/wisdom figures in order to grow professionally; open to mentoring other campus ministers

## **SPIRITUAL FORMATION**

### **STANDARD:**

Campus Ministers understand that a relationship with Christ is the foundation of all ministry. They live out their baptismal call through prayer and in service to and with the people of God. They embrace a sacramental worldview in which God’s grace is present and transformative.

## **VISION:**

Campus Ministers understand that “if ministry does not flow from a personal encounter and ongoing relationship with the Lord, then no matter how ‘accomplished’ it may be in its methods and activities, that ministry will lack the vital soul and source needed to bear lasting fruit” (CV 38). Thus Campus Ministers have personally encountered the living Christ and seek constantly to deepen that relationship and share it with others. Through Scripture, prayer, sacrament, and life in the Christian community, Campus Ministers live out the call to holiness. They witness to a mature spirituality through a diverse prayer life, a regular reading of Scripture and other sacred writings, theological reflection on their experience, and service rooted in Catholic Social Teaching.

## **COMPETENCIES: Campus Ministers exhibit**

### **1. Active Participation in the Life of the Church**

Living out their relationship with Christ through active participation in the community of faith:

- a. Participating in liturgy and receiving the sacraments,
- b. committing to regular personal prayer and periodic retreats,
- c. advocating for and serving with poor, marginalized, and vulnerable people(s), and
- d. showing a passionate desire to heed the call to holiness.

### **2. Theological Reflection**

Reflecting theologically on both personal and world events to discern the presence of God and the call to action in given situations.

### **3. Christian Witness**

Showing a joyful willingness to witness to the power of Christ in their own lives and in the life of the Church, and a desire to share that faith life with others.

### **4. Sense of Call**

Understanding that their own ministry flows from their baptismal call, coupled with a desire for ongoing reflection and discernment of their own vocations.

### **5. Connection to Saints**

Knowledge of and inspiration from the Communion of the Saints including Mary, mother of God, and Saint John Henry Newman.

### **6. Broad Appreciation of the Sacred**

Understanding and appreciation of diverse cultural expressions of spirituality as well as an ability to see the sacred in art, music, dance, and other cultural and artistic expressions.

### **7. Ecumenical/Interfaith Engagement**

Welcoming opportunities for ecumenical prayer and practices which promote the cause of Christian unity, as well as interfaith prayer or interreligious dialogue that acknowledges the gifts of the various world religions.

**8. Sense of Mission**

Identifying with the mission of Christ and understanding that all prayer and ministry, whether personal or global, flows from that mission.

**9. Openness to Guidance**

Maintaining connection with a spiritual director or companion to support them in their own spiritual growth.

## **INTELLECTUAL FORMATION**

**STANDARD:**

Campus Ministers are familiar with the breadth of Catholic theological and pastoral studies and have the skill to use that knowledge in ministry with diverse populations in higher education. Campus Ministers are committed to continued education in Catholic Thought and appreciate and adhere to Catholic Teaching.

**VISION:**

The Catholic theological tradition provides support for the Campus Minister's faith life and ministry. Accordingly, Campus Ministers strive to be familiar and critically engage with the breadth of Catholic theology and Tradition. They are able to articulate and interpret Catholic teaching in such a way that it becomes accessible for anyone from the casual questioner to the most devoted Catholic students, faculty, and staff. Their goal is always to invite students to engage with the fullness of the Catholic faith. Effective Campus Ministers will integrate key documents and theories of pastoral ministry into their own ministerial practice and will know where to look for answers that lie beyond the minister's immediate knowledge. Campus Ministry is "a journey beyond catechesis into theological study" (CV 43).

**COMPETENCIES: Campus Ministers demonstrate growing familiarity with:**

**1. Theology and Tradition**

Awareness of the components of Catholic Theology and Tradition; ability to articulate one's knowledge. Areas of competence would include:

- a. Sacred Scripture and its interpretation,
- b. Catholic theology and the intellectual tradition of the Church, including the development of both dogmatic theology and non-European/non-Western theologies.
- c. Liturgical and Sacramental theology
- d. Moral Theology and Ethics

- e. Catholic Social Teaching
- f. Pastoral Theology
- g. Church History
- h. Canon Law
- i. Ecumenism and interreligious dialogue
- j. The Church's teaching on the human person and human sexuality
- k. The Church's teaching on the Apostolate of the laity and the universal call to holiness
- l. Current research in the social sciences, humanities, and culture and language studies.

**2. Source Material**

An awareness of primary source material in Church Teaching and understanding of the hierarchy of truths.

**3. Contemporary Issues and Teachings**

Commitment to ongoing study and growth so as to stay current with the latest cultural, generational and political trends and the latest teachings and documents of the Church.

**4. Catechesis and Dialogue**

Ability to teach and dialogue with students and others regarding theology, scripture, current issues and the Church.

**5. Faith Development**

Basic understanding of the stages of faith development and stages of catechesis.

**6. Adult Pedagogy**

Knowledge and understanding of adult learning principles.

**7. Faith and Reason**

Appreciation for the dynamic of faith and reason in the intellectual life of the Church.

**8. History of Campus Ministry**

Appreciation for the ongoing development of Catholic thought about campus ministry (beginning with *Empowered by the Spirit*) and a general knowledge of the role of the Church in dialogue with higher education.

**9. Current Issues in Campus Ministry**

Familiarity with current trends and issues in campus ministry across the nation, particularly as they relate to making diverse, marginalized, and vulnerable people in our Church feel welcome and fully integrated.

**10. Mental Health Care**

A familiarity with stress and mental health issues facing students on a college campus; a

knowledge of campus resources for mental, emotional, and physical health; and basic skills to assist students and refer elsewhere when student exhibits behavior or language suggesting the need for more skilled care.

### **11. Ecumenical/Interfaith Dialogue**

An ability to engage in ecumenical/interfaith dialogue using Catholic theology and tradition.

### **12. Social Justice**

Ability to address global and social justice issues using Catholic theology, social teaching, and tradition.

## **PASTORAL FORMATION**

### **STANDARD**

Campus Ministers are servant leaders striving to foster the fullness of Catholic life in higher education settings through a wide range of ministerial offerings which meet the relational, developmental, and formational needs of the particular collegiate community and are consistent with the model of campus ministry and the particular role of the minister.

### **VISION**

Catholic campus ministers live out their baptismal call to mission in the unique setting of higher education. As servant leaders, campus ministers respect the dignity of each person they encounter on a university campus. As pastoral leaders, they understand that campus ministry is multi-faceted: celebrating sacramental life and vibrant worship, forming faith and character, developing leaders for the Church and the world, embracing the cultural diversity of the church, fostering community life, and educating for social justice. Campus ministers prioritize direct, relational outreach throughout campus. Authentic relationships are the building blocks of strong ministries which decrease isolation, increase communications between peers, and foster growing friendship in Jesus Christ. Campus ministers accompany all, meeting people, especially students, “where they are.” In deed and word, Campus ministers witness to the love of Jesus and the gift of Christian community and the Church in everyday life. They are knowledgeable in ways of discernment as they walk with students who face significant career and vocational decisions, helping them identify and nurture their God-given gifts in a critical time in their lives. Grounded in Catholic teaching and decades of ecumenical and interreligious dialogue, campus ministers embrace the call to be “peace-makers” and thus intentionally foster unity and mutual respect between the varied faith traditions. Campus ministers practice good and just stewardship of human and financial resources, work collaboratively with other lay and ordained ministers and exhibit responsible management skills. Campus ministers are conscientious citizens of campus and society, abide by the policies and procedures put forth by their local ordinary, and embrace the CCMA code of ethics. “Pastoral formation cultivates the knowledge, attitudes, and skills that directly

pertain to effective functioning in the ministry setting and that also pertain to pastoral administration that supports direct ministry” (CV 47).

## **COMPETENCIES: Campus Ministers display**

### **1. Faith in Action**

A lived understanding of and an ability to effectively communicate the saving message of Jesus Christ and the teachings of the Catholic Church coupled with pastoral and practical experience of ministry on campus.

### **2. Community Formation**

A capacity to create community environments which promote positive Gospel values for all as well as ongoing faith formation for Catholics.

### **3. Evangelization**

Fostering the work of the Church by engaging in evangelization as the context shapes it.

- a. Ability to adapt evangelization methods to respond to different learning styles, spiritual development, culture, gender, contemporary issues, or other factors.
- b. Using a portfolio of diverse tactics and strategies, including prayer, in-person conversation, programmatic and event-based outreach, technology, and service.

### **4. Leadership Development**

A capacity for raising up and mentoring student leaders whose work in evangelization and campus ministry prepares them to leave campus to be prophetic servant leaders in the Church and the world.

### **5. Care for the Marginalized**

Concrete expressions of compassion through service, advocacy and prayer with and for vulnerable, marginalized and poor peoples, as indispensable components of their ministry.

### **6. Pastoral Care**

Sound practices of compassionate pastoral care, including (but not limited to): spiritual companionship and/or direction, pastoral counseling, theological reflection, and ability to refer to other professionals when necessary.

### **7. An Integrative Approach**

Creative integration of the six aspects of Campus Ministry (cf. *Empowered by the Spirit*) according to each campus ministry’s unique mission and in collaboration with other apostolates that may be serving the campus. Campus Ministers also recognize the various models of campus ministry and the ways in which campus ministry is different from parish ministry and also a bridge to full parish participation.

**8. Care for the Institution**

Cultural, academic, and spiritual understanding of the campus which serves not only the unique needs of Catholic students, but also the common good of the campus.

**9. Professional Connections**

Effective working relationships with national, diocesan and university personnel.

**10. Team Development**

Ability to work effectively with (and, if necessary, build and manage) a multigenerational and diverse staff and/or student team to provide for a vibrant and comprehensive campus ministry.

**11. The Ministry of Administration**

Collegial and respectful leadership of the campus ministry staff in one's area of responsibility. This includes, but is not limited to:

- a. Spiritually discerning and communicating vision.
- b. An ability to set and prioritize goals, do strategic planning and evaluate personnel and programs
- c. Short term planning, decision-making, delegating, and conflict management.
- d. An capacity to mentor those under one's supervision, whether student or colleague, to advance formation and learning, mission objectives, and the increased capacity to evangelize and serve others.
- e. A basic set of skills in administration, technology, finance and development, including budgeting and evaluation of staff.

**12. Technological Proficiency**

The effective use of technology, social media and the Internet to enhance mission, promotion, intercommunication and pastoral formation.

**13. Ongoing Development of Minister and Ministry**

Dedication to improvement of personal skills and continued advancement of the ministry through stewardship, training, networking, regular assessment, and means of accountability.

Work Cited

*CVCo-Workers in the Vineyard of the Lord* USCCB 2005