



DIOCESE OF HAMILTON

Guide for Pastoral Reference Interview

Note to the Priest:

The purpose of the interview with potential teacher candidates is to ensure that they are fully initiated members of the Catholic Church, and that they understand the foundational teachings of the Church as articulated in their Baptismal Profession of Faith. Furthermore, potential teacher candidates must understand what will be expected of them as a teacher in the Catholic School Board and make a commitment to meet those expectations.

In order to prepare for the interview, candidates have been asked to reflect on their Catholic faith by reading *The Faith We Believe: Unpacking the Creed*. A copy of this brief document is attached for your information. A suggested format for the interview follows.

Christian Initiation

After warmly welcoming the candidate, the priest may invite the candidate to share their experience of being a Catholic. This could include where they were baptized, confirmed and received their First Eucharist, their own experience of being a part of a Parish and any past involvement, and their own experience of Catholic education.

Understanding of the Catholic Faith

The priest next engages the candidate in a conversation about our Catholic faith, by inviting the candidate to share his/her insight(s) from reading *The Faith We Believe: Unpacking the Creed*, perhaps what struck them as particularly important, or some connection they discovered between the faith we profess and the important ministry they wish to undertake as a Catholic teacher. This discussion is intended to be conversational; it is not meant to be a test of the potential teacher's knowledge of Catholic doctrine or an assessment of their participation in the Sunday Eucharist.

Expectations

The priest then presents the expectations of a Catholic teacher: teaching in a Catholic school is more than a job; it is a vocation. A Catholic teacher plays an important public role in the mission of the Church and has the responsibility to bear witness to the Catholic faith, and to share their faith to the best of their ability with students entrusted to their care. Furthermore, Catholic teachers, in union with other members of the Church, strive to live according to the Gospel of Jesus Christ and are committed to deepening their understanding of the faith. Catholic teachers are encouraged to avail themselves of faith development opportunities provided by their School Board.

Profession of Faith

The priest invites the candidate to make a Profession of Faith (see attached) and to sign the document, which is witnessed by the priest and dated.

Submission to the School Board

Finally, the priest completes the attached form and sends it directly to the school board along with the signed Profession of Faith.



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Pastoral Reference for Teacher Applicants

Name of Teacher Candidate _____

Name of Interviewing Priest _____

Address of Parish _____

Telephone number or email: _____

Declaration by Priest:

I have interviewed the above teacher candidate and have reflected with him/her on our Catholic faith and the expectations of a teacher in a Catholic School. I believe that above-named possesses the qualities necessary to carry out the important ministry of evangelization and catechesis in the Catholic School.

In support of this candidate's application, I attach his/her signed Profession of Faith.

Signature of Priest

Date

Additional Comments:



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PROFESSION OF FAITH

(To be made and submitted as part of the application to teach in a Catholic School)

I, **N.**, with firm faith believe and profess each and everything that is contained in the Symbol of faith (the Creed), namely:

I believe in one God, the Father almighty,
maker of heaven and earth, of all things visible and invisible.

I believe in one Lord Jesus Christ,
the Only Begotten Son of God, born of the Father before all ages.
God from God, Light from Light, true God from true God,
begotten, not made, consubstantial with the Father;
through him all things were made.
For us men and for our salvation he came down from heaven,
and by the Holy Spirit was incarnate of the Virgin Mary, and became man.
For our sake he was crucified under Pontius Pilate,
he suffered death and was buried,
and rose again on the third day in accordance with the Scriptures.
He ascended into heaven and is seated at the right hand of the Father.
He will come again in glory to judge the living and the dead
and his kingdom will have no end.

I believe in the Holy Spirit, the Lord, the giver of life,
who proceeds from the Father and the Son,
who with the Father and the Son is adored and glorified,
who has spoken through the prophets.

I believe in one, holy, catholic and apostolic Church.
I confess one baptism for the forgiveness of sins
and I look forward to the resurrection of the dead
and the life of the world to come. Amen.

Furthermore, I believe and profess all that the holy Catholic Church believes,
teaches and professes to be revealed by God.

Signed by Teacher candidate

Pastor

Date: _____

Parish Seal



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Pastoral Reference for a Leadership Position in Catholic Education

Name of Candidate _____

Name of Interviewing Priest _____

Address of Parish/Institution _____

Telephone number or email: _____

Declaration by Priest:

I have interviewed _____ and have reflected with him/her on our Catholic faith and the expectations of a Leader in a Catholic School. I believe that he/she possesses the qualities necessary to carry out the important ministry of leadership and evangelization and catechesis in the Catholic School.

In support of this candidate's application, I attach his/her signed Profession of Faith.

Signature of Priest

Date

Additional Comments:



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Suggested conversation topics for a pastoral meeting between a candidate for leadership in Catholic Education and his/her Pastor who will be providing a Pastoral Reference.

How long have you been involved in your current position in Catholic Education?

Describe what your experience has been like?

What are the highlights of your experience so far?

How have you grown in your faith in your present position?

What has influenced and/or shaped your desire to seek a position as a leader in Catholic Education?

What influences and supports will you draw on to be a good Catholic leader?