

## **STEPS FOR PROCESS OF IDENTIFYING AND INVITING POTENTIAL PASTORAL LEADERS\***

- 1) Based on the qualities needed, identify people.
- 2) Invite them to consider the possibility.
- 3) Meet with the person; at least, have a conversation with them.
- 4) Let them know why you are asking them to consider this and what qualities you see in them.
  - It is important for them to hear from you what they are being called to and why.
  - The affirmation will be helpful as they reflect on their openness and willingness to consider to the possibility.
- 5) This does not obligate you, the diocese, or the person being invited.
- 6) Be clear so the invitation doesn't get ahead of reality; they are entering into a process and not applying for a position.
- 7) Encourage them to view the YouTube video, *The Three Key Questions* by Michael Himes. **NEW LINK** - <https://www.youtube.com/watch?v=P-4lKCENdnw>
- 8) Complete the Recommendation Form and send it to Sister Laura Bufano, CSJ.
- 9) Sister Laura will acknowledge that she has received the form from you.
- 10) Let the person know that:
  - Sister Laura will contact them within a week after she receives the form.
  - They will be invited to participate in a reflection day. Note: Reflection days will be scheduled as needed to accommodate participants.

\* **NOTE:** If self-identifying, initiate a conversation with another pastoral leader, priest or deacon who knows you well. Two forms requested, completed by (1) self and (2) the person with whom you had the conversation.