

WORTHY OF THE CALL

TRAINING FOR YOUTH WHO VOLUNTEER/WORK FOR THE CATHOLIC CHURCH

Guide for Facilitators

Live in a manner worthy of the call you have received, with all humility and gentleness, patience, bearing with one another through love, striving to preserve the unity of the Spirit through the bond of peace.

Ephesians 4:13

Introduction

This training for young people that volunteer/work for the Catholic Church is aimed at helping leaders in our parishes and schools prepare our youth volunteers and employees to provide quality service within the context of a safe environment. It is important to educate our young leaders not only about creating safe environments but also about identifying the safe environments that have been prepared for them. May God bless you in your ministry to, with, by and for the young church.

Worthy of the Call has four sections. They are:

- You are Called
- Core Principles
- Recognizing Signs of Abuse
- Making a Difference

There is a break after each section of the video. You are asked to stop between sections and lead the group through the discussion questions and exercises provided.

Before You Begin

You may be a strong pastoral leader, know your young people really well, and still not know that someone in the group was victimized. It is important for facilitators to always assume that someone in the group may have been victimized. This type of training may trigger memories of abuse or other traumas. Other may call to mind the stories of friends or family members. It is important that those who facilitate this training be sensitive to those who will attend the training. People with counseling or good listening skills and knowledge of reporting procedures should be available whenever this training occurs.

Requirements for volunteers/employees who are minors and who have substantial contact with children and youth:

- Application for Volunteer Service (with a parent's signature)
- 3 references
- Age appropriate training (*Worthy of the Call*)

WORTHY OF THE CALL

TRAINING FOR YOUTH WHO VOLUNTEER/WORK FOR THE CATHOLIC CHURCH

Section One: YOU ARE CALLED

with Bishop Gordon Bennett, SJ

1. Do you see your work with the Church as a response to God's call? What is God calling you to do?
2. What are the things that you are doing or hope to do, that make you part of the Church?
3. How is service part of your faith?
4. Bishop Bennett talks about being Jesus in the world....about young people not only being the Church's future but the Church's present, and about young people being an important part of the Church's mission. Do you believe this is true? Do you feel that your contribution is or will be appreciated by people in the Church?

Think about the following quotes from Bishop Bennett:

When we talk about ministry what we're talking about is really trying to do our best to live the life of Jesus in this world.

I bet you hear a lot that people say to you that you are the church's future and I believe that but I want to emphasize today that you are also a very important part of the church's present. The church needs your energy and your vision right now

The best way to explain the mission of the church is to say that every person does his or her very best to try and live the life of Christ in this world. And that means young people - you are a very important part of the church's mission. We need your gifts and we need your spirit if church is going to fulfill its mission to the world today.

If I could say one thing to young people who are doing ministry for the church I would choose a quotation from Mother Theresa, of Calcutta who said when she was sending her sisters out to do ministry to the poor and the dying, Let the people eat you up. Be totally available to the Christ who presents himself to you in the person you are called to serve.

Section Two: CORE PRINCIPLES

with Steve Angrisano

Being Authentic

1. How do you represent Christ to others? ...to your family?to your friends? ...to those you serve? ...to the stranger?
2. What is it that you want people to see when they see you volunteering or working in the Church?

Reflect on the quote:

You are an ambassador for us, to the world, an ambassador of our Church, your individual parish and the whole church, and people see you and say, “wow that’s what it means to be Catholic.”

Steve Angrisano

3. What are you saying through your actions and your service about what it means to be a Catholic?

Reflect on the quote:

When people say that I am representing the Catholic Church, when I am going out and meeting different people, it’s a great responsibility because, pretty much you are representing this whole organization and you’re representing Christ to others. You can represent a whole world of understanding and love and I think it is necessary that people go out there a be proud of the church that they belong to.

Monica
St. Jane Frances Church

4. What about the Catholic Church makes you proud?

Being Competent

5. In your service/leadership/ministry, what do you have to be good at? How will you become good at it? How will you stay good at it?
6. Discuss developing a plan to help young people acquire the skills they will need for their service role.

Treating others with Dignity

7. Who respects you and treats you in a way that you are valued and appreciated? How will you imitate those same behaviors as you serve or lead others?
8. As you look ahead to the leadership or service that you hope to do in the name of the Church, what will you need to remember that will help you respect the dignity of those who will lead and/or serve?

Include in discussion:

- *Listen to those you serve*
- *Be attentive and responsive, especially to those with special circumstances...*
- *Be open and receptive*
- *Identify and celebrate the holy in the lives of those you serve.*
- *Praise and affirm what is good.*
- *Be open to learning from those you serve, especially those whom you teach*
- *Respect others and their ideas*

Holding One Another Accountable

9. What do others expect of you as a leader?
10. What do you expect of those who supervise you?

Section Three: RECOGNIZING SIGNS OF ABUSE

with Melissa McDermott Lane, Lenny Howard and Chris Ashby

1. *Ask the participants to identify the following statements as true or false. Be sure to have them explain their reasons.*
 - When minors in a ministry role hear about unsafe behavior, they should involve their adult supervisor. *(TRUE)*
 - Hugs are always inappropriate when doing ministry. *(FALSE)*
 - A leader who shouts or yells in anger and uses some manipulative actions to control the group is still within the boundaries of responsible leadership skills. *(FALSE)*
 - Leaders must be aware of planning to avoid activities that might put young people at physical or emotional risk. *(TRUE)*
 - With leadership comes power. Good leaders will learn to take advantage of young people for favors, gifts and even friendships. *(FALSE)*

2. What are some signs of abuse?

From video:

- *Marks on body*
- *Violent play*
- *Sexualized play*
- *Behavioral changes*
- *Substance abuse*
- *Self-mutilating behavior*
- *Secretive behavior*

Additional:

- *Depression*
- *Suicidal behavior*
- *Guilt and shame*
- *Effects of spirituality*
- *Interpersonal difficulties*

3. What are grooming behaviors?

From video:

- *Discourages other adults from participating or monitoring*
- *Prefers to spend free time with minors*
- *Shows a minor pornography*
- *Treats minors as if they were adults*
- *Gives money or gifts to minors for no apparent reason*
- *Encourages secrecy*
- *Manipulates emotions of minors*
- *Chooses “favorites”*

Additional:

- *Always wants to be alone with minors*
- *Seems not to have adult friends*
- *Seems to be “obsessed” with minors*
- *Uses bad language or tells dirty jokes*
- *Always want to wrestle or tickle; goes overboard*
- *Appears to think rules do not apply to them*
- *Sends inappropriate emails, texts messages, and instant messages*

4. How do you keep yourself safe?

- *Education*
- *Have a strong healthy relationship with a trustworthy adult(s)*
- *Have social supports*
- *Have quality interpersonal relationships*
- *Understand basic boundaries between adults and young people*
- *Try not to be alone with individuals*
- *Be aware of grooming behaviors*

5. What do you do when you are touched inappropriately?

- *Say “No”, if you can*
- *Move away from the person who touched you*
- *Know that it was not your fault*
- *Tell a trusted adult immediately and call Social Services or the Police*

6. What do you do or not do when you see things that are inappropriate or “red flags”?

- *Remain calm*
- *Do NOT confront the offender*
- *Tell a trusted adult immediately or call Social Services or the Police*
- *If you have reason to believe that a minor has been subjected to abuse, then you must contact the local office of Department of Social Services and/or local civil authorities (police)*
- *Tell a responsible adult or pastor*
- *Get support for yourself*

7. How do you respond if someone tells you that he/she has been abused?

- *Listen - don't pressure the person to talk*
- *Ask clarifying questions*
- *Remember that confidentiality has its limits—if someone discloses, it needs to be reported*
- *Thank the person for sharing*
- *Get help for the person if their safety is at risk—don't leave an at risk person unattended*
- *Discuss next steps*
- *Decide who you need to tell*
- *Identify a trusted adult to share the story with, and share it*
- *Pray for the person*

Section Four: MAKING A DIFFERENCE
with Laura

1. What is the difference you hope to make by doing the service/ministry for which you are preparing?
2. Tell about someone you know whose service to another has made a difference in another's life or tell about someone you know whose service to you had made a difference in your life.

Reflect on the quote:

What are people in the church looking for? I think one of the most attractive things is people who know what being Catholic is all about and trying to live that lifestyle. The church needs people who are honest and straight up.

Laura

3. What do you think people in the Church are looking for? What do you look for from the Church?