

Diocese of Sacramento
Employment/Ministry in the Church
Pre-Application Statement



“Go out to the whole world and
Proclaim the Good News to all creation.”
(Mark 16:15)

MISSION STATEMENT OF THE DIOCESE OF SACRAMENTO

“The Church in Sacramento will be a hopeful and effective Sacrament of Christ
in Northern California.” (Diocesan Strategic Plan, 2012)

All Christ's faithful, by virtue of their baptism, are called by God to contribute to the sanctification and transformation of the world. They do this by fulfilling their own particular duties in the spirit of the Gospel and Christian discipleship. Working in the Church is a path of Christian discipleship to be encouraged. Those who work for the Church continue the mission and ministry of Christ. Their service is unique and necessary for the life and growth of the Church. This has been our tradition from the beginning, as echoed in the words of St. Paul who worked with and relied on other men and women in the spreading the Gospel. St. Paul was known to acknowledge and thank them, at times calling them, “my co-workers in Christ Jesus” (*Romans 16:3- 16*).

The Church needs the services of dedicated lay persons who have a clear knowledge and proper understanding of the teachings of the Church and a firm adherence to those teachings, and whose words and deeds are in conformity with the Gospel. All who seek employment or ministry in the Church are expected to continue their formation and their willingness to learn, grow, and deepen their desire to serve the Lord with excellence and generosity. Those employed by the Church in our Catholic schools, parishes and institutions, as co-workers in the vineyard of the Lord, are rightly expected to be practicing Catholics whose faith is an essential part of their daily lives and who participate fully in the communal worship and life of the Church.

We recognize that persons who are non-Catholic Christians are also called by the Lord to stand before the world as a witness to his life, death, and resurrection. We, therefore, welcome collaboration with such persons of good faith who share our Catholic vision on important social, moral and ethical issues. It is important for anyone interested in collaborating with us in our work and ministry to have an understanding of the Catholic Church and her teachings.

What is the Church?

The **Church** is the People of God, Christ's Faithful, whom God calls and gathers from every part of the earth. They form the assembly of those who, through faith and baptism, have become children of God, members of the Body of Christ, and temples of the Holy Spirit. The **Diocese** is a geographical portion of that People of God entrusted to a bishop for him to shepherd with the cooperation of the priests, so that, adhering to its pastor and gathered by him in the Holy Spirit, through the Gospel and the Eucharist, it constitutes “a particular church” in which the one, holy, catholic, and apostolic Church of Christ is truly present and operative (1983 *Code of Canon Law*, c. 369). The **Bishop** is the chief shepherd and teacher of his diocese, responsible for ensuring that his valued co-workers in ministry are well prepared and competent to carry out their ministerial roles and functions.

What does the Church believe?

Catholic religious beliefs, rooted in the Gospel of the Lord Jesus, provide the framework for our moral, ethical and social teachings, which in return inform our actions and lifestyle. It is important, therefore, for anyone interested in collaborating in our work and ministry to have an understanding of these teachings.

The core of the Gospel of Jesus is expressed in the following principles:

- It is the proclamation of a living God who is close to us, who calls us to profound communion with himself and awakens in us the certain hope of eternal life.
- It is the affirmation of the inseparable connection between the person, one's life and one's bodilyness.
- It is the presentation of human life as a life of relationship, a gift of God, the fruit and sign of his love.
- It is the proclamation that Jesus has a unique relationship with every person, which enables us to see in every human face the face of Christ.
- It is the call for a "sincere gift of self" as the fullest way to realize our personal freedom. (Evangelium Vitae, n.81, 1995)

As a consequence of these core gospel principles, the Catholic Church has a special commitment to the poor, the oppressed, the immigrant, and the otherwise excluded and marginalized (elderly, sick, etc.). We are committed to promoting a "Culture of Life" from the moment of conception to the moment of natural death. We believe in the inherent dignity of the human person, created body and soul in the image and likeness of God, and possessing basic rights endowed by God, including the right to life, the right to religious liberty, and the right to be treated justly with dignity and respect. We believe in the rights of workers to just working conditions, wages, and benefits, as well as the right to organize and join unions or other associations. We oppose all forms of oppression and exploitation, including racism, sexism, pornography, sexual abuse and harassment, and unlawful discrimination. Each person is created to love others and to be loved by others. We believe that a person's sex and gender are defined at birth, and we believe in the oneness and integrity of soul and body. We believe that all persons are called by God to live chaste lives by virtue of their own dignity and according to their state of life. We believe sexual intercourse and human procreation are gifts from God. They are unique expressions of love proper to a marriage between one man and one woman. We believe that marriage itself is instituted by Almighty God.

As a community of believers, we embrace as a matter of faith, the teachings of the Magisterium of the Catholic Church, as defined in the Deposit of Faith. We, therefore, reject anything which is contrary to that teaching, including:

- abortion, euthanasia, assisted suicide, artificial contraception, voluntary sterilization, and the use of capital punishment;
- pornography and obscenity, adultery;
- cohabiting in sexual relationships of any nature outside of marriage between one man and one woman;
- attempting "marriage" with a person of the same sex;
- gender ideologies, pharmaceutical or surgical therapies intended to alter the sexual nature of one's body;
- adoption or placement of children with unions of the same biological sex;
- the abuse of alcohol, cannabis, and the use of illegal narcotics or other controlled substances;
- secularism, the restriction of religious freedom rights, religious liberty, and liberty of conscience, anti-Catholicism, and anti-Catholic biases; and
- violence or the use of force to resolve social, political, or religious problems.

Must the Church's employees share the Church's vision and witness the Catholic faith in their life and work?
Yes. Every member of the Church must stand before the world as a witness to the life, death, and resurrection of the Lord Jesus. This is particularly important for those who work and minister in the name of the Church. In our daily affairs and our work, we, as faithful disciples of the risen Christ, must be guided by a Christian conscience, since even in secular business there is no human activity that can be withdrawn from God's dominion.

The Diocese, in its role as an employer, expects all employees to be persons, who by word and deed, support and advocate the positions of the Catholic Church. We understand that employment by the Roman Catholic Church is not for everyone, because there are people of good faith who disagree with our teachings and views. Those unable to authentically witness the Catholic faith by their lives may wish to reflect and seek pastoral guidance before applying for employment or ministry in the Church.

Does the obligation to share the Church's vision also pertain to employees who are not Catholic?

Yes. As Catholics, we believe that our Faith is universal and serves the common good. Thus, even if a person is not Catholic, he or she remains called by the Lord to stand before the world as a witness to Christ's life, death, and resurrection. Persons who are unable to witness the teachings of the Catholic faith by virtue of their own objections or disbelief, or by virtue of their lifestyle choices or public conduct, do not meet the basic criteria to work or minister in the name of the Church and may wish to seek employment in a setting where such expectations are not present.

Should applicants for employment disqualify themselves based on past conduct?

No. As St. John Chrysostom noted, "The Church is a hospital, and not a courtroom, for souls. She does not condemn on behalf of sins, but grants remission of sins." Applicants should not fear that past conduct, even sinful conduct, bars them from seeking employment with the Church, and thus should not abandon an application for employment based on such apprehensions. Instead, applicants who have such concerns should seek pastoral outreach or reconciliation to regularize their relationships and standing with the Church. Applicants should be mindful, however, of the principles previously noted – that lifestyle choices or public conduct while employed by the Church can trigger a disciplinary response if those actions violate the standards of conduct expected of Church employees, and those standards incorporate the teachings of the Roman Catholic Faith.

After you have carefully reflected on what is contained in this Pre-Application Statement, we invite you to complete the Acknowledgement and Applicant Questionnaire, if you are interested in seeking employment with the Diocese of Sacramento.

ACKNOWLEDGMENT

By signing below, I hereby acknowledge that I have received and read the foregoing Pre-Application Statement of the Diocese of Sacramento. After reading and reflecting upon the teachings and beliefs of the Catholic Church, and the manner in which those matters impact lay employees of the Diocese (regardless of whether the employee is Roman Catholic or not), I wish to apply for employment with the Diocese, with a full understanding of the religious nature of the Diocese as an employer. I understand the Diocese's expectations that if my application for lay employment results in my being hired, I will be subject to standards of conduct that incorporate the teachings and beliefs of the Catholic Church as set forth in the Pre-Application Statement, and that these performance expectations will apply regardless of whether I profess to be Catholic and will be a material condition of my employment.

Date: _____

Prospective Applicant Signature

Print Name _____

Email Address _____

Address _____

Telephone Number _____

Position you are applying for?

Location (if known)

APPLICANT QUESTIONNAIRE

(To be completed in writing by the applicant)

Having read and reflected upon the attached Pre-Application Statement, please respond to the following questions.

1. Are you Catholic? Yes No

2. Have you: Been Baptized Yes No
Received First Communion Yes No
Been Confirmed Yes No

3. What parish do you attend? _____

4. Name of Pastor: _____

5. Do you regularly attend Mass and receive the Sacraments? Yes No

6. If you are married: Were you married in the Catholic Church? Yes No
If you are not married in the Church, is your marriage recognized by the Church? Yes No

7. If you are not married, are you living alone? Yes No
If not, what are your living arrangements? _____

8. Are you a priest or deacon (recipient of Holy Orders)? Yes No
If yes, what is your status? _____

9. Are you a member of a secular or religious institute or religious order? Yes No
If yes, identify the institute/order and your status: _____

10. If you are not Catholic, are you in formation to become Catholic (RCIA)? Yes No
If yes, at which parish? _____
When will you complete that program? _____

11. If you are not Catholic, are you affiliated with some other church/faith? Yes No
If yes, please identify the other church: _____

12. Have you ever been previously employed by any organization/entity affiliated with the Diocese of Sacramento or the Catholic Church (another diocese, a parish, a school, etc.)? Yes No
If yes, please identify each such prior institution where you were employed:

If yes, and if you were ever involuntarily dismissed or placed on leave of absence by such a prior Church employer, please explain all the circumstances of your dismissal or leave:

13. Do you have any objections to, or disbelief of, teachings of the Roman Catholic faith such that it would make it difficult for you to minister and work in the name of the Church? Yes No

If yes, please explain:

14. Do you feel that you need more information regarding the Catholic religious faith and the teachings and beliefs of the Catholic Church before continuing with your application for employment? Yes No

15. Do you have any questions regarding Catholic religious faith, teachings, or beliefs that you would like to discuss with a priest, religious sister, or deacon? Yes No

I represent and certify that I have truthfully responded to the questions set forth above.

Dated: _____

Applicant Signature

Print Name _____

Position Applying For _____

**Roman Catholic Diocese of Sacramento
EMPLOYMENT APPLICATION**

It is the purpose of the Catholic Diocese of Sacramento, and of all of its many parishes and other ministry-related entities ("related entities"), to continue the mission and ministry of the Roman Catholic Church:

- by bringing all to a greater personal love and knowledge of God;
- by proclaiming the truths of life and salvation as revealed in Sacred Scripture and Catholic tradition;
- by seeking the Kingdom of God;
- by being in all that we say and do a visible sign of Christ's presence; and
- by sharing in a joyful living community,
 - a community of faith in the Word,
 - a community of worship in sacramental life,
 - a community of love in service,

as we express in our daily lives the teachings, principles, values and practices of the Roman Catholic Church.

All those who associate themselves with the Church, whether as employees or as volunteers, commit themselves to the following principles:

- To respect the dignity of each person as one called by God and made in God's image and likeness;
- To strive to inculcate Gospel values and Catholic Church teachings in every aspect of their work;
- To maintain standards of professional and personal conduct which reflect the values, principles and teachings of the Catholic Church;
- To contribute by personal example to a climate of Christian faith and Roman Catholic practice;
- To support the official policies and practices of the Roman Catholic Church and of the Roman Catholic Diocese of Sacramento and its Diocesan Bishop.

In addition, all those employees and volunteers who are Catholics are expected to be faithful to the Catholic Church and to exemplify the teachings of the Catholic Church in their personal lives and practices. Accordingly, while the Catholic Diocese of Sacramento and related entities do hire as employees persons who are not members of the Roman Catholic Church, all non-Catholic employees are still required, as a condition of employment, to conduct themselves in a manner that is not incompatible with, or hostile to, the teachings and mission of the Roman Catholic Church.

It is our policy to comply with applicable state and federal laws prohibiting discrimination in employment based on race, age, color, national origin, disability or other protected classification.

PLEASE PRINT

Date of Application: _____

Name: _____
LAST _____ FIRST _____ MIDDLE _____

Business Telephone: _____ Home Telephone: _____

Address: _____
NO. _____ STREET _____ CITY _____ STATE _____ ZIP CODE _____

Email Address: _____ Parish: _____

EMPLOYMENT DESIRED

Position applying for: _____

Please indicate the type of employment you are seeking by checking () any of the following which apply.

Regular full-time work: YES NO Days and hours available: _____

Regular part-time work: YES NO Days and hours available: _____

Temporary work: YES NO Days and hours available: _____

If hired, on what date can you start work? _____

PERSONAL INFORMATION

Have you ever applied to or worked for the Diocese of Sacramento or related entities before? YES NO
If yes, when and where? _____

Do you have any relatives working for the Diocese of Sacramento or related entities? YES NO
If yes, state name(s) and relationship. _____

Why are you applying for work at the Diocese of Sacramento or related entities? _____

Are you at least 18 years old? YES NO
(If under 18, hire is subject to verification that you are of minimum legal age and have been granted a student work permit, if applicable.)

If hired, can you present proof of your legal right to live and work in the United States? YES NO

Are you able to perform the essential functions of the position for which you are applying, either with or without reasonable accommodations? YES NO

If accommodations are needed, please explain: _____

EDUCATION, TRAINING AND EXPERIENCE

School	Name and Address	No. of Years	Did you Graduate	Degree or Diploma
High School			<input type="checkbox"/> YES <input type="checkbox"/> NO	
College/University			<input type="checkbox"/> YES <input type="checkbox"/> NO	
Vocational/Business			<input type="checkbox"/> YES <input type="checkbox"/> NO	
Other			<input type="checkbox"/> YES <input type="checkbox"/> NO	

Many of our services are provided to persons who do not speak English. Do you speak and/or write any foreign language? YES NO

If yes, which language(s) do you: SPEAK _____ WRITE _____

Do you have any other experience, training, qualifications or skills which you believe make you especially suited for work at the Diocese or related entities? If so, please explain: _____

EMPLOYMENT HISTORY

Are you currently employed? YES NO
If so, may we contact your current employer? YES NO

Name of Employer: _____

Address: _____
NO. _____ STREET _____ CITY _____ STATE _____ ZIP CODE _____

Type of Business: _____

Telephone: _____ Your Supervisor's Name: _____

Your Position and Duties: _____

Dates of Employment: From _____ To _____

Work Schedule: Hours per Day: _____ Days per Week: _____ Months per Year: _____

Reason for Leaving: _____

Name of Employer: _____

Address: _____
NO. _____ STREET _____ CITY _____ STATE _____ ZIP CODE _____

Type of Business: _____

Telephone: _____ Your Supervisor's Name: _____

Your Position and Duties: _____

Dates of Employment: From _____ To _____

Work Schedule: Hours per Day: _____ Days per Week: _____ Months per Year: _____

Reason for Leaving: _____

Name of Employer: _____

Address: _____
NO. _____ STREET _____ CITY _____ STATE _____ ZIP CODE _____

Type of Business: _____

Telephone: _____ Your Supervisor's Name: _____

Your Position and Duties: _____

Dates of Employment: From _____ To _____

Work Schedule: Hours per Day: _____ Days per Week: _____ Months per Year: _____

Reason for Leaving: _____

REFERENCES (List three (3) persons not related to you who have knowledge of your work performance within the last three years.)

Name: _____ LAST _____ FIRST _____ MIDDLE _____

Address: _____ NO. _____ STREET _____ CITY _____ STATE _____ ZIP CODE _____

Occupation: _____

Daytime Telephone: _____ No. of Years Acquainted: _____

Name: _____ LAST _____ FIRST _____ MIDDLE _____

Address: _____ NO. _____ STREET _____ CITY _____ STATE _____ ZIP CODE _____

Occupation: _____

Daytime Telephone: _____ No. of Years Acquainted: _____

Name: _____ LAST _____ FIRST _____ MIDDLE _____

Address: _____ NO. _____ STREET _____ CITY _____ STATE _____ ZIP CODE _____

Occupation: _____

Daytime Telephone: _____ No. of Years Acquainted: _____

APPLICANT'S STATEMENT**Please read carefully and sign below.**

I hereby certify that the information in this application form (and any attachments hereto) is true and correct to the best of my knowledge, and I agree to having these statements checked by the Diocese or related entity. I authorize my personal references and supervisors to provide information about my previous employment, education, and other matters related to my suitability for employment, and to disclose to the Diocese or related entity that information without prior notice to me of such disclosure. I hereby release the Diocese, other related entities, and all other parties from any and all liability for any damages that may result from furnishing such information to the Diocese, a related entity, or any of their agents, employees, or representatives.

I understand that if I have submitted any false or misleading information, or made any material omission from this application, it may result in my failure to receive an offer or, if I am hired, in my dismissal. I also understand and agree that my employment can be terminated at will, with or without cause, and with or without notice, at any time, either at my option or at the option of the Diocese or related entity. No representative of the Diocese or a related entity may alter the at-will nature of the employment unless it is done specifically in a written agreement signed by both of us.

In consideration of my employment, if I become employed by the Diocese or related entity, I agree to conform to all the applicable rules, policies, and standards of conduct, particularly those principles set forth on page one of this application.

I understand that any offer of employment is conditioned on:

1. My providing satisfactory proof of my identity and legal authority to work in the United States.
2. Obtaining background fingerprint clearance through the California Department of Justice if I am applying for a position in which I will have any contact with minors (children under the age of 18), or if I am later transferred or promoted to such a position; and
3. Obtaining tuberculosis testing clearance, in a manner prescribed by law, if I am applying for a position in which I will have any contact with minors, or if I am later transferred or promoted to such a position.

Applicant's Signature

Date