

USING
PRACTICE MAKES
CATHOLIC
IN A SPIRITUAL MENTORING RELATIONSHIP

A LEADER'S GUIDE

LOYOLAPRESS.
A JESUIT MINISTRY
Chicago

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LOYOLAPRESS.
A JESUIT MINISTRY

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INTRODUCTION AND OVERVIEW

This leader's guide will provide everything you need to implement a spiritual mentoring program using the book *Practice Makes Catholic: Moving from a Learned Faith to a Lived Faith* (Joe Paprocki, DMin, Loyola Press). Since the days of the early church, Christians have realized that the spiritual journey is not meant to be walked alone. We find our way by walking with others who are guided by the same vision. A person who has a sense of direction and who can assist others in learning how to incorporate spiritual practices into daily life is called a mentor. Spiritual mentors can walk with others on the journey, whether informally or as a sponsor in the RCIA (Rite of Christian Initiation of Adults) or for someone preparing for Confirmation. Just as a carpenter or a chef guides an apprentice into the craft, a spiritual mentor can guide others into the way of life known as Catholicism.

In his book *Practice Makes Catholic*, Joe Paprocki offers twenty-one tried-and-true practices that both flow from and shape the Catholic way of seeing—a vision that can and will make a difference in the lives of Christians. The Catholic way of seeing can be characterized by five distinct qualities that shape the way we see all of reality and thus shape the way we “live, move, and have our being” (Acts 17:28). They are

- ✚ **A sense of sacramentality**
- ✚ **A commitment to community**
- ✚ **A respect for the dignity of human life and a commitment to justice**
- ✚ **A reverence for Scripture and Tradition**
- ✚ **A disposition to faith and hope, not despair**

The twenty-one practices that flow from these characteristics are each identified and explained. By entering into mentoring relationships, individuals can use *Practice Makes Catholic* to appreciate and understand these practices and integrate them into daily living.

Why Mentoring?

The concept of spiritual mentoring is not new. In fact, it has a long and rich history in Catholicism. The great sixteenth-century mystic, St. Teresa of Ávila, wrote in *The Interior Castle*:

It is very important for us to associate with others who are walking in the right way—not only those who are where we are in the journey, but also those who have gone farther. Those who have drawn close to God have the ability to bring us closer to him, for in a sense they take us with them.

A spiritual mentoring relationship focuses on the practice of the Catholic faith in daily living. The primary focus is not on dogma and doctrines, but on Catholic practices—the intentional actions we take on a daily basis that flow from our Catholic faith. The relationship can be described as an apprenticeship.

The *General Directory for Catechesis (GDC)* states that “the model for all catechesis is the baptismal catechumenate” and that “this catechumenal formation should inspire the other forms of catechesis in both their objectives and in their dynamism” (*GDC* 59). One of the most distinguishing characteristics of the catechumenate is its reliance on *sponsors* who are called to act as mentors for the catechumens, who, in turn, become their apprentices. Likewise, the *GDC* teaches us that Christian initiation is “more than instruction: it is an *apprenticeship* of the entire Christian life” (*GDC* 67). In other words, the catechetical process in Christian initiation is to be an apprenticeship into a way of life; it mentors the individual into a lifestyle characterized by a deep commitment to prayer, worship, and love of neighbor.

Sponsors (Mentors) Are Nothing New

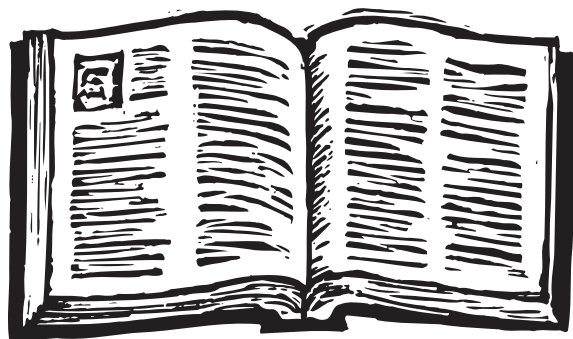
The role of the sponsor at baptism is a long and valued tradition in the Catholic Church. In the Rite of Christian Initiation for Adults, those who are seeking to enter into full communion with the Catholic Church are to be provided a sponsor whose responsibility is “to show the candidates how to practice the Gospel in personal and social life” (RCIA 75). The sponsor is not the one who teaches the candidate all of the dogmas and doctrines of the Catholic Church. This role belongs to the catechist. Rather, the sponsor is someone who helps the candidate become more familiar with the Christian way of life, helping by example and support so that the sponsoree might turn “more readily to prayer, to bear witness to the faith, in all things to keep their hopes set on Christ, to follow supernatural inspiration in their deeds, and to practice love of neighbor” (RCIA 75–2).

The role of sponsors is also prevalent in the secular world, namely in the twelve-step tradition. A sponsor in the twelve-step program is not an expert. He or she is someone who is abstaining from a particular debilitating behavior and is “working the program.” A sponsor need not be someone who has completed the twelve steps but must obviously be further along than the sponsoree. One becomes a sponsor simply by being asked by another person in recovery to serve in this role. In this relationship, the sponsor and sponsoree are in regular contact; the sponsor guides the sponsoree through the steps, providing support and direction, sharing his or her own experiences, and listening.

We can learn a lot from the twelve-step model when approaching a spiritual mentoring relationship. We are all in recovery—from sin. A spiritual mentor is successfully “working the program,” meaning that he or she seems to be successfully following the “steps” outlined by Jesus for discipleship. A spiritual apprentice is attracted to this spiritual “success” and wants it in his or her life. He or she then invites that person to be a spiritual mentor, and they agree to have regular contact to work out a spiritual program that is doable.

In recent centuries, the Catholic Church has not fully tapped the rich potential of the role of the sponsor and thus of the mentoring relationship. A spiritual mentor is a committed Catholic who shares with another, less-experienced Catholic

(or someone interested in becoming Catholic) how he or she practices the faith in daily living. A mentor is not a problem-solver but a companion on a journey. Communication is the key to this relationship. The mentor has no professional training. Rather, the relationship is based on experience, gratitude, trust, and a shared desire to follow Jesus more closely.



HOW DOES THIS LEADER GUIDE WORK?

This leader's guide for *Practice Makes Catholic* provides everything you need to set up a spiritual mentoring program by outlining the following steps:

1. Identify potential spiritual mentors (see Criteria for Mentors on page 8 of this guide).
 - a. **Invite potential spiritual mentors** (see Sample Letter of Invitation for Potential Mentors on page 10 of this guide).
 - b. **Gather potential spiritual mentors** (see Orientation Session for Potential Mentors on pages 12-15 of this guide). **The purpose of the initial gathering is to provide an orientation to the mentors on their role and to familiarize them with the workbook they will be using.**
 - c. **If taking place within a catechumenate, team up the mentors** (sponsors) **with the participants (catechumens and candidates).**
2. If you are setting up mentoring relationships outside the catechumenate setting, identify potential apprentices (see Criteria for Apprentices on page 9 of this guide).
 - a. **Invite potential apprentices** (see Sample Letter of Invitation for Potential Apprentices on page 11 of this guide).
 - b. **Gather potential apprentices** (see Orientation Session for Potential Apprentices on pages 16-19 of this guide). **The purpose of the initial gathering of apprentices is to provide an orientation on the nature of a mentoring relationship and to familiarize them with the workbook they will be using when they meet with their mentors.**
3. For a pilot program, begin with between six and ten apprentices and a matching number of mentors. When planning the pilot program, consider the following options for mentoring relationships:
 - + **one-on-one**
 - + **one-on-two**
 - + **two-on-two (perhaps couples)**
 - + **one-on-several**
 - + **two-on-several**
4. In the catechumenate setting, use *Practice Makes Catholic* as a complement to the main curriculum of the RCIA process (consider using *A Well-Built Faith* and its *Leader Guide* for your RCIA curriculum, also available in Spanish). Ideally, the mentoring sessions would take place beyond the scope of the regular RCIA sessions. In other words, the mentoring sessions would serve

as a type of homework for mentors and apprentices to work on between RCIA sessions, meeting about twice per month to discuss and reflect on various Catholic practices.

5. If you are setting up mentoring relationships outside the catechumenate setting, conduct an introductory session that gathers all the mentors and apprentices. Introduce them to one another and to guide them through their first mentoring session before sending them out to meet on their own at least twice per month (see Outline for Initial Gathering of Mentors and Apprentices on pages 20–21 of this guide). Additional large-group gatherings can be scheduled to monitor the process, to allow sharing in a larger setting, and to provide further teaching surrounding the practices being discussed and reflected upon.

How Do the Mentoring Sessions Work?

By nature, mentoring relationships are somewhat informal and do not follow a rigid format. However, here are a few general guidelines:

1. Mentoring sessions should occur on a regular basis. Frequency can be determined by the mentor's and apprentice's own schedules; however, it is recommended that sessions take place once or twice per month over the course of a year.
2. Mentoring sessions can take place anywhere that is convenient and conducive to talking and listening. The first session will take place at the parish as part of the initial gathering. After that, the pairs may meet in one of their homes, at a quiet restaurant, in a car while commuting together, while taking a walk, or in a space provided by your parish.
3. On the average, mentoring sessions last between thirty and sixty minutes, but they may last as long as needed for both people to talk and listen. Here is a recommended format for the sessions:
 - a. **Before the session, the mentor and apprentice individually prepare by reading the assigned chapter of *Practice Makes Catholics* and then completing the "Before the Session" section of the corresponding chapter in their workbook.**
 - b. **Each session follows this suggested format:**
 1. Except for the first session, begin by discussing your reflections on the most recent action plan (from "Before the Session"). Share thoughts about what worked and what didn't work. Ask questions and consider suggestions for making this a regular part of daily life.
 2. When you're ready to move on, discuss the assigned chapter in general (i.e. your favorite parts, best insight).
 3. Apprentice: ask questions about anything in the chapter you didn't understand.
 4. Together, share to what extent you have already integrated this practice in your daily living (from "Before the Session" above).

5. Mentor: share whatever insights, experiences, and advice you have about the practice (from “Before the Session” above). Discuss these.
 6. Together, review and discuss the “Practical Suggestions” section of the assigned chapter of *Practice Makes Catholic*.
 7. Discuss the suggestions that you’re most interested in pursuing.
 8. Apprentice: ask questions about any suggestions you don’t fully understand.
 9. Together, formulate a simple plan of action for incorporating one or more of these suggestions (or one of your own choosing) into your daily living between now and the next session. Together, commit to this plan of action.
 10. Close the session by reading aloud the Scripture passage and Prayer from the last page of the assigned chapter of *Practice Makes Catholic*.
 11. Agree on the day, time, and location of your next session.
- c. Following the session, the mentor and apprentice individually complete the “After the Session” section of the workbook for the corresponding chapter.**

Optional Assessment

As an optional way of assessing growth in these practices, participants may take a Pre-Assessment (see pages 23–26 of this guide) at the start of the program and a Post-Assessment (see pages 27–30 of this guide) at the end of the program to determine how the mentoring relationship has influenced the incorporation of Catholic practices into daily living.



Criteria for Mentors

Use the following criteria to guide your selection of those you wish to serve as spiritual mentors.

The mentor is someone who

- + is a practicing (attends Sunday Mass regularly) faith-filled Roman Catholic adult (at least eighteen years of age)**
- + is fully initiated into the Catholic Church (i.e. has received Baptism, Eucharist, and Confirmation)**
- + is an exemplary witness to the Gospel**
- + has a firm grasp on what it means to live daily as a follower of Jesus**
- + is able to relate in friendship; is a good listener; is patient, understanding, and trustworthy**
- + is willing to share his or her own experience of living the faith on a daily basis**
- + has a sense of sacramentality (is capable of recognizing God's presence in all things)**
- + is committed to the well-being of the community**
- + shows respect for the dignity of human life and is committed to justice**
- + is familiar* with Catholic Tradition (i.e., Church teachings, the saints, Scripture)**
- + has an attitude of faith and hope, not despair**
- + is of the same gender as the apprentice (recommended)**

*** "Familiar" in this sense means "a general awareness of." The mentor need not have any formal training in Church teaching, Scripture, or the lives of the saints, but should have a general awareness of the importance of these in the life of a Catholic.**

In their own personal way, mentors show apprentices the place of the Gospel in their own lives and in society, help them with their doubts, anxieties, and questions about the spiritual life, and pray for their spiritual progress.

Criteria for Apprentices

Use the following criteria to guide your selection of those you wish to participate as spiritual apprentices (those participating in a mentoring process outside the catechumenate):

The apprentice is someone who

- + shows or has expressed a willingness and desire to learn more about how to live as a practicing faith-filled Roman Catholic adult (at least eighteen years of age)**
- + is often seen at Sunday Mass**
- + is fully initiated into the Catholic Church (i.e. has received Baptism, Eucharist, and Confirmation);**
- + exemplifies some familiarity with Gospel values**
- + is able to relate in friendship and is a good listener**
- + is willing to share his or her own experience of living the faith on a daily basis**
- + has potential for developing a sense of sacramentality (is capable of recognizing God's presence in all things), a commitment to the well-being of the community, a respect for the dignity of human life and a commitment to justice, a familiarity with Catholic tradition (Church teachings, the saints, Scripture), and an attitude of faith and hope, not despair**
- + is of the same gender as the apprentice (recommended)**

A spiritual apprentice does not come without any experience, wisdom, and insight of his or her own. But this person has taken the posture of a beginner—a posture we are all called to assume as disciples of Christ. Apprentices are those who show a desire to deepen their commitment to Jesus and to live their faith more fully on a day-to-day basis.



Sample Letter of Invitation for Potential Mentors

Dear _____,

We have mentors for many different aspects of life. When it comes to living as a faithful follower of Jesus, the Catholic Church has a long and rich tradition of mentoring. You can probably think of people who have mentored you in the Catholic way of life, sharing their insights on how to love God and neighbor in practical day-to-day ways.

Our parish community is in search of such mentors and, as a pastoral staff, we have identified you as someone who has a great deal to offer. We are inviting you to participate in a new program called “Practice Makes Catholic,” which is designed to establish spiritual mentoring relationships between parishioners that focus on practices of the Catholic faith in daily living.

We are not looking for teachers or catechists but for everyday Catholics who are living the faith and are willing to share their wisdom and experience with others. We will provide you with orientation and with a workbook to guide the mentoring process. If you are willing to participate, we would then pair you up with another parishioner (an “apprentice”) who has expressed a desire to deepen his or her faith. Over the course of several months, the two of you would meet for a designated number of times at places and times of your convenience (at least twice per month) to talk about living Catholic practices as outlined in the book *Practice Makes Catholic: Moving from a Learned Faith to a Lived Faith* (Joe Paprocki, DMin, Loyola Press). You will be provided with a copy of this book as well as with a workbook to help you recognize and identify how you are living these practices already so that you can share insights and experiences with your apprentice. You’re not being asked to serve as an expert but simply as a companion on a journey.

Please consider our invitation. You can bring your questions to the orientation session to be held on _____ from _____ to _____ in _____. Attending the orientation session is not an expression of commitment but an opportunity to explore what the program is about. Upon completion of the orientation, we will invite you to consider making a commitment. Please let us know if you plan to attend this orientation session. Call _____ at _____ by _____.

Thank you for your consideration. We look forward to hearing from you.

Sincerely yours in Christ,

Sample Letter of Invitation for Potential Apprentices

Dear _____ ,

We have mentors for many different aspects of life. When it comes to living as a faithful follower of Jesus, the Catholic Church has a long and rich tradition of mentoring. You can probably think of people who have informally mentored you into the Catholic way of life, sharing their insights on how to love God and neighbor in practical day-to-day ways.

Our parish community would like to make opportunities for such mentoring more formal. As a pastoral staff, we have identified you as someone who has expressed or shown a desire to learn more about how to follow Jesus more closely in day-to-day living. We are inviting you to participate in a new program called “Practice Makes Catholic,” which is designed to establish spiritual mentoring relationships between parishioners that focus on the practices of faith in daily living. We are looking for people like you who are familiar with the Catholic Church but who have expressed or shown a desire or willingness to deepen your faith. We will provide you with an orientation and with a workbook to guide the mentoring process.

If you are willing to participate, we would then pair you up with another parishioner (a “mentor”) who has expressed a desire to share this faith journey with someone who desires a mentor / companion. Over the course of several months, the two of you would meet for a designated number of times at places and times of your convenience (at least twice per month) to talk about living Catholic practices as outlined in the book *Practice Makes Catholic: Moving from a Learned Faith to a Lived Faith* (Joe Paprocki, DMin, Loyola Press). The workbook will provide some background to help you and your mentor explore how to live each aspect of the Catholic faith in practical day-to-day ways. Our hope is that you will come to feel a closer connection between your faith and daily life and feel better equipped to incorporate Catholic practices into your life and be able to talk about them with others.

Please consider our invitation. You can bring your questions to the orientation session to be held on _____ from _____ to _____ in _____. Attending the orientation session is not an expression of commitment but an opportunity to explore what the program is about. Upon completion of the orientation, we will invite you to consider making a commitment. Please let us know if you plan to attend this orientation session. Call _____ at _____ by _____.

Thank you for your consideration. We look forward to hearing from you.

Sincerely yours in Christ,

Orientation Session for Potential Mentors

1. Welcome and Opening Prayer (10 minutes)—welcome the potential mentors and invite them to join in the opening prayer.

Opening Prayer

In the name of the Father... (+)

Leader: Almighty Father, you sent us your Son, Jesus, to show us the way to salvation. Help us now follow him more closely and lead others to walk in his way. We ask this through Christ, Our Lord. Amen.

Reader: John 1:35–46 (The First Disciples)

(silent reflection)

Leader: We are blessed as a Church to have had so many faithful who have gone before us to show us the way to salvation. We call these spiritual mentors, saints. Let us pray now for their guidance as we consider the call to serve others as spiritual mentors. To each petition, please respond: “pray for us.”

Litany of the Saints

Holy Mary, Mother of God . . .

St. Michael . . .

St. Gabriel . . .

St. Raphael . . .

St. John the Baptist . . .

St. Joseph . . .

St. Peter . . .

St. Paul . . .

St. Andrew . . .

St. James . . .

St. Philip . . .

St. Bartholomew . . .

St. Matthew . . .

St. Simon . . .

St. Thaddeus . . .

St. Matthias . . .

St. Barnabas . . .

St. Luke . . .

St. Mark . . .

St. Lucy . . .

St. Agnes . . .

St. Cecilia . . .

St. Catherine . . .

(add names of patron saints of
the parish and of participants)

All you holy men and women...

Leader: Jesus mentored us in a life of prayer. Let us pray now in the words he taught us. Our Father . . .

In the name of the Father . . . (+)

2. Introductions (10 minutes)—invite the participants to introduce themselves by sharing their names and a brief story about a person who has mentored them in some way.
3. Overview of Spiritual Mentoring (10 minutes)—use the following script to guide you in describing the nature of spiritual mentoring:

The concept of spiritual mentoring is not new. In fact, it has a long and rich history in Catholicism. The great sixteenth-century mystic, St. Teresa of Ávila, wrote in *The Interior Castle*:

It is very important for us to associate with others who are walking in the right way—not only those who are where we are in the journey, but also those who have gone farther. Those who have drawn close to God have the ability to bring us closer to him, for in a sense they take us with them.

The program we are inviting you to participate in, *Practice Makes Catholic*, facilitates this type of “associating” through spiritual mentoring relationships. A spiritual mentoring relationship focuses on the practice of the Catholic faith in daily living. The primary focus is not on dogma and doctrines, but on Catholic practices: the things that we do on a daily basis that flow from our Catholic faith. The relationship can be described as an apprenticeship. Just as a carpenter or a chef guides an apprentice in the craft, the spiritual mentor guides an apprentice—someone who is not as experienced—into the way of life known as Catholicism.

4. To Be a Practicing Catholic (5 minutes)—Talk about what it means to be a “practicing” Catholic. Use the following script to guide you:

Typically, when you ask someone if he or she is a practicing Catholic, he or she bases the answer on whether or not he or she goes to Mass on Sunday. There’s only one problem with that: it defines Catholicism as something that is practiced solely on Sundays. To be a practicing Catholic is not only to worship on Sunday and receive the Eucharist but also to live a certain way each and every day. In baptism, we promised to “put on Christ” every day of our lives. In our program, “Practice Makes Catholic,” we’re going to focus on five areas that are specifically integral to our Catholic identity. They are

- + A sense of sacramentality
- + A commitment to community
- + A respect for the dignity of human life and a commitment to justice
- + A reverence for Scripture and Tradition
- + An attitude of faith and hope, not despair

5. Practice Makes Catholic (5 minutes)—Distribute copies of *Practice Makes Catholic: Moving from a Learned Faith to a Lived Faith* and take potential mentors through the following details:

- a. **The Table of Contents** (pp. vii-viii): show the five units that correspond to the five characteristics mentioned earlier.

- b. The arrangement of each chapter (pp. 3-11): emphasize the feature titled "Practical suggestions for practicing..." found in each chapter (p. 10).**
 - c. Point out the Scripture passage and Prayer in each chapter (p. 11).**
 - d. Allow them to keep a copy of the book to peruse.**
- 6. The Workbook (15 minutes)—Distribute copies of the *Mentor/Apprentice Workbook* and take the potential mentors through the following details:
 - a. Table of Contents (p. iii)**
 - b. Introductory Materials (pp. 2-5)**
 - c. Five Areas of Catholic Identity (p. 4)**
 - d. Description of How Sessions Work (pp. 4-5)**
 - e. Allow them to keep a copy of the workbook to peruse.**
- 7. Mentoring Sessions (10 minutes)—Take the potential mentors through Spiritual Mentoring Session 1: Use Sacramentals (pp. 7-8 of the workbook) and highlight the following components of each session:
 - a. Before the Session (p. 7)**
 - b. During the Session (pp. 7-8)**
 - c. After the Session (p. 8)**
- 8. Practical Strategies for Mentoring (15 minutes)—Talk about the following strategies for spiritual mentoring.
 - a. Don't think of yourself as an expert; mentors require no formal training. Just be yourself.**
 - b. Avoid attempting to be a problem solver. Rather, be a companion on a journey.**
 - c. Communication is key to the relationship.**
 - d. The mentoring relationship is based on experience, gratitude, trust, and a shared desire to follow Jesus more closely.**
 - e. The best advice is based on your own experience.**
 - f. Take on the responsibility of initiating communication and scheduling the sessions.**
 - g. Don't expect your apprentice to take everything you offer as "law."**
 - h. Your most valuable tool is listening; reflect with objectivity, empathy, and compassion.**
 - i. Share your experiences to the extent you are comfortable.**
 - j. Respect confidentiality.**
 - k. A mentor does not take on responsibility for someone's life.**
 - l. If your apprentice raises an issue that you are not comfortable with, be honest. If he or she raises a problem that you think needs serious attention, ask if you can refer him or her to the parish staff.**

- m. Don't hesitate to try something new (with regard to Catholic practices) and to share your reflections with your apprentice. Show that you have a willingness to grow.**
 - n. Be supportive and encouraging of your apprentice.**
 - o. Talk to other mentors and compare notes and share strategies.**
9. Question and Answer (5 minutes)—Invite any questions that potential mentors may have.
 10. Invitation (5 minutes)—Ask potential mentors to consider the invitation and to respond to you by a date that gives you sufficient time to move forward with the program. Direct them to bring their copies of *Practice Makes Catholic* and the *Mentor/Apprentice Workbook* to that gathering.
 11. Conclusion (5 minutes)—Thank the potential mentors for their time. Assure them of your prayers for them. Invite them to join in a closing prayer. Pause for a few moments of silence and then invite them to share spontaneous prayers of petition for those who are in need. Begin by offering a few petitions of your own and then invite them to offer theirs. To each petition, invite all to respond: “Lord, hear our prayer.” When all are finished, invite them to join in praying the Doxology: “Glory be to the Father . . .”



Orientation Session for Potential Apprentices

1. Welcome and Opening Prayer (10 minutes)—welcome the potential apprentices and invite them to join in the opening prayer.

Opening Prayer

In the name of the Father . . . (+)

Leader: Almighty Father, you sent us your Son, Jesus, to show us the way to salvation. Help us now follow him more closely and always walk in his way. We ask this through Christ, Our Lord. Amen.

Reader: Acts of the Apostles 8:26–40 (Philip and the Ethiopian)
(silent reflection)

Leader: We are blessed as a Church to have had so many faithful who have gone before us to show us the way to salvation. We call these spiritual mentors, saints. Let us pray now for their guidance as we consider the call to become spiritual apprentices. To each petition, please respond: “pray for us.”

Litany of the Saints

Holy Mary, Mother of God . . .
St. Michael . . .
St. Gabriel . . .
St. Raphael . . .
St. John the Baptist . . .
St. Joseph . . .
St. Peter . . .
St. Paul . . .
St. Andrew . . .
St. James . . .
St. Philip . . .
St. Bartholomew . . .
St. Matthew . . .

St. Simon . . .
St. Thaddeus . . .
St. Matthias . . .
St. Barnabas . . .
St. Luke . . .
St. Mark . . .
St. Lucy . . .
St. Agnes . . .
St. Cecilia . . .
St. Catherine . . .
(add names of patron saints of
the parish and of participants)
All you holy men and women...

Leader: Jesus mentored us into a life of prayer. Let us pray now in the words he taught us. Our Father . . .

In the name of the Father . . . (+)

2. Introductions (10 minutes)—invite the participants to introduce themselves by sharing their names and a brief story about a person in their life who has mentored them in some way.
3. Overview of Spiritual Mentoring/Apprenticeship (10 minutes)—use the following script to guide you in describing the nature of spiritual mentoring/apprenticeship:

The concept of spiritual mentoring and apprenticeship is no t new. In fact, it has a long and rich history in Catholicism. The great sixteenth-century mystic, St. Teresa of Ávila, wrote in *The Interior Castle*:

It is very important for us to associate with others who are walking in the right way—not only those who are where we are in the journey, but also those who have gone farther. Those who have drawn close to God have the ability to bring us closer to him, for in a sense they take us with them.

The program we are inviting you to participate in, Practice Makes Catholic, facilitates this type of “associating” through spiritual mentoring relationships. A spiritual mentoring relationship focuses on the practice of the Catholic faith in daily living. The primary focus is not on dogma and doctrines, but on Catholic practices: the things that we do on a daily basis that flow from our Catholic faith. The relationship can be described as an apprenticeship. Just as an apprentice learns from an experienced carpenter or chef to learn the craft, the spiritual apprentice relies on a mentor—someone with more experience in the life of faith—to enter more deeply into the way of life known as Catholicism.

4. To Be a Practicing Catholic (5 minutes)—Talk about what it means to be a “practicing” Catholic. Use the following script to guide you:

Typically, when you ask someone if he or she is a practicing Catholic, he or she bases the answer on whether or not he or she goes to Mass on Sunday. There’s only one problem with that: it defines Catholicism as something that is practiced solely on Sundays. To be a practicing Catholic is not only to worship on Sunday and receive the Eucharist but also to live a certain way each and every day. In baptism, we promised to “put on Christ” everyday of our lives. In our program, Practice Makes Catholic,” we’re going to focus on five areas that are specifically integral to our Catholic identity. They are

- ⊕ A sense of sacramentality
- ⊕ A commitment to community
- ⊕ A respect for the dignity of human life and commitment to justice
- ⊕ A reverence for Scripture and Tradition
- ⊕ A disposition to faith and hope, not despair

5. Practice Makes Catholic (5 minutes)—Distribute copies of *Practice Makes Catholic: Moving from a Learned Faith to a Lived Faith* and take potential apprentices through the following details:
 - a. **he Table of Contents** (pp. vii-viii): **show the five units which correspond to the five characteristics mentioned earlier.**
 - b. **The arrangement of each chapter** (pp. 3-11): **emphasize the feature titled “Practical suggestions for practicing . . .” found in each chapter (p. 10).**
 - c. **Point out the Scripture passage and Prayer in each chapter** (p. 11).
 - d. **Allow them to keep a copy of the book to peruse.**
6. The Workbook (20 minutes)—Distribute copies of the *Mentor/Apprentice Workbook* and take the potential apprentices through the following details:
 - a. **Table of Contents** (p. iii)
 - b. **Introductory Materials** (pp. 2-5)
 - c. **Five Areas of Catholic Identity** (p. 4)
 - d. **Description of How Sessions Work** (pp. 4-5)
 - e. **Allow them to keep a copy of the workbook to peruse.**
7. Mentoring Sessions (10 minutes)—Take the potential apprentices through Spiritual Mentoring Section 1: Use Sacramentals (pp. 7-8) and highlight the following components of each session:
 - a. **Before the Session** (p. 7)
 - b. **During the Session** (pp. 7-8)
 - c. **After the Session** (p. 8)
8. Practical Strategies for Spiritual Apprenticeship (15 minutes)—Talk about the following strategies for participating as an apprentice in a mentoring relationship.
 - a. **Apprentices have some experience too! Don't be shy to share your experiences.**
 - b. **Don't think of your mentor as an expert; he or she is just a few steps ahead of you on the journey.**
 - c. **Look to your mentor not as a problem solver, but as a companion on a journey.**
 - d. **Communication is key to the relationship.**
 - e. **Keep in close contact with your mentor and respond promptly to invitations to schedule sessions.**
 - f. **Don't take everything your mentor offers as something that must be followed but that might be considered.**
 - g. **Be a good listener; your mentor has much to offer.**
 - h. **Share your experiences to the extent you are comfortable.**

- i. Respect confidentiality.**
 - j. If your mentor raises an issue that you are not comfortable with, be honest about it.**
 - k. Don't hesitate to try something new (with regard to Catholic practices) and to share your reflections with your mentor. Show that you have a willingness to grow.**
 - l. Be supportive and encouraging of your mentor; he or she needs affirmation just as you do.**
 - m. Talk to other apprentices and compare notes and share strategies.**
- 9. Question and Answer (5 minutes)**—Invite any questions that potential apprentices may have.
 - 10. Invitation (5 minutes)**—Ask potential apprentices to consider the invitation and to respond to you by a date that gives you sufficient time to move forward with the program. Direct them to bring their copies of *Practice Makes Catholic* and the *Mentor/Apprentice Workbook* to that gathering.
 - 11. Conclusion (5 minutes)**—Thank the potential apprentices for their time. Assure them of your prayers for them. Invite them to join in a closing prayer. Pause for a few moments of silence and then invite them to share spontaneous prayers of petition for those who are in need. Begin by offering a few petitions of your own and then invite them to offer theirs. To each petition, invite all to respond: “Lord, hear our prayer.” When all are finished, invite them to join in praying the Doxology: “Glory be to the Father . . .”

Outline for Initial Gathering of Mentors and Apprentices

1. Welcome and Opening Prayer (10 minutes)—Welcome the mentors and apprentices and invite them to join in an opening prayer.

Opening Prayer

Leader: In the name of the Father . . . (+)

Let us pray. Lord Jesus, you said that wherever two or three gather in your name, you are present in their midst. Be present to us now as we gather with one another to learn more about how to follow in your footsteps. We ask this in your name. Amen.

Reader: John 14:1–6 (I am the Way)

(pause for silent reflection)

Leader: Jesus sent his Holy Spirit to fill the hearts of his faithful. We pray now to this same Holy Spirit to fill our hearts and to guide us on this journey.

Prayer to the Holy Spirit

Leader: Come, Holy Spirit, fill the hearts of your faithful.

All And kindle in them the fire of your love.

Leader: Send forth your Spirit and they shall be created.

All: And you will renew the face of the earth.

Leader: Let us pray. Lord, by the light of the Holy Spirit, you have taught the hearts of your faithful. In the same Spirit, help us to value what is right and always rejoice in your consolation. We ask this through Christ our Lord. Amen.

Leader: Let us pray now in the words that Jesus himself taught us. Our Father...

In the name of the Father . . . (+)

2. Introductions (10 minutes)—Invite the mentors and apprentices to introduce themselves and to share briefly their reasons for participating in the program. If you have already arranged pairings, announce them now and invite the pairs to introduce themselves to one another. If not, work together

as a group to arrange pairings and then have them introduce themselves to one another.

3. Practice Makes Catholic (5 minutes)—Distribute copies of *Practice Makes Catholic* to those who do not have a copy and briefly review the highlights pointed out in the orientation sessions for potential mentors and apprentices.
4. The Workbook (15 minutes)—Distribute copies of the *Mentor/Apprentice Workbook* to those who do not have a copy and briefly review the highlights pointed out in the orientation sessions for potential mentors and apprentices.
5. Optional Pre-Assessment (10 minutes)—Distribute copies of the Pre-Assessment Tool (see pages 23–26 of this guide) and allow time for the participants to complete. Collect these and store for comparison to the Optional Post-Assessment to be given at the conclusion of the program.
6. Session One (30 minutes or as needed)—Allow time for the mentors and apprentices to do Session One (pages 7–8 of the *Mentor/Apprentice Workbook*) on their own. Provide spaces for them to meet with some degree of privacy.
7. Regroup and Evaluation (15 minutes)—Have the mentors and apprentices gather back together as a group. Invite feedback on their first session. Ask the mentors to share how they felt in their role. Ask the apprentices to do the same. Invite any questions that anyone has about how the mentoring process is to proceed or about how the sessions are to take place.
8. Provide any further information that is pertinent to your local schedule. Ask the participants if they would like to gather together as a large group at various points along the way. If so, work these into your schedule.
9. Invite the participants to join in a closing prayer, asking for the intercession of the Blessed Virgin Mary to help them follow her Son, Jesus, more closely. Invite all to pray three Hail Marys for an increase in faith, hope, and love.

Concluding Meeting

(after sessions have been completed)

1. Welcome and Opening Prayer (5 minutes)
2. Discussion and Evaluation (45 minutes)—Use the following questions to conduct a large-group discussion:
 - a. **How often did you meet for sessions?**
 - b. **Where did you meet for sessions?**
 - c. **How long did your average session last?**
 - d. **How helpful were the materials in the workbook?**
 - e. **What would you do to improve the sessions?**
 - f. **Which Catholic practice(s) made the greatest impact on you?**
 - g. **What did you gain from this experience?**
 - h. **How are you different as a result of this experience?**
 - i. **Would you be willing/interested in exploring more Catholic practices in this mentoring relationship?**
 - j. **Apprentices: would you consider becoming a spiritual mentor at some point?**
3. Optional Post-Assessment (20 minutes)—Distribute copies of the Post-Assessment (See pages 27–30 of this guide) and allow time for the participants to complete. Then return copies of their Pre-Assessment and invite them to compare. Discuss areas of significant change.
4. Collect all Pre- and Post-Assessments.
5. Thank You and Closing prayer (5 minutes)

Optional Pre-Assessment Tool

(to be taken at the beginning of the program)

* This survey is an assessment of the program, not of your spiritual formation. It shall not be used in any way to determine your personal growth but rather to indicate whether the program has affected the attitudes of participants.

Name _____

Parish _____

☐ Mentor ☐ Apprentice Date _____

Please indicate below whether you

1 = strongly agree

2 = somewhat agree

3 = mildly agree

4 = mildly disagree

5 = somewhat disagree

6 = strongly disagree

? = don't know

	Description	Circle one that best applies						
1	I consider myself a practicing Catholic.	1	2	3	4	5	6	?
2	I am comfortable speaking to others about my Catholic faith.	1	2	3	4	5	6	?
3	I have a good vocabulary for speaking about my faith.	1	2	3	4	5	6	?
4	I think about my faith often.	1	2	3	4	5	6	?
5	I feel that my Catholic faith connects with my everyday life.	1	2	3	4	5	6	?
6	I have a lot to offer when it comes to telling others about faith.	1	2	3	4	5	6	?
7	I have sacramentals (crucifix, sacred images, etc.) in my home.	1	2	3	4	5	6	?
8	I understand the purpose of sacramentals (holy objects).	1	2	3	4	5	6	?
9	I wear sacramentals such as a medal, a cross, or a scapular.	1	2	3	4	5	6	?
10	I recognize God in the ordinary experiences of daily living.	1	2	3	4	5	6	?
11	I pray the Rosary at least occasionally.	1	2	3	4	5	6	?
12	I recognize God's presence in other people.	1	2	3	4	5	6	?
13	I believe that God is intimately involved in my life.	1	2	3	4	5	6	?

	Description	Circle one that best applies						
14	I recognize time as a gift from God.	1	2	3	4	5	6	?
15	I recognize that I am living on borrowed time (all time belongs to God).	1	2	3	4	5	6	?
16	I pay attention to the feasts and seasons of the Church's liturgical year.	1	2	3	4	5	6	?
17	I pray the Liturgy of the Hours at least occasionally.	1	2	3	4	5	6	?
18	I am aware of which liturgical season we are celebrating.	1	2	3	4	5	6	?
19	I understand the purpose of fasting.	1	2	3	4	5	6	?
20	I understand the purpose of abstaining from meat.	1	2	3	4	5	6	?
21	I fast occasionally.	1	2	3	4	5	6	?
22	I fast for one hour before receiving Holy Communion.	1	2	3	4	5	6	?
23	I abstain from meat occasionally.	1	2	3	4	5	6	?
24	I am comfortable making the Sign of the Cross in public.	1	2	3	4	5	6	?
25	I give thought to my posture when I pray (kneeling, bowing).	1	2	3	4	5	6	?
26	In church, I bow and genuflect when appropriate.	1	2	3	4	5	6	?
27	I occasionally pray devotions such as the Rosary, Stations of the Cross, or novenas.	1	2	3	4	5	6	?
28	I feel like a member of a Catholic community.	1	2	3	4	5	6	?
29	I'm familiar with the phrase, "I'll light a candle for you."	1	2	3	4	5	6	?
30	I recognize the importance of community in my life.	1	2	3	4	5	6	?
31	I share my time with others in the community.	1	2	3	4	5	6	?
32	I share my income and material possessions to support my faith community.	1	2	3	4	5	6	?
33	I use my talents to help others in the community.	1	2	3	4	5	6	?
34	I feel I have a responsibility to share my time, talent, and treasure with the community.	1	2	3	4	5	6	?
35	I feel responsible for the well-being of other members of the community.	1	2	3	4	5	6	?
36	I am comfortable drinking from the cup at Holy Communion.	1	2	3	4	5	6	?
37	I try to show love for my neighbors.	1	2	3	4	5	6	?
38	I feel that love of God and love of neighbor are intimately connected.	1	2	3	4	5	6	?
39	I recognize the gifts of the Holy Spirit in myself.	1	2	3	4	5	6	?
40	I recognize the gifts of the Holy Spirit in others.	1	2	3	4	5	6	?

	Description	Circle one that best applies						
41	I have a personal favorite saint (a patron saint).	1	2	3	4	5	6	?
42	I am interested in the lives of the saints.	1	2	3	4	5	6	?
43	I pray for those who have died.	1	2	3	4	5	6	?
44	I recognize the importance of Mary and honor her for her great faith.	1	2	3	4	5	6	?
45	I am familiar with Marian prayers such as the Hail Mary, Memorare, and Hail Holy Queen.	1	2	3	4	5	6	?
46	Showing hospitality is important to me.	1	2	3	4	5	6	?
47	I go out of my way to make people feel welcome.	1	2	3	4	5	6	?
48	I believe that all human life is worthy of respect.	1	2	3	4	5	6	?
49	I believe that all human beings have dignity.	1	2	3	4	5	6	?
50	I try to tend to the physical needs of others.	1	2	3	4	5	6	?
51	I practice the corporal works of mercy.	1	2	3	4	5	6	?
52	I try to show respect for all people.	1	2	3	4	5	6	?
53	I try to live and practice the virtues.	1	2	3	4	5	6	?
54	Catholic Social Teaching influences how I act.	1	2	3	4	5	6	?
55	I try to live according to the themes of Catholic Social Teaching.	1	2	3	4	5	6	?
56	I believe that my faith requires me to be involved in social issues.	1	2	3	4	5	6	?
57	I think that the Church should have a voice in politics.	1	2	3	4	5	6	?
58	I believe that love of God and love of neighbor are inseparable.	1	2	3	4	5	6	?
59	I recognize the importance of doing an occasional examination of conscience.	1	2	3	4	5	6	?
60	I try to learn more about the Catholic faith.	1	2	3	4	5	6	?
61	I understand the value of going on pilgrimages.	1	2	3	4	5	6	?
62	I regularly read materials that teach me about the Catholic faith.	1	2	3	4	5	6	?
63	I occasionally read and study the Bible.	1	2	3	4	5	6	?
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65	I am familiar with various Church documents (e.g. papal encyclicals).	1	2	3	4	5	6	?
66	I try to learn traditional Catholic prayers.	1	2	3	4	5	6	?
67	I have some traditional prayers memorized.	1	2	3	4	5	6	?

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69	I am comfortable leading spontaneous prayer.	1	2	3	4	5	6	?
70	I have memorized some formulas of the Catholic faith (the seven sacraments, Ten Commandments)	1	2	3	4	5	6	?
71	I maintain a healthy, hopeful attitude.	1	2	3	4	5	6	?
72	I try to spread an attitude of hope.	1	2	3	4	5	6	?
73	I think others can recognize the presence of the Holy Spirit in me.	1	2	3	4	5	6	?
74	I try to live the virtues of faith, hope, and charity.	1	2	3	4	5	6	?
75	I try to live the spirit of the Beatitudes.	1	2	3	4	5	6	?
76	I try to tend to the spiritual needs of others.	1	2	3	4	5	6	?
77	I try to practice the spiritual works of mercy.	1	2	3	4	5	6	?
78	I appreciate the value of sacred hymns.	1	2	3	4	5	6	?
79	I think that singing in church is important.	1	2	3	4	5	6	?
80	I sometimes listen to sacred music and use it for personal prayer.	1	2	3	4	5	6	?
81	I would like to go on a retreat some day.	1	2	3	4	5	6	?
82	I consider myself capable of serving as a spiritual mentor for others.	1	2	3	4	5	6	?
	(Do not fill)							

Optional Post-Assessment Tool

(to be taken at the end of the program)

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