



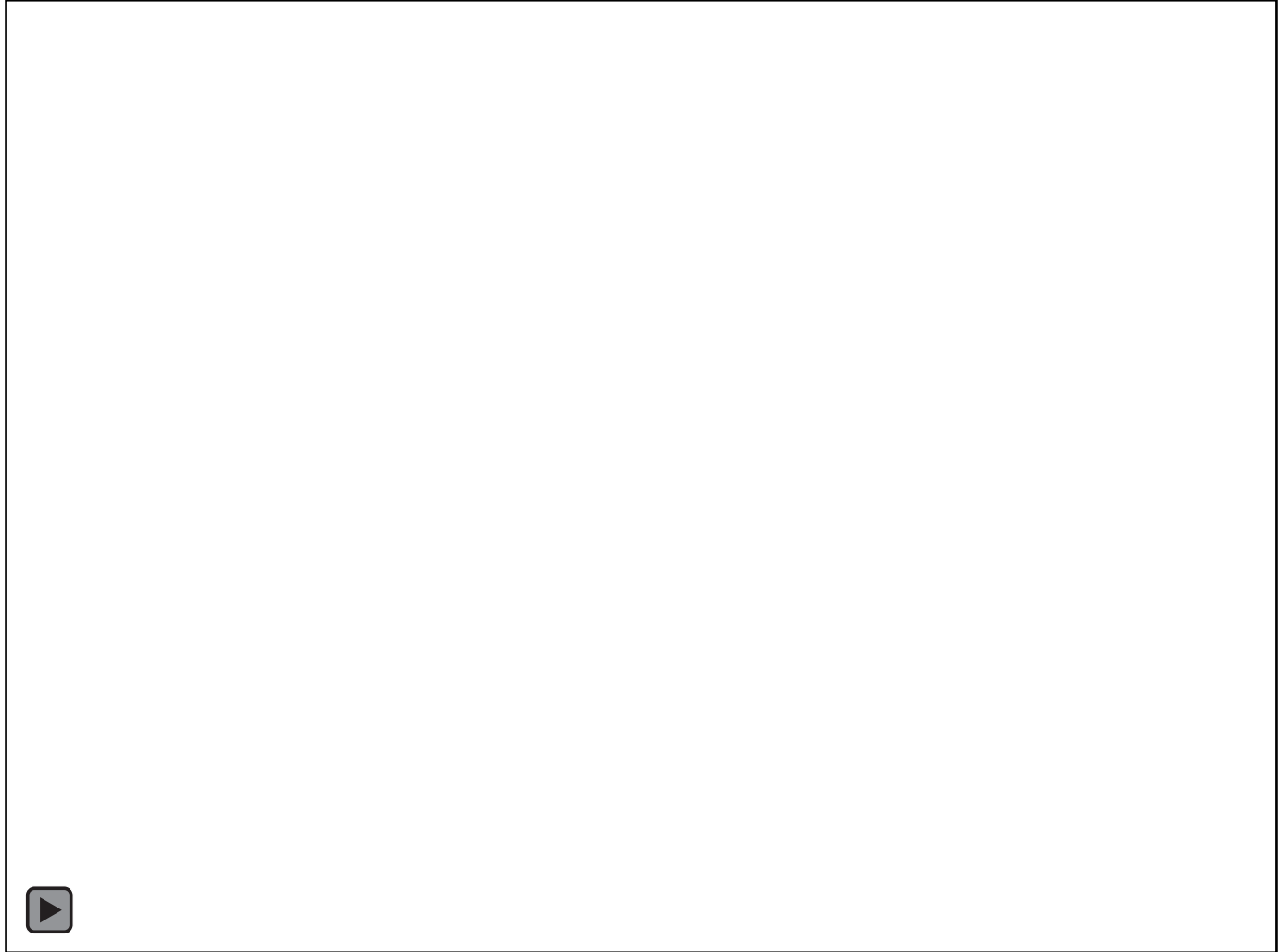
ARCHDIOCESE
of MILWAUKEE

Hiring for Mission

Human Resources

April 2025





Enter Your Responses in the Chat...



Which scripture is referred to as "The Great Commission"?

The Great Commission is the Mission

Matthew 28:16-20 (NIV)

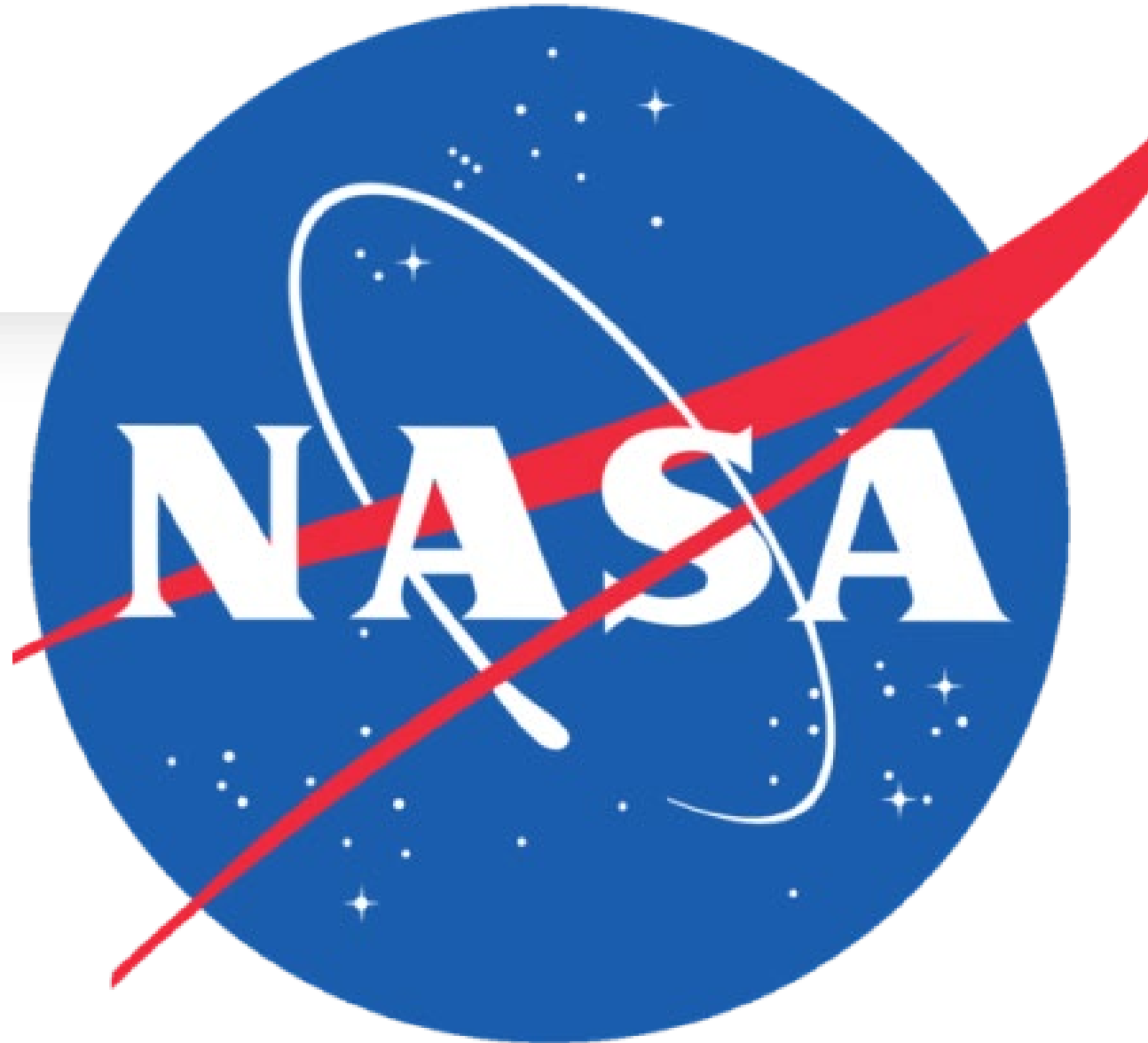
¹⁶ Then the eleven disciples went to Galilee, to the mountain where Jesus had told them to go. ¹⁷ When they saw him, they worshiped him; but some doubted. ¹⁸ Then Jesus came to them and said, “All authority in heaven and on earth has been given to me.

¹⁹ Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ and teaching them to obey everything I have commanded you.

And surely I am with you always, to the very end of the age.”

Tip 1: Formalize Your Mission and Values

- **Mission:** *NASA explores the unknown in air and space, innovates for the benefit of humanity, and inspires the world through discovery.*
- **Core Values:** *We share a set of core values—safety, integrity, teamwork, excellence, inclusion—and they are evident in all that we do.*



Examples of Mission Statements

Mission Statement of the Archdiocese of Milwaukee

To proclaim the Gospel of Jesus Christ through his saving death and resurrection by calling, forming and sending disciples to go and make new disciples.

As a people, we are called to encounter Jesus and grow as disciples through the sacramental life of the Church.

Mission

St. Matthias Catholic Parish is committed to continuing the ministry of Jesus the Christ. We invite and welcome all. Come... live, grow, and be challenged by the message through prayer, formation, and service.

Welcome to Saint Monica Parish

OUR MISSION IS TO LOVE
GOD AND NEIGHBOR BY
PRAYERFULLY
CELEBRATING THE
SACRAMENTS,
GENEROUSLY SERVING
OTHERS, AND
INTENTIONALLY
ENGAGING IN LIFELONG
FAITH FORMATION.

Define Your Values... Or Your Practices Will



- **Mission:** *We are on a mission to open space for good.*
- **Values:** ??

“I didn't fit in with the drinking on the job. Not quite professional enough for me. They ask if you like to party at the interview. I didn't think much of it... I was not comfortable.”

- Former Employee in Glassdoor Review

Tip 1: Formalize Your Mission and Values

- Group input sessions should include as many people as you can
- Reference Archdiocese mission and other samples
- Church teachings from USCCB
- Incorporate mission, vision and values from your Employee Handbook
- Does your mission need to be translated
- Publish your mission, vision, and values
- Make this a living document



Tip 2: Incorporate Mission Into Your Recruitment Process

8 Steps to Hiring a New Employee

1. Job
Description

2. Internal and
External
Advertisement

- Include Mission and Values in job description
- Find the right audience

Enter Your Responses in the Chat...



**Where have you found your best candidates?
(Think: referrals, specific job boards, parish bulletin
announcement, etc.)**



Tip 2: Incorporate Mission Into Your Recruitment Process

8 Steps to Hiring a New Employee

1. Job
Description

2. Internal and
External
Advertisement

3. Resume
Collection

4. Screening
Applicants

5. Interview

- Include Mission and Values in job description
- Find the right audience
- Formalize process that includes screening calls and second interviews
- Ask interview questions that help you understand if the candidate's personal values support the mission

Examples of Interview Questions that Target Mission & Values:

- Why are you interested in this position?
- Why did you select teaching (or religious education, etc.) as a career?
- What qualifications and strengths make you a positive influence in the classroom?
- How are you an example of the teachings of the Catholic faith?



Tip 2: Incorporate Mission Into Your Recruitment Process

8 Steps to Hiring a New Employee



- Include Mission and Values in job description
- Find the right audience
- Formalize process that includes screening calls and second interviews
- Ask interview questions that help you understand if the candidate's personal values support the mission
- Check candidate references
- Dedicate resources to Mission and Recruitment ALL year

Tip 3: Make Values Based Hiring Decisions

What characteristics describe the ideal candidate?

- Varies by position
- Aligned with Catholic values
- Catholic preferred but not always required

Tip 4: Create a Culture of Mission

What are some best practices for creating a culture of Mission all year?

Tip 5: Plan to Overcome Obstacles

We choose to Go and Make Disciples...

not because it is easy, but because it is hard.

“Work is of fundamental importance to the fulfillment of the human being and to the development of society. Thus, it must always be organized and carried out with full respect for human dignity and must always serve the common good.”

- Pope Benedict (2006)

QUESTIONS?

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