



UNDER THE PATRONAGE OF THE SACRED HEART OF JESUS

HIRING FOR MISSION AT BISHOP RYAN CATHOLIC SCHOOL

We are honored by your interest in employment at Bishop Ryan! Your application is the beginning of a process of discernment about what your employment at Bishop Ryan might be like, how it might improve your life or provide a meaningful opportunity to pursue your personal goals. It is also an expression of your interest in contributing to the mission of a specifically Catholic school; a school defined by its unique goals, approach to education, and culture. The hiring process is a process of mutual discovery between applicant and school.

For these reasons, the school takes seriously the responsibility to articulate clearly our mission and identity for all applicants who have been invited to interview for a position. We also invite these applicants to respond thoughtfully to our mission and identity, articulating their own understanding of them and how they might support them and find their place in our school. This process is meant to assist the applicants in discerning whether employment at Bishop Ryan Catholic School would be a good fit for both the applicant and the employer.

Out of courtesy and concern for you as an applicant and in service to the common good of the school, the hiring process at Bishop Ryan at all levels includes meaningful conversations about our mission and identity and what expectations the school has for its employees. The integrity of our Catholic identity and teaching ministry on behalf of the Catholic Church requires that employees commit to uphold and respect the beliefs and teachings of the Catholic Church.¹ This commitment precludes public advocacy against Catholic moral teaching, which would undermine the school's reputation and the public's trust and confidence in Bishop Ryan as a Catholic school. Furthermore, it precludes the expectation that the school administer in contradiction to Catholic teaching. Subsequently, contracts contain a moral clause with which employees must be in compliance or be willing to bring themselves into compliance for the duration of their employment.

¹ All hiring procedures at Bishop Ryan Catholic School are to take place in accord with the school's non-discrimination statement: Bishop Ryan Catholic School acts within the provisions of all applicable laws concerning discrimination. The school will not tolerate any unlawful discrimination, and any such conduct is prohibited. The school also prohibits any form of discipline or retaliation for reporting incidents of discrimination. Bishop Ryan Catholic School employees commit to uphold and respect the Catholic identity of the school.

BISHOP RYAN CATHOLIC SCHOOL: MISSION AND IDENTITY

Since the founding of St. Leo's School in 1925, Little Flower School in 1953, and Bishop Ryan High School in 1958, Catholic education has been an integral and valuable part of the lives of thousands of people, Catholic and non-Catholic alike, in the Minot area. Building upon this tradition, Bishop Ryan Catholic School exists *to serve God and His children by laying the foundation for lasting happiness through education in virtue.*

We serve God and His children...

As a Catholic diocesan school, our mission is first and foremost a response to our identity as sons and daughters of God called to know Him, love Him, and serve Him with our lives. Bishop Ryan Catholic School does not exist for itself; it exists only as a means to serve God by serving His children. We achieve this by collaborating with parents in the fulfillment of their role as the primary educators of their children and by maintaining communion with the Catholic church in all our endeavors.

We lay the foundation for lasting happiness...

As a Catholic school, we operate with a supernatural vision.² The goal of education is not only to provide some good for the community or fulfill the requirements of the state. Rather, we understand that education is the foundation for human flourishing required for each person to achieve the fullness of life for which they have been created. The happiness to which God calls us is ultimately, Himself.³ We acknowledge the presence and value that the imperfect goods of the earth play in our lives such as true friendship, purposeful work, and the establishment of family life. Yet, we insist that these gifts of God, while wonderful, are secondary and imperfect in light of the gift of God Himself.

We offer an education in virtue...

Virtue is the utmost of what a person can be.⁴ In line with classical and Catholic anthropology, the virtuous life defines the good person, and provides the necessary definition of the kind of person who is capable being truly happy. Any attempt to be happy that does not include the acquisition and cultivation of personal virtue is futile. We must become disposed to act and think well in each situation through our cooperation with God's grace and the responsible use of our freedom. We believe that the greatest success our graduates may achieve in our school is to leave having acquired even the beginnings of the intellectual, moral, and theological virtues. These are the foundation to true happiness.



² Miller, M. J. (2006). The Holy See's Teaching on Catholic Schools. Manchester, NH: Sophia Institute Press.

³ Catechism of the Catholic Church. Paragraphs 1716-1729.

⁴ Josef Pieper. (2011). The Christian Concept of Man. South Bend, IN: St. Augustine's Press.

EDUCATIONAL PHILOSOPHY OF BISHOP RYAN CATHOLIC SCHOOL

1. With a motherly solicitude, the Church aims to assist parents in their important right and obligation to give their children a Christian education through the institution of Catholic schools. Furthermore, Catholic schools concretely advance the Church's teaching mission. *Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you.*⁵ Under the governance of the Bishop of the Diocese of Bismarck, the direction of the pastors of Minot's Roman Catholic parishes, and in cooperation with the school's administration, Bishop Ryan Catholic School (BRCS) offers excellent elementary and secondary education in accord with the Church's teaching mission. This teaching mission is essentially a supernatural endeavor since its ultimate purpose is to lead all people to faith in Christ, who is *the Way, the Truth, and the Life*.⁶
2. Taking into account the supernatural vision of the Catholic School, as well as the importance of founding our education upon an adequate Christian anthropology, BRCS approaches the education of its students from three distinct and yet interdependent pillars of formation: human, intellectual, and spiritual. These three aspects of our formation program provide a framework in which students of BRCS are equipped to form a synthetic and coherent worldview by integrating truths derived from both faith and reason.
3. Human or moral formation is essential to authentically Catholic education. Holding fast to the theological principle that grace perfects nature, Catholic human formation begins with a sound understanding of human nature, which is made in the image of God and called to participate in his likeness through the life of supernatural grace. This education focuses on both the human virtues, such as prudence, justice, fortitude, temperance, and humility; as well as the theological virtues faith, hope, and charity. These human virtues form the proper foundation for growing in holiness and Christian maturity. Human formation also plays the role of integrating the intellectual and spiritual pillars of formation through the formation of a mature and upright conscience by which students act in accord with the truth. Students are taught that an authentic exercise in human freedom is always ordered to what is truly good and achieved by obedience to Jesus Christ.
4. Intellectual formation is the formation pillar most commonly associated with "education" in general. Indeed, "the intellectual nature of the human person reaches its final perfection, and needs to do so, through the wisdom which gently draws the human mind to seek and love what is true and good, and which leads it through visible realities to those which are invisible."⁷ In order to fulfill the demands of our intellectual nature to reach the attainment of wisdom, BRCS offers an excellent preparatory education in the fundamental secular sciences. Moreover, the intellectual pillar of formation embraces not only the secular sciences, but also most distinctively an education in divine science through religious education. The religious education curriculum is structured according to the guidelines given by the United States Conference of Catholic Bishops.

⁵ Mt 28:19-20 NRSV

⁶ Jn 14:6 NRSV

⁷ Second Vatican Council, *Gaudium et Spes* 15

5. The Spiritual Formation pillar encompasses the human and intellectual pillars of formation by providing a supernatural finality to the entirety of our educational efforts. All things are to be seen in light of the surpassing grace of knowing and loving Jesus Christ, who draws the baptized up into the joy of communion with the Most Holy Trinity. The entirety of the BRCS mission is entrusted to the patronage of the Sacred Heart of Jesus. In order to lead our students into a deeper relationship with God the Holy Trinity, various devotional and liturgical experiences are integrated into the life of the school. The immediate purposes of the spiritual formation program are twofold: The first purpose is to evangelize our students by instilling a deeper conviction about the truth and importance of the Catholic faith. Secondly, the spiritual formation program is designed to foster normal Catholic practice in a structured environment so that the spiritual formation received at school is sustainable throughout the entirety of their life.



CONTRACTUAL LANGUAGE CONCERNING MORAL ACTIONS OF EMPLOYEES

The purpose of Bishop Ryan Catholic School is to establish, maintain and operate a Catholic School. As such, its Board of Directors and Administration take seriously the responsibility of hiring teachers and staff that support and further the mission and teachings of the Catholic Church by expression of and adherence to the doctrines, laws and norms of the Church. Employees are expected to model and promote behavior in conformity with the teachings of the Church in matters of faith and morals, and do nothing that brings discredit to the Catholic Church or school. BRCS recognizes and respects the individual employee's right to engage in activities outside of the employee's employment which are private in nature and do not in any way conflict with or reflect poorly on BRCS. Should private conduct of moral concern move to public awareness, the BRCS Administration and/or Board of Directors will address the matter. The final determination of the authoritative teachings of the Catholic Church and the interpretation of those teachings shall be made by the Bishop of the Diocese of Bismarck.

Authoritative teachings of the Catholic Church can be found in the Catechism of the Catholic Church: http://www.vatican.va/archive/ENG0015/_INDEX.HTM.

Examples of personal conduct which may be grounds for employment termination include, but are not limited to:

- Procuring, abetting or promoting of assisted suicide or euthanasia;
- Indecent or lewd behavior, including use of child and/or adult pornography;
- Publicly expressing hostile views toward immigrants or public expression of xenophobia;
- Living with another as husband or wife outside of a marriage recognized as valid by the Church, including same sex civil unions;
- Entering into marriage with a person already validly married to a third person in the eyes of the Church;
- Procuring, abetting or promoting of the following, including but not limited, to:
 - abortion
 - artificial insemination
 - in-vitro fertilization
 - surrogate parenthood

APPLICANT RESPONSE TO THE HIRING FOR MISSION STATEMENT

After reading through this document, provide a written response to the Questions on Mission and Identity and answer the questions of Self-Disclosure of Religious Identity and Practice on the following page. Submit the answers to the person from whom you received this document.

QUESTIONS ON MISSION AND IDENTITY

- At Bishop Ryan Catholic School, every member of the community has a role in advancing our mission. You have carefully reviewed the school's Statement on Mission and Identity and the school's Educational Philosophy. Responding thoughtfully to this statement, how would you support the specific mission of our institution of Catholic education?
- Based upon the documents which have been provided to you, do you have any reservations about serving at a Catholic institution with the mission and values that flow from our Catholic identity?
- You have also read the school's Statement of Educational Philosophy. Please provide a response to the school's statement with regard to the following:
 - The school-parent relationship and how you would approach this relationship in the position for which you are applying
 - The supernatural foundation and orientation of the school's mission and how it relates to the position for which you are applying
 - The ideas describing intellectual formation in relation to the position for which you are applying
 - The ideas describing human formation in relation to the position for which you are applying
 - The ideas describing spiritual formation in relation to the position for which you are applying

SELF-DISCLOSURE OF RELIGIOUS IDENTITY AND PRACTICE

Please answer the following questions:

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| 1. Have you received the sacrament of baptism in the Catholic Church? | Yes | or | No |
| 2. If Yes to question 1, have you received the sacrament of confirmation in the Catholic Church? | Yes | or | No |
| 3. Are you currently married? | Yes | or | No |
| 4. If you or your spouse are baptized in the Catholic Church, were you married by a validly ordained Catholic minister (deacon, priest, bishop), or did you receive a dispensation of form to be married without a Catholic ceremony? | Yes | or | No |
| 5. If Yes to question 1, do you still believe and practice the Catholic faith by adhering to the faith as it is taught by the Magisterium of the Church? | Yes | or | No |
| 6. If Yes to question 1, do you still worship God through participation in the sacramental and liturgical prayer of the Church? | Yes | or | No |
| 7. If No to question 1, do you have a particular belief in God or faith tradition? If so, please describe your faith: | Yes | or | No |