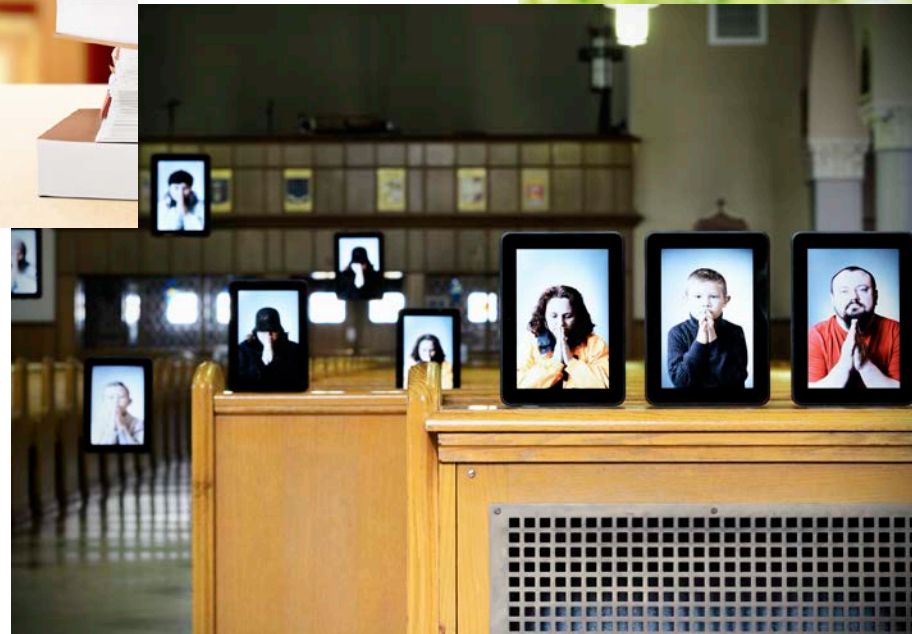
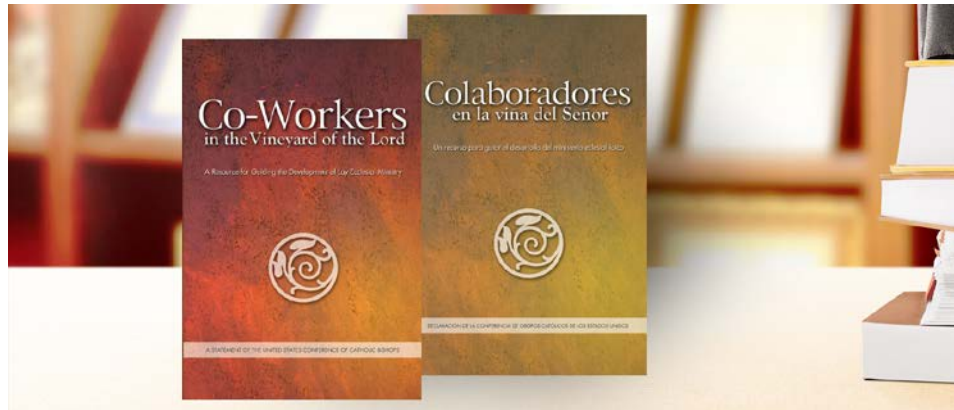


God's Own Vintage

Lay Ecclesial Ministry After 15 Years of *Co-Workers in the Vineyard of the Lord*



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&

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“Christus in der Kelter”

“Christ in the Winepress”

Meister Matthäus ; Kuttentberg



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“Perhaps we can mine the Church’s tradition to discover new ways of viewing and reading this [image]. In the fourth century, Ambrose of Milan (in *The Holy Spirit*) likened the Church ... to the mystical winepress. Similarly, Augustine exhorted his congregation to imitate Christ, ‘the first grape’, by stepping ‘into the winepress’ and being ‘ready for the pressing.’ By being a Church gathered around Christ and which extends through time and space, the mystical winepress encourages all Christians to become ‘ready for the pressing’ and to share the Gospel with a weary world that thirsts for ‘the nectar of life.’”

– Angela Russell Christman, Professor of Theology, Loyola University, Maryland (adapted)



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Let's Hear From You!

If you have a mobile device with you that you aren't using to view the presentation, take it out and head over to

www.menti.com

and enter code

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for real-time interactive questions

(If you don't have an extra device, use your web browser on this one, but keep this presentation tab handy!)



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Today's Take-Aways

- Ministry Considerations in an Era of Social Traumas
 - God's Vintage: A Quick Reminder of Where We Are
 - One Resource for Today: Conflict Literacy and Management in Ministry
- Building on *Co-Workers*: New Developments in Formation / Certification
 - Expanding Existing Models
 - Ministry at the Margins
 - Parish as Ministering "Community of Care"
- Thoughts on the ongoing, essential role of NALM



COVID-19 & Social Trauma: Ministry Impacts

- The challenge of “disembodied” sacramental celebrations, especially the Eucharist
- Loss of control of methods and approaches to ministry which were “working”
- Lack of clarity about what now “works” and how well; how long will this go on?
- Trauma causing unique challenges to ministerial creativity
- Furloughs and job losses for lay ecclesial ministers; limited resources for those who remain; job insecurity
- Resurgent clericalism
- Social conflicts intersect with ministry needs, especially with / for youth and young adults



“Be Like the First Grape ... Ready for the Pressing”

- We are shocked, surprised, disoriented by the trauma around and within us. We don't see where God is.
- But even now God asks to go where we don't expect or to do what we didn't anticipate.
- Are we seeking to protect ourselves / our “cluster of grapes”? What does God invite?
- Do we feel crushed by divisive realities in church and society? How can we be the “nectar of life?”
- How do we listen and respond to what God asks of us through others?
- God promises to be with us and that it will all work for good in the end. So if it isn't yet all good, it isn't the end!



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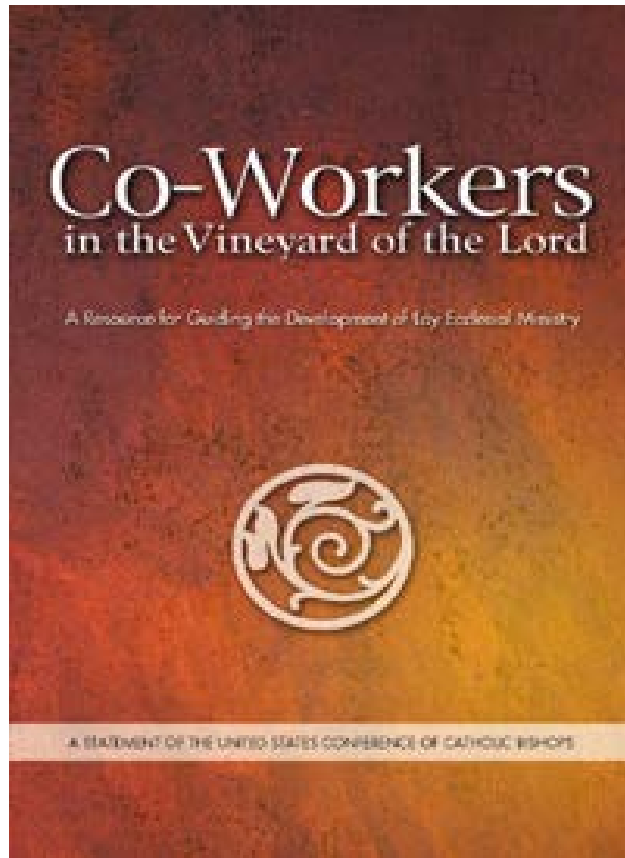
Co-Workers in the Vineyard of the Lord

A Resource for Guiding the Development of Lay Ecclesial Ministry

A Statement of the USCCB

Developed by the Committee on the Laity of the USCCB

<https://usccb.org/laity> | <http://bit.ly/usccblem>



English Full Text <http://bit.ly/coworkers-vineyard>

En español: <http://bit.ly/colaboradores-vina>

~ALSO~

NALM Study Guide

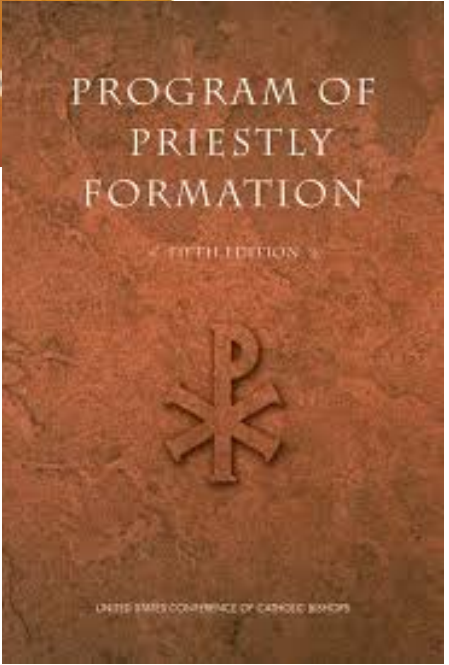
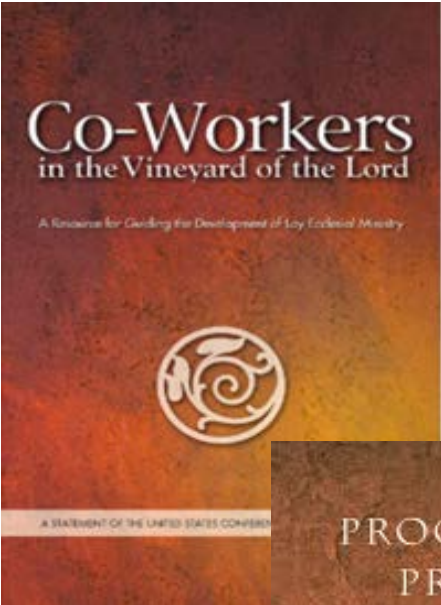
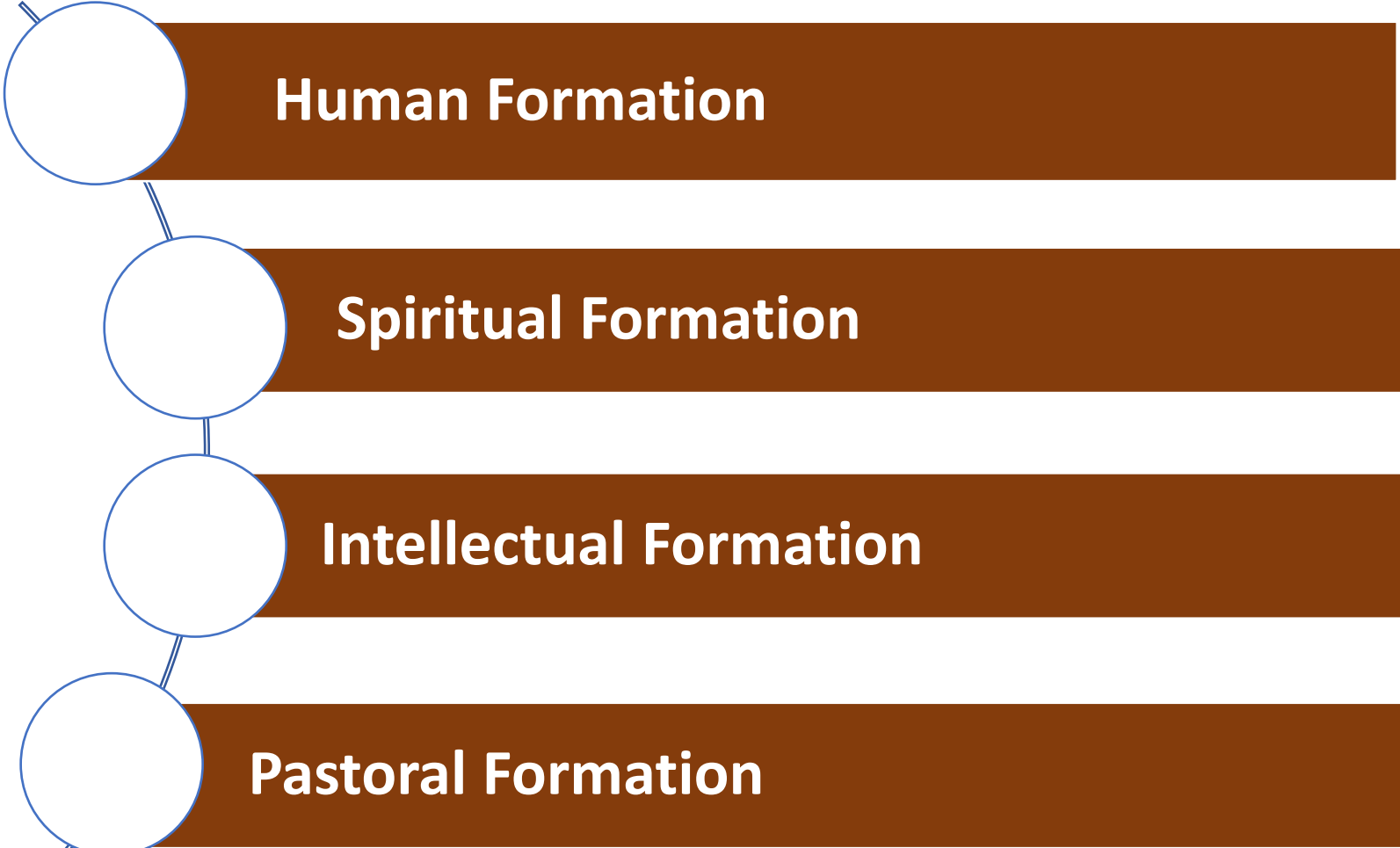


Image - USCCB



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Co-Workers: Dimensions of Formation



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God's Own Vintage: Vineyard – Table - World



Tending the Vines



Crushing & Fermenting the Grapes



Pouring & Tasting the Vintage



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God's Own Vintage: Vineyard – Table - World



Savoring & Sharing



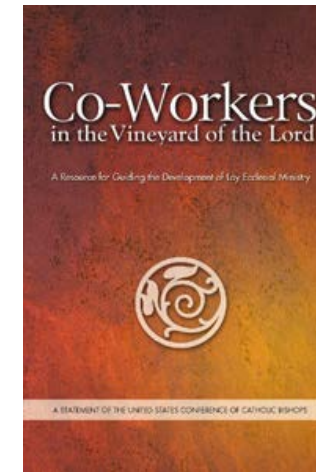
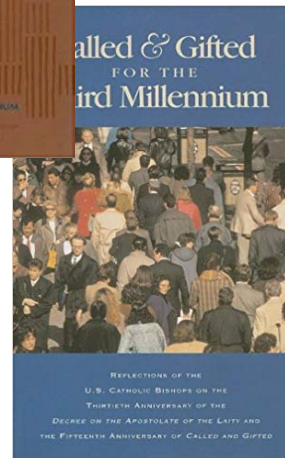
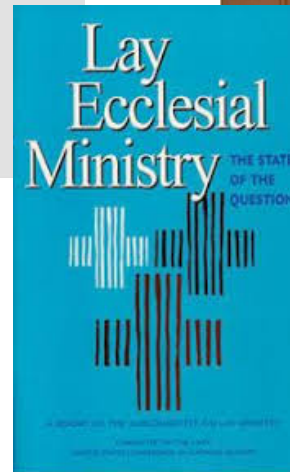
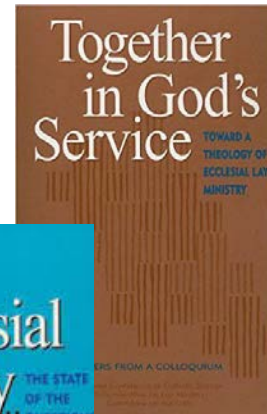
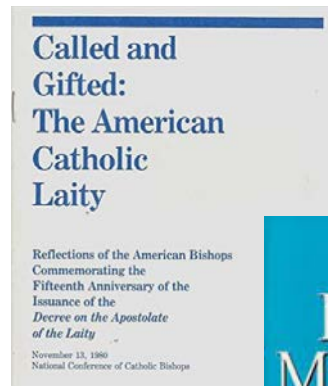
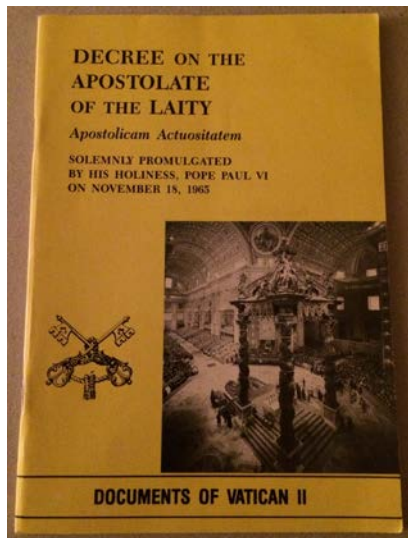
Exporting the Bounty



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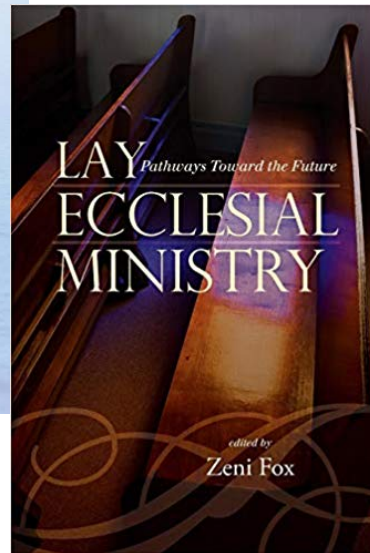
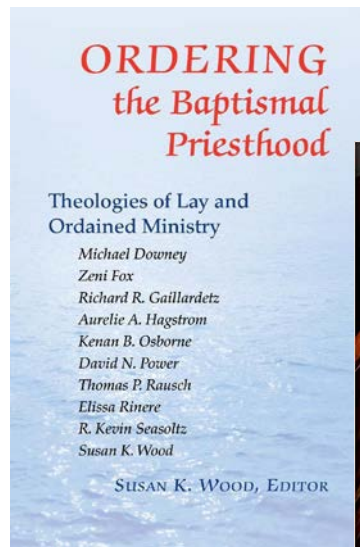
Tending the Vines: The “Rooting” in Theology & Church Teaching

- ✓ Development of thought and action embedded in the life of the church in the United States since the Second Vatican Council – 55 years!



Crushing & Fermenting the Grapes: Flourishing Lay Ecclesial Ministry in the Life of the U.S. Church

- ✓ 55 years! of “seeing, judging acting” on the theological realities and ministerial practices, sustained by intergenerational & intercultural theological scholarship and activities in the life of the national Church (only more recent examples ...)



July 1–4, 2017
Convocation
of Catholic Leaders
The Joy of the Gospel in America

<https://usccb.org/convocation>

2015 Lay Ecclesial Ministry Summit

<http://www.usccb.org/lay-ecclesial-ministry-summit.cfm>



<https://vencuentro.org>

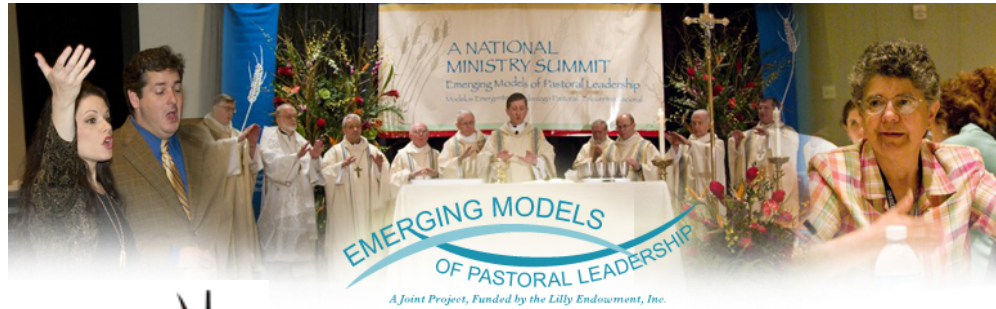


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Pouring & Tasting the Vintage: Enhancing Access to Formation

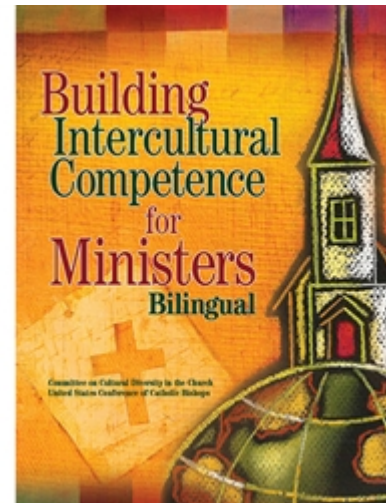
- ✓ Building and refining processes and structures to help ensure solid formation for lay ministers (only a few examples ...)



Association of Graduate
Programs in Ministry



The Alliance for the
Certification of Lay
Ecclesial Ministers



Federación de
Institutos Pastorales



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Savoring & Sharing: Supporting Formation Resourcing

✓ Supported by the USCCB (examples from the 2000s – 2010s to 2020...)

Subcommittee on Lay Ministry

Commission on Certification & Accreditation

Committee on Laity, Marriage, Family Life & Youth

Committee on Cultural Diversity in the Church

Committee on Evangelization & Catechesis

Committee on Clergy, Consecrated Life & Vocations

Subcommittee on Certification for Ecclesial Ministry & Service



Image – USCCB



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Dioceses & Organizations with USCCB-approved Certification Standards



Our online directory of approved
arch/dioceses and organizations is
available at
usccb.org/certification



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The Alliance for the Certification of Lay Ecclesial Ministers



lemcertification.org



National Association of Pastoral Musicians



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Alliance Organizations with USCCB-approved Certification Standards

Approved as revised & updated in 2018

Federation of Diocesan Liturgical Commissions (FDLC)

Diocesan Director of Worship

Parish Director of Liturgy **(new)**

National Association for Lay Ministry (NALM)

Parish Life Coordinator

Pastoral Associate

Parish Business Manager **(new)**

National Association of Pastoral Musicians (NPM)

Director of Music Ministries

National Association of Catechetical Leadership (NCCL)

Parish Catechetical Leader

Parish Director of Evangelization **(new)**

National Federation for Catholic Youth Ministry (NFCYM)

Youth Ministry Leader, including *Pastoral Juvenil Hispana* and/or

High School Campus Ministry Leader **(new combined)**

Diocesan Youth Ministry Leader, including *Pastoral Juvenil Hispana*

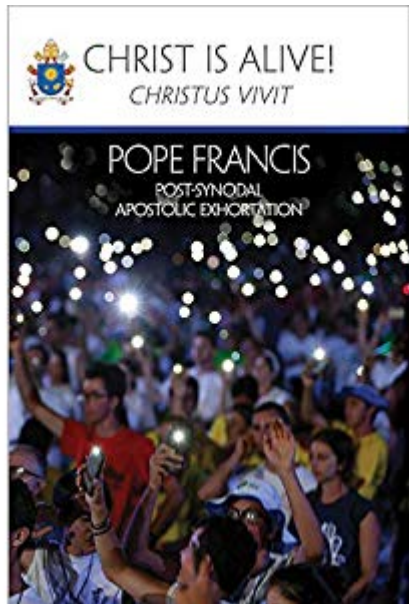


lemcertification.org



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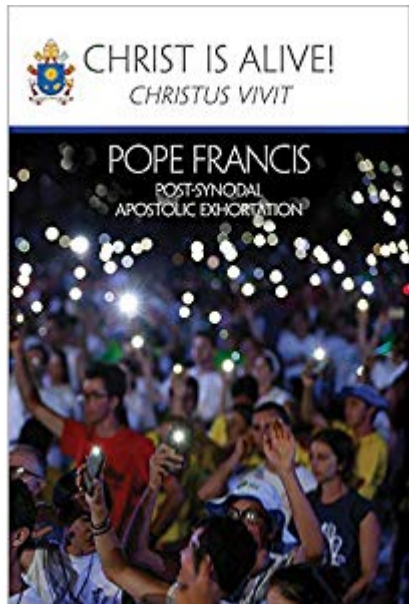
Exporting the Bounty: The Impact of U.S. Lay Ecclesial Ministry on the World Church



At the Synod, many pointed to the shortage of qualified people devoted to **accompaniment**... The Synod also recognized the **need to train consecrated persons and laypeople**, male and female, to accompany young people. The charism of listening that the Holy Spirit calls forth within the communities might also receive **institutional recognition as a form of ecclesial service**.

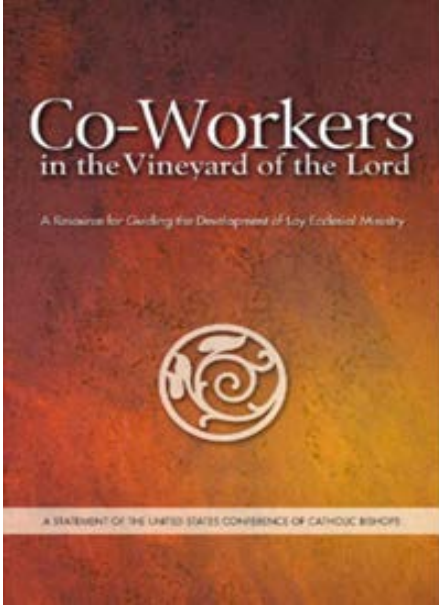
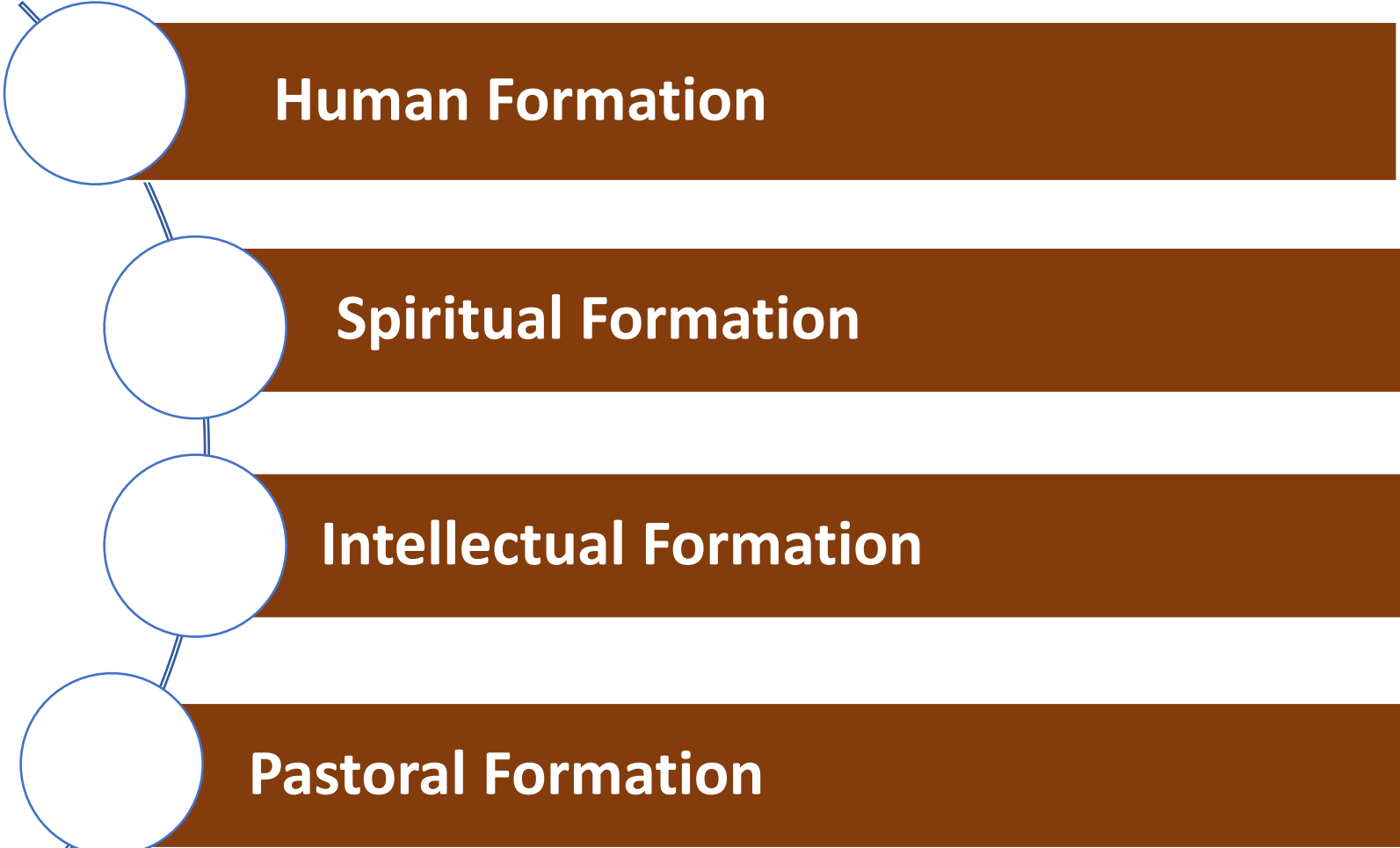
(Christus Vivit 244)

Exporting the Bounty: The Impact of U.S. Lay Ecclesial Ministry on the World Church



Ministry has to be synodal; it should involve a *journeying together* that values the **charisms that the Spirit bestows in accordance with the vocation and role of each of the Church's members, through a process of co-responsibility**. Motivated by this Spirit, we can move toward a participatory and co-responsible Church... fully accepting the contributions of the lay faithful, including young people and women, consecrated persons, as well as groups, associations, and movements. (*Christus Vivit* 206)

Co-Workers: Dimensions of Formation



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Resources for Addressing Conflicts in Ministry

Why this now?

- Unaddressed conflict is one of the most significant sources of destructive behavior in the life of the Church (and society).
- Conflict in the Church emerges in the context of power. (Power = a relational social dynamic in which people exert pressure – consciously or unconsciously - to produce a result)
- The Catholic Church has a centuries-long history of not being able to address issues of conflict (combative / violent responses to heresy; Crusades; Inquisition) and power (from lay investiture and medieval ecclesial corruption to modern clerical sexual abuse; clericalism and budget cuts for lay ministers)

Resources for Addressing Conflicts in Ministry

Why this now?

- Properly addressing conflict is to reconcile unity and diversity – a manifestation of our learning better to participate in the life of the Trinity (unity in identity, diversity of mission)
- The reality of conflict in the Church and society is not going away and it can't be eliminated by simple reiteration of church teaching or “fiat.”
- A strategic goal of the USCCB Subcommittee on Certification for Ecclesial Ministry to resource this need. It is also timely to our needs now.



Resources for Addressing Conflicts in Ministry

Conflict Literacy & Management (courtesy: Dr. Ann Garrido) – see also the provided PDF for more reflections

1. ***Recognizing and avoiding patterns of triangulation*** (a pattern of avoiding direct conversation with those we are in tension with instead favoring talking about our problems with others and trying to get them “on our side.”)

Triangulation flourishes in contexts where people value kindness and where they feel they have little access to official channels for “getting things done.”



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Resources for Addressing Conflicts in Ministry

2. Hold with curiosity different perspectives and ask questions to deepen understanding – We need to learn how to be able to *hold our own stories in conversation with others' stories* and come to greater clarity about why we see things differently. This requires the ability to adopt a stance of curiosity; listen well; ask illuminating questions; and summarize without judgment.



Resources for Addressing Conflicts in Ministry

3. *An ability to distinguish between intent and impact* –If we have good intentions, we think that the other person should recognize those good intentions and not be angry with us, even if they were impacted negatively by our actions. However, if we have been badly impacted by another’s actions, we are generally certain that they intended to hurt us.



Resources for Addressing Conflicts in Ministry

4. A capacity to frame in terms of contribution rather than blame –

Organizations that operate out of a paradigm of blame are organizations of low productivity and low morale. People work in silos rather than collaboratively. Effective conflict management reframes attributions of blame into a conversation around contribution: ***What all contributed to this problem happening? What could each of us change so that we don't keep getting stuck in the same situation?***



Resources for Addressing Conflicts in Ministry

5. An ability to integrate Christian practice and ritual around forgiveness and repentance – From a faith stance, neither of these is a human capacity but rather a divine capacity that God shares with human beings. Conflict formation works in harmony with human/spiritual formation to **develop capacities for forgiveness and repentance**, as well as fostering connections particularly to the sacraments of Penance and Eucharist.



Resources for Collaboration & Mutual Formation

6. Skills for creative problem-solving based on meeting interests rather than getting locked in positions – Effective conflict management requires creativity in **establishing next steps** that both parties can agree to and that feel fair/ workable. The field of negotiation science has a framework and range of exercises that can be incorporated into conflict formation to help future ministers be able to separate interests from positions, search for objective criteria, and seek ZOPA's (Zones of Possible Agreement) while also working on BATNA's (Best Alternatives to a Negotiated Agreement – i.e. what's our back up plan if we don't have a ZOPA?)

For more information on BATNA, ZOPA, and other “negotiation” related skills in relation to conflict management, visit the Harvard Negotiation Project: https://www.pon.harvard.edu/category/research_projects/harvard-negotiation-project/



Breakout Rooms – 10 minutes

Consider these points in light of these questions:

How has conflict emerged in your ministry during these traumatic times?

What is most helpful in looking at the conflict management skills to address it?

Refer to the PDF provided for reference.



Images – Free stock

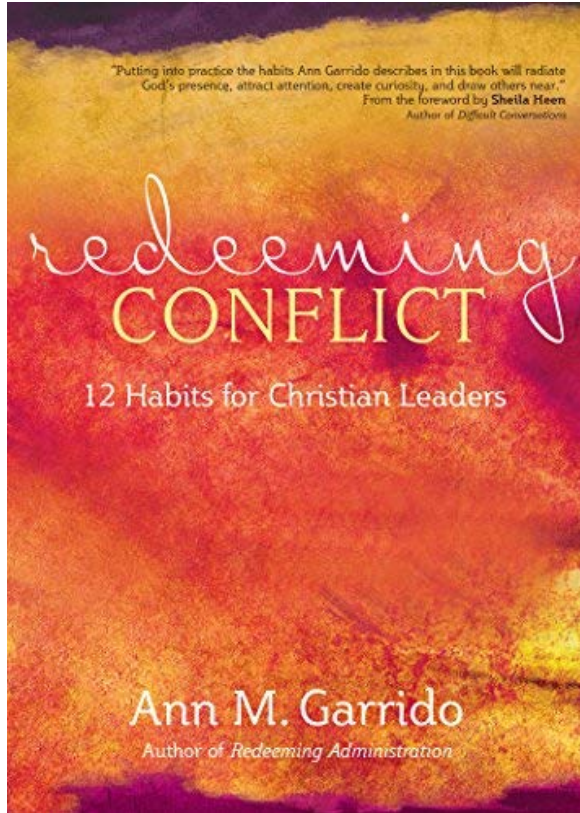


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For More Reading

For more on the Catholic theological and spiritual grounding of these competencies – and more practical advice



Book (Ave Maria Press):

<https://www.avemariapress.com/products/Redeeming-Conflict>

Study Guide (free):

<https://www.avemariapress.com/products/the-redeeming-conflict-small-group-guide>

Guide for Pastors and Preachers (free):

<https://www.avemariapress.com/products/the-redeeming-conflict-guide-for-pastors-and-preachers>



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Vision of *Co-Workers in the Vineyard* on Ministry Formation

USCCB Subcommittee on Certification for Ecclesial Ministry & Service



<https://youtu.be/RLBc5jS3Ea0>

What We Have Seen and Heard:

Formation & Certification – What Has Worked & What Needs Renewal

Unequivocal Success:

- Developing and honing of professional standards and competencies for formation and certification by national ministry organizations
- Degree Programs supporting adult learning and professional ministry
- Enhanced value of professional ministry formation is visible and obvious to everyone involved when it is concretely supported



What We Have Seen and Heard:

Formation & Certification – What Has Worked & What Needs Renewal

Partial Success:

- More diocesan formation programs that have developed competencies which are (in some manner) based on national standards and competencies
- Development of means to publicly affirm / authorize lay ministers in leadership roles
- Enhancing intercultural competencies of lay ministers
- Increasing need & tangible value for certification as a professional field standard in areas of specialized ministries – chaplaincy, prisons, campus ministry
- Regular engagement of theologians, pastoral ministry practitioners, and church leaders trying to address less successful efforts



What We Have Seen and Heard:

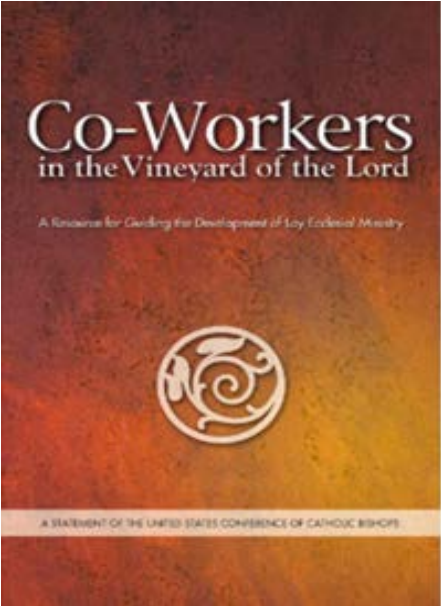
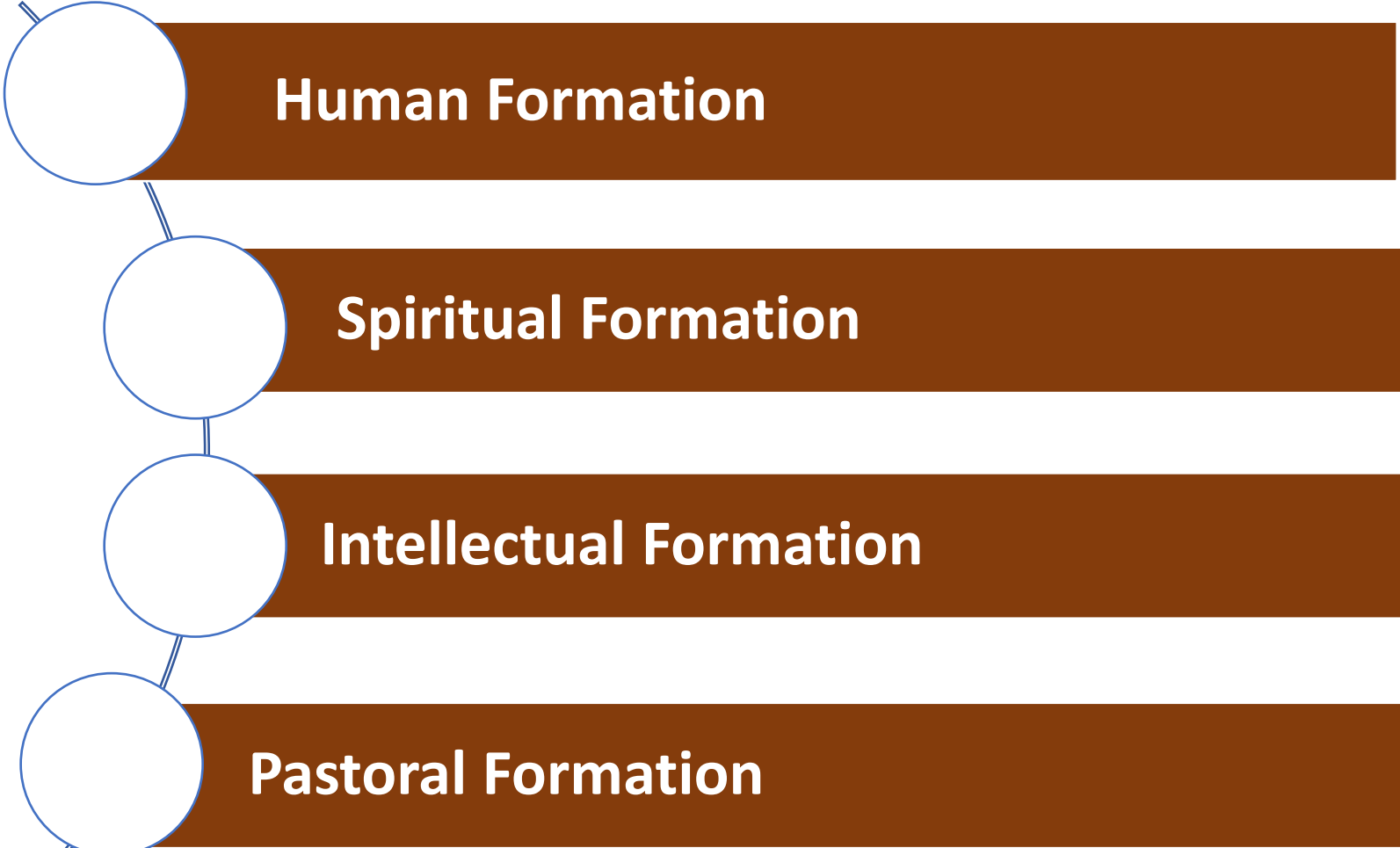
Formation & Certification – What Has Worked & What Needs Renewal

Where We Have Fallen Short:

- Promoting and building on relationships within the USCCB
- Helping reluctant pastors and bishops understand the value of lay ministry and the value of investment / support of professional ministers and their formation
- An overemphasis in some places on “volunteer” lay ministers (who are essential, but not exclusively so, & who also need formation!) vs. professional lay ministers
- A ceding of space in the conversation about the shape of lay ministry (some seek to shift away from language of lay ministry and speak only broadly of co-responsibility)
- Tangible support of lay ministers, their formation and certification is modest at best, tenuous and fragile, exacerbated by the pandemic
- Formation needs continue to develop and change in a very dynamic way. We need to be attentive to how these changes impact those seeking formation for ministry.



Co-Workers: Dimensions of Formation



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National Association of
Catholic Chaplains



Catholic Prison Ministries

COALITION

Sponsored by the National Association of Catholic Chaplains



Partners in
Pastoral Care

Continuing the Healing Ministry of Jesus
in the Name of the Church

Developments in Ministry Certification – Pastoral Care

Lessons Learned from Ministry at the Margins



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National Association of Catholic Chaplains (NACC)

- NACC is the Approved National Organization for Certifying Catholic Hospital & Veterans Chaplains
- **In 2016** The Raskob Foundation offered NACC a grant to form the Partners in Pastoral Care.
- This collaborative group of pastoral care ministers, chaplains, theologians & stakeholders was gathered to develop additional standards & competencies for pastoral care in the many settings it is now needed.



Partners in Pastoral Care

Continuing the Healing Ministry of Jesus
in the Name of the Church

<https://www.nacc.org/about-nacc/partners-in-pastoral-care/>



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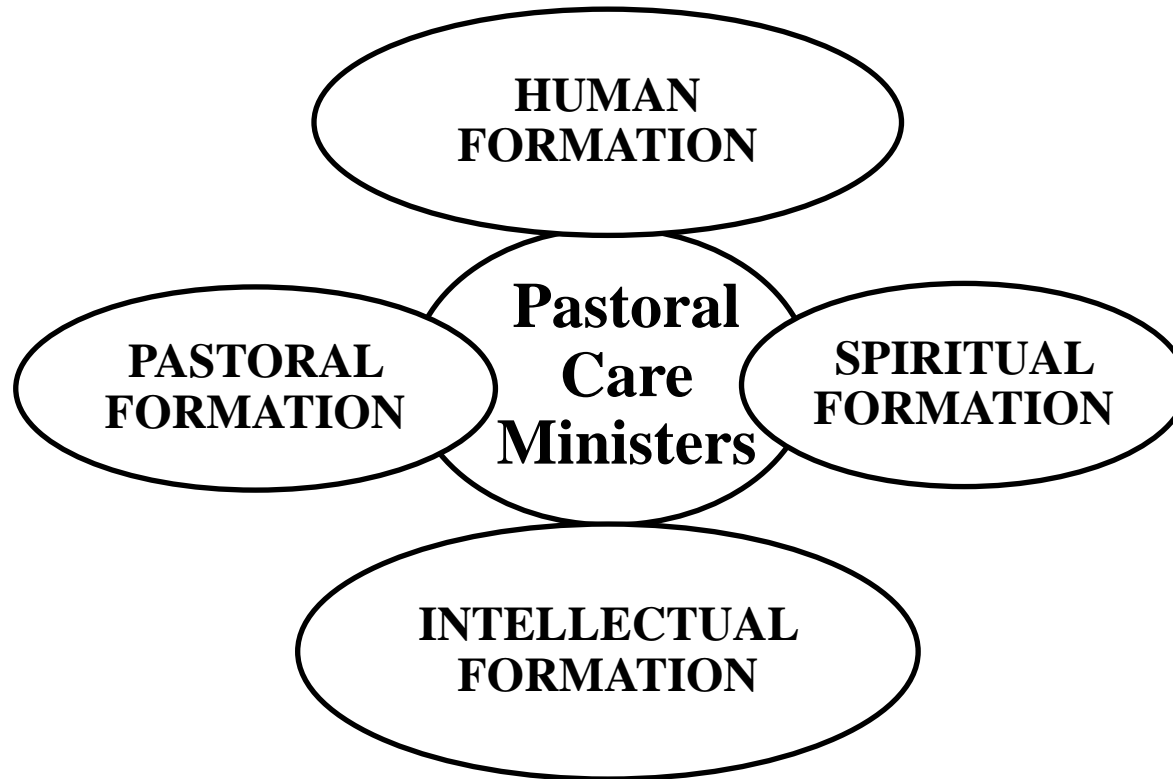
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Wholistic Pathways of Formation



Partners in
Pastoral Care

Continuing the Healing Ministry of Jesus
in the Name of the Church



National Association
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- In **2018**, the Catholic Prison Ministries coalition was formed.
- This collaborative group of chaplains, theologians, and stakeholders was formed to:
 - Promote Catholic ministry to all those affected by incarceration.
 - The goal of CPMC is to recruit, train, support and empower those called to this ministry.
 - CPMC strives to create a more just and merciful criminal justice system closely aligned with the ministry and teaching of the Church and the example of Pope Francis.

<https://www.catholicprisonministries.org/>



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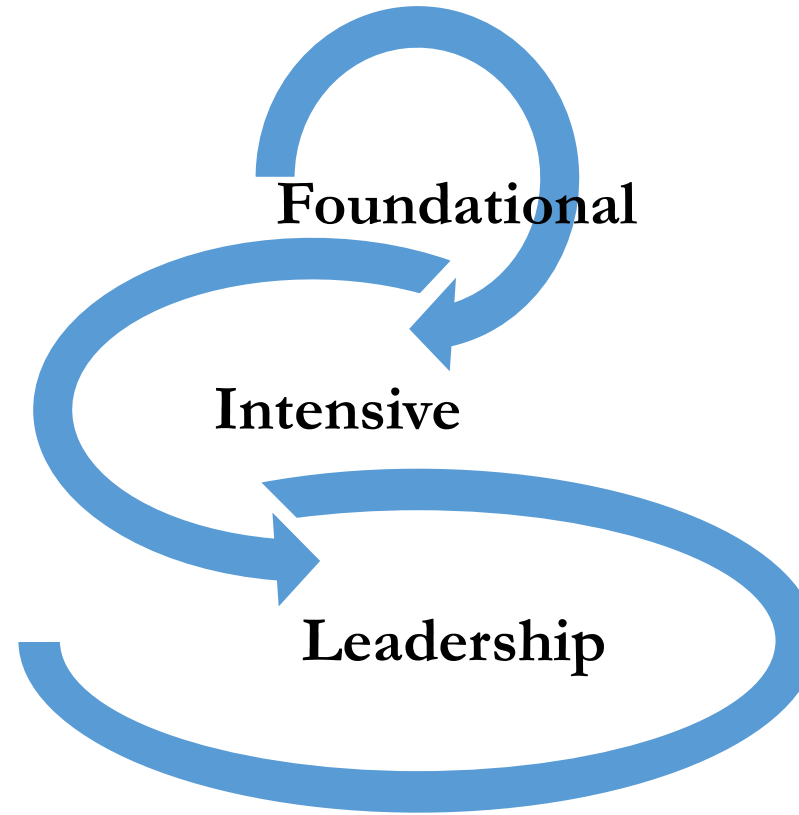
CPMC's Purpose

- ❑ To create opportunities to share resources and best practices to strengthen the Church's mission to advance restorative justice that upholds the dignity of every human person. Therefore...
 - *CPMC became a partner in the NACC/Partners in Pastoral Care project.*
 - *CPMC started a Formation Committee to create training materials and certification process with NACC as lead.*





The three Pathways of Formation Developmental Spiral



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Catholic Prison Ministries

COALITION

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Partners in
Pastoral Care

Continuing the Healing Ministry of Jesus
in the Name of the Church

Integral Ministerial Formation & Development

- *These Key Questions form the basis for integral formation at all three levels of prison ministries standards.*
1. **Why am I doing this?** (Focus: Motivation for Pastoral Care)
 2. **“Where” am I and who is there?** (Focus: Context in which I minister)
 3. **How do I represent the pastoral care ministry of the whole Church?** (Focus: pastoral identity, presence, empathetic listening)
 4. **What am I “doing” there?** (Focus: Pastoral Presence)
 5. **“What” am I doing there?** (Focus: Ministry in the name of the church)
 6. **How do I navigate the system?** (Focus: Expectations, do’s and don’ts, etc.)

Consider how these could be adapted for formation in other ministries.

<https://www.catholicprisonministries.org/>



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Partners in Pastoral Care

- ❑ Commended by USCCB Subcommittee on Certification of Ecclesial Ministry and Service as resource for formation



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Through partnering to promote these pathways

- Our dioceses and parishes can become greater communities of care.
 - Hubs for offering care at a time when our communities most need it.
 - These same pathways are being developed for such varied settings as homes, hospitals, prisons, veterans' administration, migrant camps, diverse cultural ministries, and more.
 - What has become clear is that whether one volunteers occasionally, on a regular basis, or as a professional, greater effort is needed to provide consistent, comprehensive, and holistic training in both core competencies and specialized competencies.
- For more information about this and how you can get involved – see the handout on Certification and Training opportunities.



Conclusion: The Ongoing Vital Role of NALM

- NALM provides essential support of those who do the ministry: *We need community among all ministers to do ministry well*
- NALM from its roots has been an advocate for lay ministry and lay ministers: *Consider how advocacy for lay ministers is essential to the core of NALM*
- NALM has been a supporter of the Partners in Pastoral Care: *How can the two groups collaborate together in promotion and what insights can NALM take from the Partners work?*

What are the implications for these important roles of NALM – now and in the future?



Your Questions?

Reminder: USCCB Lay Ecclesial Ministry Survey is open through December 15.

Take it and spread the word!

English: <https://www.surveymonkey.com/r/M6FH8BH>

Spanish: <https://www.surveymonkey.com/r/8YR7M38>

To submit a 2-minute anonymous evaluation of this presentation visit

<https://bit.ly/nalm2020lemeval>



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Closing Prayer

This prayer was written by
St. John Henry Newman

All together:

**Dear Jesus, help us to
spread Your fragrance
everywhere we go.
Flood our souls with Your
Spirit and Life.
Penetrate and possess our
whole being so utterly
that our lives may only be a
radiance of Yours.**



Closing Prayer

This prayer was written by
St. John Henry Newman

Women:

Shine through us and be so in us that every soul we come in contact with may feel Your presence in our souls. Let them look up, and see no longer us, but only Jesus!



Closing Prayer

This prayer was written by
St. John Henry Newman

Men:

Stay with us and then we shall begin to shine as You shine, so to shine as to be a light to others.

The light, O Jesus, will be all from You; none of it will be ours. It will be You, shining on others through us.



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Closing Prayer



This was
prayed Daily
by St.
Mother
Theresa of
Calcutta

All together:

**Let us thus praise You in the way You love best,
by shining on those around us.**

**Let us preach You without preaching,
not by words but by example,
by the catching force,
the sympathetic influence of what we do,
the evident fullness of the love
our hearts bear for You. Amen."**



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