

Some Resources for Ministers, building upon National Formation / Certification Standards



Presentation for the
Catholic Apostolate Center
March 2021



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“Christus in der Kelter”

“Christ in the Winepress”

Meister Matthäus ; Kuttentberg



“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)

Let's Hear From You!

In the chat feature, please answer this question:

Let us know where you are from (e.g. diocese) and your ministry (parish, chaplain, etc.)

Next question:

What two words / short phrase(s) come to mind when you think about your ministry over the past year?

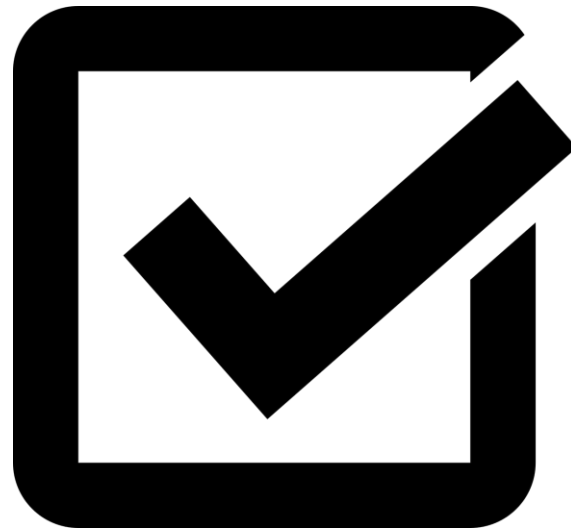
Next question:

In a few words, what would be most helpful for you when trying to address challenges you face in your ministry?



Today's Take-Aways

- Ministry Considerations in an Era of Social Traumas
- Context for Ministry Resourcing: The USCCB Subcommittee on Certification for Ecclesial Ministry and Service
- Conflict Literacy & Management in Light of Formation and Ministry Needs



COVID-19 & Social Trauma: Ministry Impacts

- The challenge of “disembodied” / “scattered” 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



Others?



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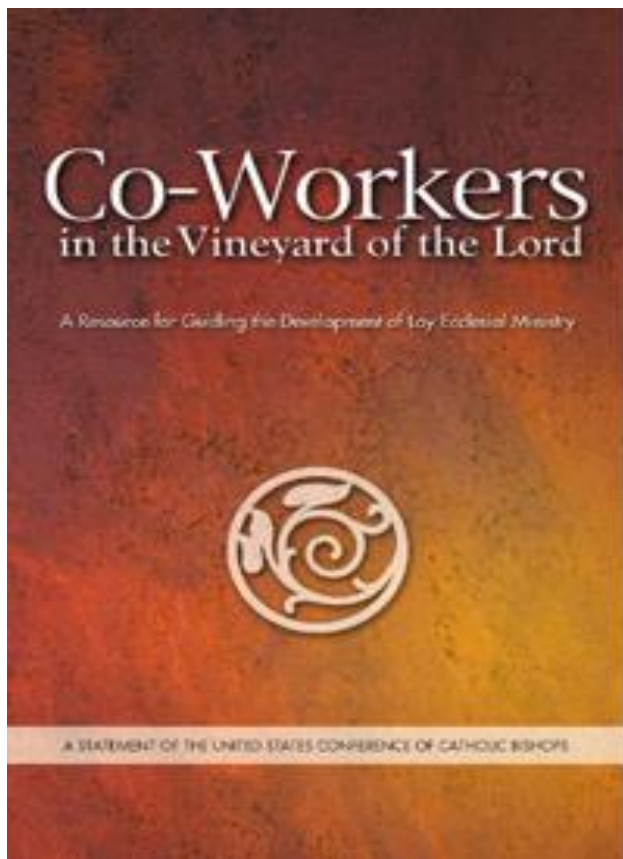


“Be Like the First Grape ... Ready for the Pressing”

- 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!



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~

Study Guide for *Co-Workers* produced by the
National Association for Lay Ministry (NALM)

<https://bit.ly/cwstudyguide>



Image - USCCB



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

USCCB Subcommittee on Certification for Ecclesial Ministry & Service



<https://youtu.be/RLBc5jS3Ea0>



Video - USCCB



Co-Workers: Dimensions of Formation

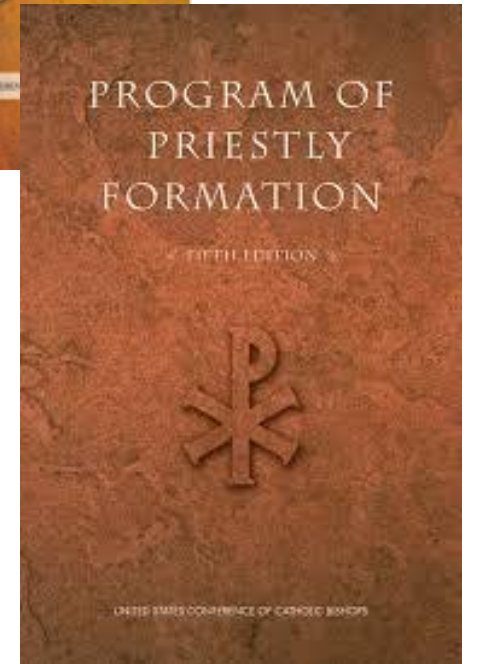
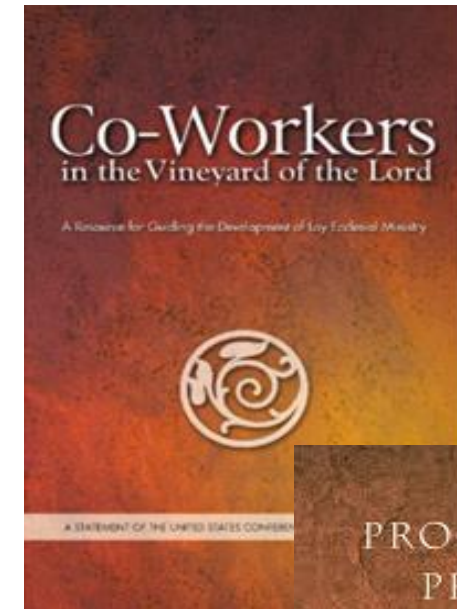


Human Formation

Spiritual Formation

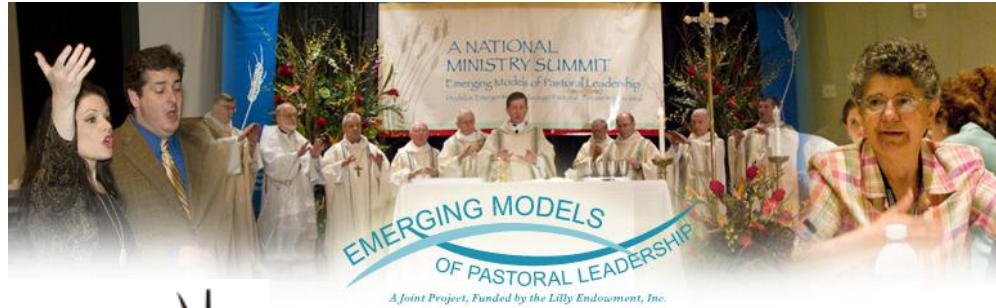
Intellectual Formation

Pastoral Formation



Some of the Collaborating Organizations We Work With

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



Federación de
Institutos Pastorales



Association of Graduate
Programs in Ministry



The Alliance for the
Certification of Lay
Ecclesial Ministers



Catholic
Apostolate
Center



USCCB Support for Ministry Formation & Certification



Committee on Laity, Marriage, Family Life & Youth

Committee on Cultural Diversity in the Church

Committee on Evangelization & Catechesis

Committee on Clergy, Consecrated Life & Vocations

Committee on Catholic Education

Committee on Communications

Subcommittee on Certification for Ecclesial Ministry & Service



Image – USCCB



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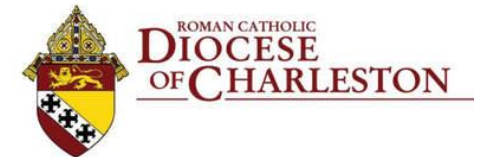
Dioceses & Organizations with USCCB-approved Certification Standards



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



Dioceses &
Organizations –
Standards in
Preparation



The Alliance for the Certification of Lay Ecclesial Ministers



lemcertification.org



National Association of
Pastoral Musicians



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)**

In Word & Witness (formerly NCCL)

Parish Catechetical Leader

Parish Director of Evangelization **(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 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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USCCB Subcommittee on Certification – Strategic Plan

2017-2020

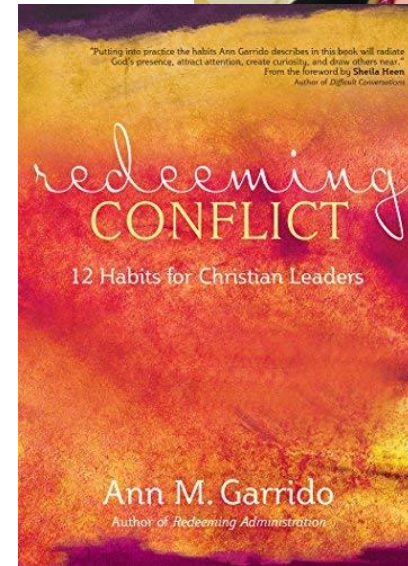
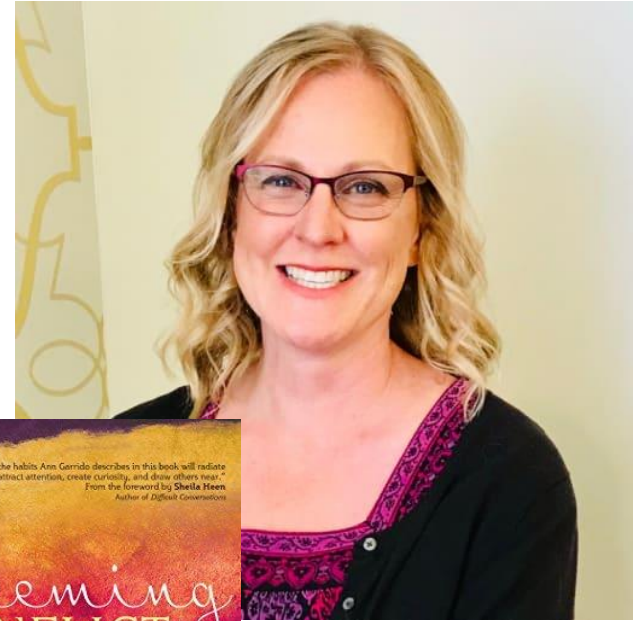
One of the subcommittee's activities was to:

“[C]onduct a dialogue to identify, promote and share best practices in conflict management and intervention for conflicts between clergy, religious and Lay Ecclesial Ministers (Laity in leadership roles).”

USCCB Subcommittee on Certification – Strategic Plan

In March 2020

- The Subcommittee invited Dr. Ann Garrido, Professor at Aquinas Institute, to discuss Conflict Literacy & Management in light of the certification competencies outlined by the Alliance
- She also led a workshop on practical suggestions with the USCCB staff



USCCB Subcommittee on Certification – Strategic Plan

In September 2020

- The Subcommittee reviewed the materials Dr. Garrido had submitted and asked that they be shared by our office in ways that would promote them as resources for lay ecclesial ministers
- The PDF you have is a product of this collaboration.

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 well the 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.”



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 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.

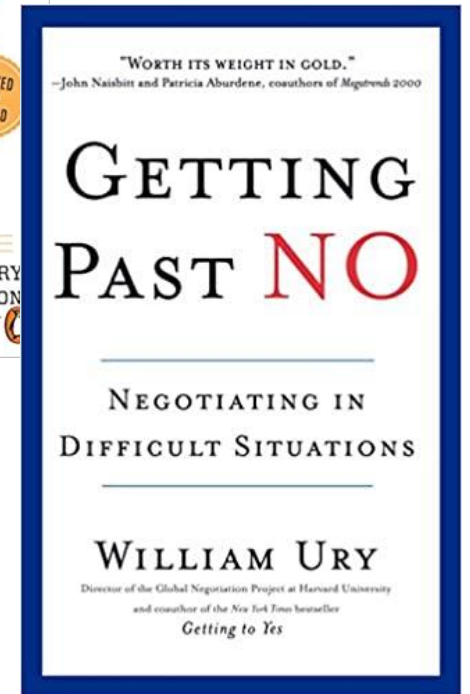
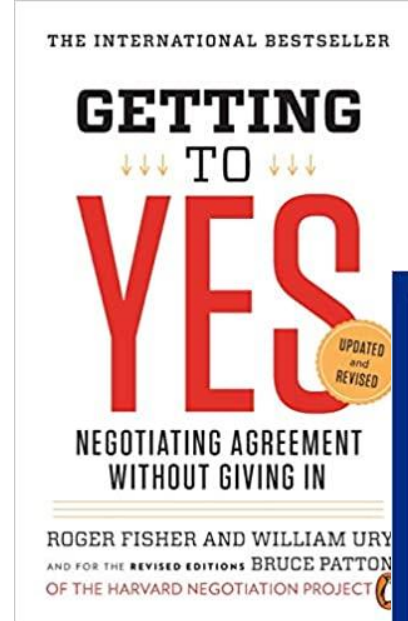


Resources for Addressing Conflict in Ministry

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

Consider these points in light of these questions:

- 1. How has conflict emerged in your ministry during these traumatic times?**
- 2. What is most helpful in looking at the conflict management skills to begin to address that conflict more effectively?**
- 3. What one insight from your room conversation will you share in the main group?**
(Perhaps designate one of your number to put it in chat upon our return to the group.)

Refer to the PDF provided for reference.



Images – Free stock



Meditation: “Down By the Riverside” Around the World



Consider:

- *What burdens do you need to lay down by the river side?*
- *What sword and shield has weighed you down?*
- *Is finding a way to resolve conflicts in ministry a way of “studying war no more”?*
- *The “long white robe” of the final verse is a biblical / baptismal image as is the “riverside.” When we resolve conflicts in ministry effectively, the grace of baptism is at work!*

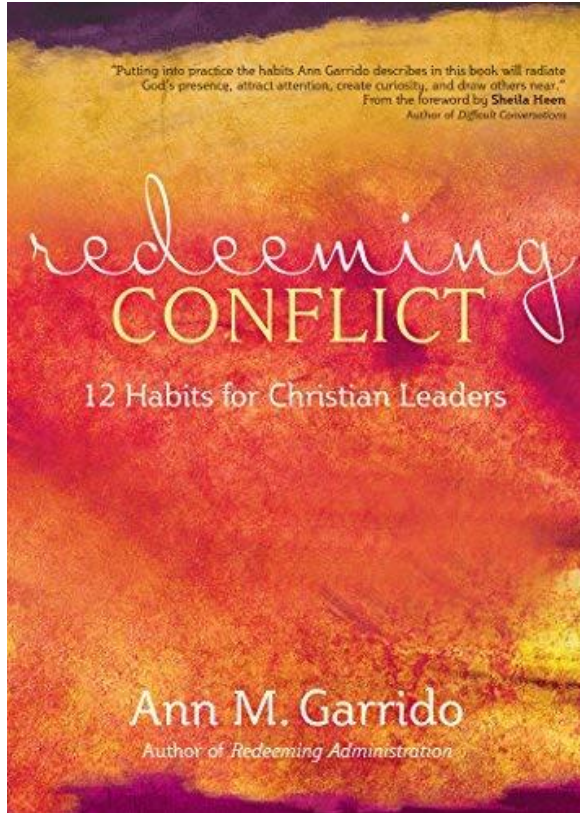
<https://youtu.be/nQ1gHm8v3ek>

Produced by “Playing for Change”



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):

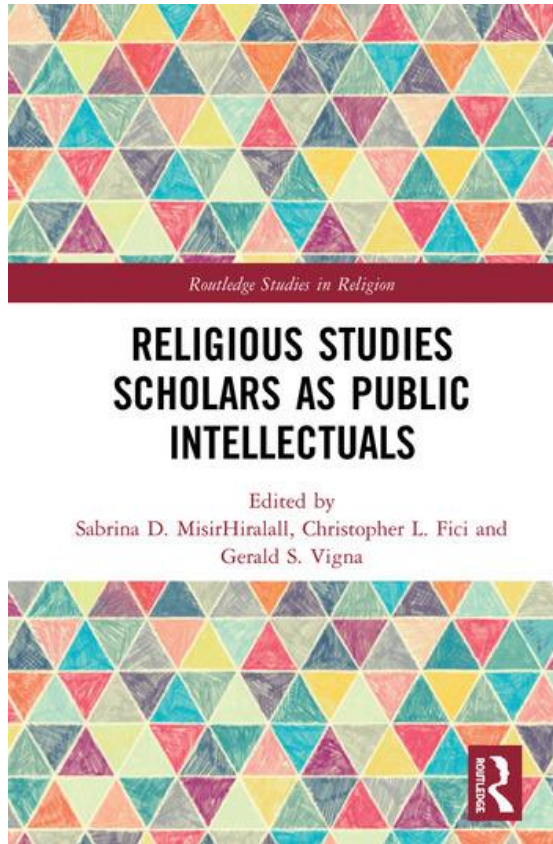
<https://www.avemariapress.com/products/the-redeeming-conflict-guide-for-pastors-and-preachers>



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For More Reading



<https://churchmd.com/romero>

“Theological Inquiry and Leadership in a ‘Post-Truth’ Era: Insights from Blessed Oscar Romero”

By Marc DelMonico, Ph.D.

The development of the phrase “post-truth” to define the state of U.S. political, social and cultural discourse should concern scholars of theology and religion and well as religious leaders. A discourse based largely on emotional appeal separated from a discourse of fact is corrosive to the larger religious search for “Ultimate Truth” and that Truth’s relevance in human life and society. However, “post-truth” discourse is not a new phenomenon. Precedent can help us learn from other theological and religion scholars and leaders who have confronted similar historical circumstances. This paper will examine some aspects of then-Blessed (now Saint) Archbishop Oscar Romero’s confrontation with “post-truth” political and cultural forces during his three years as Archbishop of San Salvador, El Salvador (1977-80). These insights can be informative for contemporary theological and religious discourse and leadership which seeks to exercise responsible public resistance to the cult of “post-truth” in our current social discourse.



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Your Comments & Questions

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