

## **Organizational Commitments**

*Working in the Vineyard of the Lord*

National Symposium on Lay Ecclesial Ministry

July 31 to August 3, 2007

Collegeville, Minnesota

## **Association of Graduate Programs in Ministry**

1. Since we are committed to providing formation and education for ministry, we need to better understand how to serve those who may be excluded or lack access to graduate-level formation. This year, we will begin to explore factors of inclusion and exclusion, and logistical, cultural and curricular issues that exclude or limit access.
2. We will seek means for dialogue with the National Association of Catholic Chaplains, the National Alliance of Lay Ministry Organizations, and other organizations responsible for national ministerial standards.
3. We will commit the main portion of our annual meeting in February 2008 to the nature and theology of vocation.
4. Having benefited from this dialogue, we will be open to invitations from other Symposium Co-Sponsors to enter into dialogue on issues of mutual concern.

## **Federación de Institutos Pastorales**

1. For FIPs next meeting:
  - a) Discuss *Co-Workers* and how to integrate it in the curriculum of our institutes' programs.
  - b) Continue the work of accreditation for our LEM formation programs.
  - c) Raise the need for more cross-cultural immersion programs in both languages for LEMs.
2. Promote the cross-cultural immersion programs we have.
3. At the local level, create networks to support dialogue on LEM across cultures, bringing everyone to the table, and to find common vocabulary in both languages.
4. Form a task force to work with USCCB to find pathways to recognized and authorized LEM for undocumented immigrants who are called to this service.

### **Federation of Diocesan Liturgical Commissions**

1. We will propose to the FDLC board and members that we compose a ritual for commissioning and authorization.
2. Continue our conversations with “The Alliance” on competencies and standards; have opened a file with the USCCB-CCA.
3. Newsletter article for our members giving a synopsis of this symposium.
4. We will work in collaboration with other national organizations to promote core competencies in liturgical formation.

### **Institute in Pastoral Ministries: Saint Mary University of Minnesota**

1. Our faculty will deliberate the table recommendations and the final recommendations of the symposium in order to enhance our curricula that credential and certify students for Roman Catholic ministries.
2. Our program director will solicit comment from faculty and students on the symposium’s final recommendations.
3. Our program director will propose to our faculty in the Graduate Certificate in Canon Law that canon 517.2 should form a central case study in their curriculum.

### **Minnesota Catholic Education Association**

1. In fidelity to our Trinitarian faith, MCEA commits to taking under advisement three recommendations from this symposium:
  - a. We recommend that each bishop from a council of lay ecclesial ministers to advise him on recruitment, formation, continuing education, authorization and workplace issues for lay ecclesial ministers in his diocese, and that this council function as one to the standing consultative bodies in the diocese.
  - b. We recommend that bishops and diocesan offices invite ordained and lay ecclesial ministers to periodic conversations on authorization and certification using the document *Co-Workers in the Vineyard* as a starting point for the discussion, and we recommend that theologians and canon lawyers work and dialogue together to clarify how the distinctions of lay ecclesial ministry further the development of a faithful and fruitful understanding of authorization (who, what, where, and why).
  - c. We recommend state Catholic Conferences of Bishops should place on their agenda the issue of sponsoring joint certification for lay ecclesial ministers to increase the number of competent and formed ministers. In addition, the MCEA Leadership Forum will recommit to refine its Certification Process for Lay Ecclesial Ministry.
2. To make a more concerted effort to engage members of the clergy in the conversation at several levels – diocesan, deanery, and individual – of engagement.

3. To develop standards/processes for Catholic school administrators.

**National Asian Pacific Catholic Organization (NAPCO)**

1. To bring the Asian Pacific voice to LEM conferences and research.
2. In collaboration with PCMR/USCCB (and the new Asian Pacific Affairs of the new Multicultural Affairs Office/USCCB), NAPCO will promote awareness and study of the document, *Co-Workers*, among leaders of more than 18 AP communities across the country.
3. NAPCO will seek collaborative program development strategies with local diocesan agencies and institutions of higher learning around the country, for the formation of AP lay leaders along LEM guidelines and recommendations, and to develop programs unique to the AP culture, faith and spirituality/theology.

**National Association for Lay Ministry**

1. We commit ourselves to continue working on:
  - a) Pathways – the recommendation that the USCCB Committee on the Laity develop and make widely available, a pastoral tool kit to broaden the awareness and understanding of lay ecclesial ministry as described in *Co-Workers in the Vineyard of the Lord*, including a DVD with a study booklet, bulletin inserts, podcasts, etc, in multiple languages. This would include telling the stories of several lay ecclesial ministers representing the growing cultural diversity of the United States.
  - b) Formation – support good formations opportunities.
  - c) Authorization – 1) The recommendation that the Federation of Diocesan Liturgical Commissions and the USCCB Committee on Liturgy prepare an official ritual for use by the bishops in the public commissioning and authorization of lay ecclesial ministers. We also recommend that a complementary rite of sending and a rite of announcement be developed for parishes and other ministry settings and 2) The recommendation that the USCCB, in conversation with national ministerial organizations and theologians, enter into a dialogue to clarify the meaning and practices of authorization. Taking into account canon law, the lived reality of the Church, and *Co-Workers in the Vineyard of the Lord*, the conversation should address the purpose, authorizing agent, circumstances, and relationship of authorization to certification and commissioning.
  - d) Workplace –The recommendation that each bishop form a council of lay ecclesial ministers to advise him on recruitment, formation, continuing education, authorization and workplace issues for lay ecclesial ministers in his diocese, and that this council function as one of the standing consultative bodies in the diocese and all recommendations calling for good H.R. practices: recruiting of new LEMs.
2. We will continue to work on national certification.
3. We are committed to addressing all of these through an intercultural lens.

### **National Association of Black Catholic Administrators**

We commit to work towards the following recommendations:

1. We recommend that the USCCB Committee on the Laity develop and make widely available, a pastoral tool kit to broaden the awareness and understanding of lay ecclesial ministry as described in *Co-Workers in the Vineyard of the Lord*, including a DVD with a study booklet, bulletin inserts, podcasts, etc, in multiple languages. This would include telling the stories of several lay ecclesial ministers representing the growing cultural diversity of the United States
2. We recommend that the USCCB Committee on the Laity expand and articulate a theology of vocation, as it relates to the call and response to public ministry by lay ecclesial ministers, in the next iteration of the *Co-Workers* document.
3. We recommend that Catholic colleges, universities, and pastoral institutes incorporate cultural immersion experiences into formation that help identify one's own cultural assumptions, teach the skills that enable one to enter into reciprocal dialogue with another culture, and incorporate the resulting insights into one's understanding of ministry and church.
4. Authorization: We will commit to:
  - a) That Xavier University Institute of Black Catholic Studies and other regional certification programs be authorized to certify those who are working with people of African descent.
  - b) That representatives from NABCA work in collaboration with all organizations in address LEM programs.
5. Ministerial Workplace: Develop a workshop for seminarians and pastors that deals with the issues of recruitment, evaluation, mentoring, supervision, terminations, and just compensation so that they can understand the distinction between a ministerial workplace and a corporate workplace.

### **National Association of Catholic Chaplains**

Our commitment is to take these recommendations back to our association for discussion.

### **National Association of Catholic Family Life Ministers**

1. We will establish a commission to become part of the Alliance as we develop national certification standards for LEMs in the specialization of family life ministry.
2. We pledge NACFLM to a process of encouraging, recruiting, assisting, supporting, and mentoring new membership at particular emphasis to cultural diversity.

### **National Association of Pastoral Musicians**

1. We will raise consciousness among our own members and within the larger Church, of the identity of Pastoral Musicians as Lay Ministers, and Directors of Music Ministry as Lay Ecclesial Ministers through articles in our publications, content for our conventions and institutes and our own promotion of certification.
2. We offer ourselves to join the FDLC and BCL in preparing the rituals suggested under Authorization #1 (We recommend that the Federation of Diocesan Liturgical Commissions and the USCCB Committee on Liturgy prepare an official ritual for use by the bishops in the public commissioning and authorization of lay ecclesial ministers. We also recommend that a complementary rite of sending and a rite of announcement be developed for parishes and other ministry settings), so that the musical elements will transmit lay ecclesial ministry identity and form the Church in that identity.

### **National Catholic Association of Diocesan Directors for Hispanic Ministry**

The National Catholic Association of Diocesan Directors for Hispanic Ministry commits to:

1. Inform membership through our Biennial Conference, Newsletter, and website the history, development, and conclusions of this National Symposium.
2. Establish a link of our website to all appropriate symposium materials and updates.
3. Develop a study guide to *Co-Workers* to be distributed to all lay ministers in Hispanic Ministry.
4. Start a conversation with other National Hispanic Organizations to plan and produce convocation (national) for Hispanic Lay Ministers.
5. Support and collaborate to develop a study on the state of Lay Ecclesial Ministry among cultural groups.

### **National Catholic Council for Hispanic Ministry**

1. Write and disseminate a report about the symposium and publish the recommendations issued by these working groups.
2. Use our website to publicize the English and Spanish versions of *Co-Workers* along with recommendations.
3. At our national membership meeting, discuss these recommendations as part of our working agenda and submit feedback to org. committee.

### **National Catholic Educational Association**

1. We will promote the symposium by:
  - a) Continuing work already done by NPCD on the document.
  - b) Increasing awareness of *Co-Workers*, the role and vocation of lay ecclesial ministers, the work of this symposium in future publications, i.e. Notes, NPCD news, Momentum, and Seminary Journal (FALL '07).
2. Will provide opportunities to explore critical issues (surfaced) more deeply at our national workshops, conferences, and annual meetings. (07-09)
3. We will strengthen our relationships with other national organizations by either hosting or attending gatherings which expand the conversation about commonalities, regarding those who minister in educational settings. (Fall 07-Spring 08)

***The National Catholic Network de Pastoral Juvenil Hispana (La Red)***

1. Establish a process in collaborated effort with FIP through which the Hispanic Youth and Young Adults leaders can obtain certification. Our formation committee will be responsible to undertake this effort.
2. Commitment of our organization to collaborate with the other National Hispanic organizations to bring forward these recommendations.

***National Conference for Catechetical Leadership***

My commitment is to bring the recommendations of the Symposium to the Board of Directors, Representative Council and membership of NCCL, and in addition the following two recommendations:

1. That NCCL set foundational core competencies for all LEM with differences occurring only in the specific ministerial areas.
2. That NCCL create alternative instruments/methods for assessing competencies that are more inclusive.

***National Federation of Priests' Councils***

We will outreach to the other priest and diaconate organizations to raise awareness of the dialogue on Lay Ecclesial Ministry (Authorization Recommendation 16.1: We recommend that the USCCB, NFPC, NCEA and the National Association of Deacon Directors focus on education and formation of the ordained to study the theology of Lay Ecclesial Ministry, its implications and applications of the local Church).

We also a request that priest and diaconate organizations be invited to join the dialogue at future events.)

***National Federation for Catholic Youth Ministry***

1. Structural engagement: to develop an inservice for membership in January 2008 focusing on the results of symposium and providing a self-assessment on *Co-Workers*; to provide a detailed report to the board of directors; and to engage the NFCYM management committees in a dialogue around the issues raised at the symposium.
2. To propose to our Alliance partners that we seek new collaborators as we revise the National Standards for LEM and consider developing a national certification process. Further, the Alliance needs to advance the conversation about the distinction between certification and authorization.
3. To advocate on behalf of the symposium findings on workplace issues and to develop needed resources.

### **National Leadership Roundtable on Church Management**

1. To continue to work in collaboration with the sponsoring organizations.
2. To take a lead role with NACPA and others to implement the ministerial workplace recommendation concerning H.R. training that states: “We recommend that all church ministers in a supervisory role be required to receive formation in the knowledge and skills needed for effective human resource management.”
3. To further the conversation and provide practical resources for other symposium recommendations related to our area of Church management, finances and human resources, e.g.
  - a) Pathways – recommendation: “That diocesan pastoral offices and ministry formation programs institute an intentional program of recruitment and training (including practical strategies, techniques and resources for mentors).”
  - b) Formation – recommendation: “To require ongoing personal, intellectual, spiritual and pastoral formation and support in order to keep competencies current and ensure accountability from both the minister and the community.”
  - c) Authorization – recommendation: “The National Alliance of pastoral ministry organizations should be broadened to include the organizations representing other ministry specialties and cultural gifts [such as the Leadership Roundtable on Church Management]
  - d) Ministerial Workplace – recommendations relating to “forming parish business managers”, “an assessment of HR practices at all levels (diocesan, parish) in light of Catholic social teaching”, “working with Emerging Models project to identify best organizational practices”, “disseminating recommendations to the Bishops and Vicars General of each diocese along with resources”, and providing resources so that “all LEMs raise the expectation when hired to ask for: 1. job description, 2. regular

evaluation, 3. support for ongoing formation, 4. an annual retreat, and 5. periodic goals and accountability for reaching these goals.”

**Saint John’s School of Theology•Seminary**

1. In a spirit of Benedictine hospitality, we are willing to continue to serve as conveners of the conversation at the national level and pursue funding to make it possible.
2. Contribute to the development of a theology of vocation and a theology of authorization.

**USCCB Commission on Certification and Accreditation**

1. The USCCB Commission on Certification and Accreditation has begun and will continue to integrate formation goals and objectives described in *Co-Workers* into the accreditation standards for Ministry Formation Programs.
2. We will recommend to the Board of Directors of the USCCB Commission on Certification and Accreditation that the directors work on streamlining the accreditation process for Ministry Formation Programs.

**Washington Theological Union**

1. To renew and deepen our commitment to and consideration of multicultural issues in ministry preparation.
2. To offer our institution as a theological resource to the USCCB as it considers the recommendations of this symposium.
3. To explore more opportunities for our students to build leadership, human resource, and management skills.