



Recommendations to Advance the Will for Lay Ecclesial Ministry at the National, Diocesan, and Parish Level

NATIONAL

1. Engage those in new bishop, seminary, diaconate, and lay ecclesial ministry (LEM) formation in dialogue about and with LEMs, especially engaging Co-Workers in the Vineyard (CWV) and other related documents.
2. Further develop the conversation with the Bishops and then clarify common goals of the conversation.
3. Collect and make public the progress made by the organizations at the 2011 National Symposium.
4. Engage national organizations, such as Catholic Biblical Association and Catholic Theological Society of America (CTSA), to pursue lay ecclesial ministry in its theological investigation and research like other national organizations, such as Canon Law Society of America (CLSA), are already doing in their work in advancing Lay Ecclesial Ministry.
5. Advise CLSA to endorse as a body the working group recommendations (as published in America Magazine) and bring to USCCB committees, for Canonical Affairs, Laity, Marriage, Family Life, and Youth, and subcommittee on Certification for Lay Ecclesial Ministers.
6. Promote and clarify national certification.
7. Encourage Associate of Graduate Programs in Ministry (AGPIM) and National Association of Lay Ministry (NALM) to assess the influence of CWV on curriculum development for diocesan certification and graduate theological education.
8. Encourage membership in national ministry organizations.
9. Create a mechanism to name concerns and fears related to LEM and Bishops and LEM and pastors.
10. Advocate LEM with newly ordained bishops by placing CWV on the agenda for new bishops' school.

11. Advocate for those in seminary, diaconate and lay ecclesial ministry programs to share classes and formation processes where applicable, to engender a theology of collaborative ministry.
12. Cultivate among Catholics generally, the awareness of vocational call and practice of discernment—that all the baptized have a vocational call from God; give focus to the vocation and mission of the laity—within that some are called to LEM.

DIOCESAN

1. Provide opportunities for dialogue, formation and education for Bishops, clergy, and LEMs around LEM.
2. Set diocesan standards for expectations for ongoing intentional formation for LEM's by providing funding, tools, and resources such as spiritual companionship, annual retreats, best practices, and spiritual directors, diocesan ministerial organizations.
3. Recognize the changing face of LEM and its implications for ministry, including: languages, international formation, gender, race, and intercultural competency.
4. Determine ecclesiastical offices (Can. 145 §1. An ecclesiastical office is any function constituted in a stable manner by divine or ecclesiastical ordinance to be exercised for a spiritual purpose) and formal recognition of LEM on multiple levels (i.e. liturgically, formal directory, website listing of LEM, and including LEM in prayers).
5. Define an office of lay ecclesial ministry within the diocese.
6. Establish and implement HR policies and practices, such as: job descriptions, annual reviews, just wages, appeal processes, and education process.
7. Utilize an auditing or internal review process to examine the practices for LEM as defined in CWV (formation, fiduciary responsibility, HR practices, certification, and authorization).
8. Convene a synod on effective ministry for the local church as a result of strong collaboration between clergy and LEM.

PARISH

1. Facilitate the reading, study, and discussion of CWV by parish leadership with an eye toward integration into the life of the parish which cultivates a parish culture that supports and understands LEM.
2. Provide LEM's opportunities and funding for ongoing education and formation according to the four benchmarks in CWV (spiritual, pastoral, intellectual, and human).

3. Foster intercultural competency for ministry.
4. Practice innovation – act with a prophetic edge, don't be afraid to be creative.