

equip FOR MINISTRY



A PROCESS FOR LAY MINISTRY FORMATION
IN THE ARCHDIOCESE OF BALTIMORE

FALL 2011

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Equip for Ministry

Our Response to Paul's Challenge

St. Paul's letter to the Ephesians presents a challenge to all who minister in the Church. Paul calls on us to...

live in a manner worthy of the call you have received, with all humility and gentleness, with patience, bearing with one another through love, striving to preserve the unity of the Spirit through the bond of peace: one body and one Spirit, as you were also called to the one hope of your call; one Lord, one faith, one baptism; one God and Father of all, who is over all and through all and in all. But grace was given to each of us according to the measure of Christ's gift.

(Eph. 4:1-7)

Paul's challenge to us is great. We are to live a life worthy of the call. We are to live in the unity that is grounded in the very relationship that is Father, Son and Spirit. We are challenged to live our lives as Church in community.

Paul goes on to tell us that Jesus *"gave some as apostles, others as prophets, others as evangelists, others as pastors and teachers, to equip the holy ones for the work of ministry, for the building up of the body of Christ"* (Eph. 4:11-12). A different translation reads *"equip the saints for the work of ministry"* (NRSV-CE). And why does Paul write that equipping the saints for the work of ministry is important? His words resound with meaning today. He says, *"so that we may no longer be infants, tossed by waves and swept along by every wind of teaching arising from human trickery"* (Eph. 4:14). Paul has a nobler goal for disciples. He holds out the hope that *"living the truth in love, we should grow in every way into him who is the head, Christ"* (Eph. 4:15).

The laity responds to their baptismal call to service in the mission of the Church. Pope John Paul II wrote "The call is a concern not only of Pastors, clergy, and men and women religious. The call is addressed to everyone: lay people as well are personally called by the Lord, from whom they receive a mission on behalf of the Church and the world. In preaching to the people Saint



Gregory the Great recalls this fact and comments on the parable of the laborers in the vineyard: *“Keep watch over your manner of life, dear people, and make sure that you are indeed the Lord’s laborers. Each person should take into account what he does and consider if he is laboring in the vineyard of the Lord”* (Christifideles Laici, Introduction).

Parishes and schools throughout the archdiocese should create a culture of formation where the baptismal call to service in the mission of the Church can be heard and responded to.

We are blessed to have lay ministers throughout the Archdiocese of Baltimore whose work is primarily in the secular world, but who minister and labor in the vineyard of parishes and prisons, schools and hospitals, and other institutions. This truly is the Lord’s work. It is a great grace as well to minister in an Archdiocese that celebrates diversity. We are many, and we are one.

Creating a Culture of Formation

The Christian faithful are called to discipleship and participation in ministry by virtue of their baptism. These disciples are called and gifted, and they have been given a mandate. As disciples, they are to share the Gospel of Jesus Christ and to witness to his power *“to the ends of the earth”* (Acts 1:8).

Lay ministry is a response to this calling and giftedness. We read in the words of the Gospel of Luke *“The harvest is abundant but the laborers are few; so ask the master of the harvest to send out laborers for his harvest”* (Luke 10:3). So many laborers are needed to be about the work of the Gospel, the work of evangelization.

Each and every individual is called by God. There is in this a grand equality; our roles differ, our areas of ministry differ, but we are all called by God to be about His work. Pope John Paul II said so beautifully in an address at Glasgow *“It is essential for us to understand that Jesus has a specific task in life for each and every one of us. Each one of us is hand-picked, called by name – by Jesus! There is no one among us who does not have a divine vocation!”*

This is our starting point; that each person has a divine vocation. We believe that people are called and gifted and that God has a specific task in life for every single person. Every person. Parish and school leaders are charged with developing a culture of formation in our parishes and schools that are based on the foundational belief that all are called and gifted.

What is meant by a culture of formation? The term *Culture* comes from the Latin *cultura*, from *colere* meaning “tend, guard, cultivate, till.” Parishes and schools that have a culture of formation tend, guard, cultivate and till each and every individual; they tend, guard, cultivate and till each and every ministry; they tend guard, cultivate and till each and every calling. They are discerning communities, asking God what needs have to be met, and who is called to meet those needs. They are highly relational communities; formation does not exist in a vacuum. They value competency, and are willing to make the efforts to increase the levels of competency. They challenge people as sisters and brothers to grow in Christ.

A culture of formation fosters the understanding that people come from a variety of backgrounds. Some have advanced degrees, others may not read and write, and some have different learning challenges. They have a sense that the people of the parish or school community come from varying ecclesiologies, represent different generations, celebrate in a number of different languages, and were raised with different ethnic traditions.

Acknowledging the variances of each individual and community, a culture of formation best takes root where the following eight principles are addressed and developed.

- ◆ Recognize the Mission, the Call and the Need
- ◆ Respect and Celebrate a Multicultural Church
- ◆ Acknowledge the Value of Lay Ministry
- ◆ Calls for Competency and On-Going Formation
- ◆ Provides for Formation and Celebration
- ◆ Establishes Clear Expectations
- ◆ Maximizes Technology
- ◆ Serves as Role models and Collaborators

A Framework for Lay Ministry Formation

Each priest, deacon, and lay ecclesial minister is called to a formation process that is unique to their roles. All have the same four components of formation. These four components are the standard for formation for lay ministers in the Archdiocese of Baltimore as well. Those four areas are:

Spiritual
Human
Intellectual
Pastoral

Lay ministers, in order to be effective in their ministries, need the qualities described in *Co-Workers in the Vineyard* for lay ecclesial ministers.

Lay ministers must have:

Human qualities critical to form wholesome relationships and necessary to be apt instruments of God's love and compassion [they need] a *spirituality* and practice of prayer that root them in God's Trinitarian life, grounding and animating all they do in ministry. Called particularly at this point in our history, it is essential that they have adequate *knowledge* in theological and pastoral studies, along with the *intellectual skill* to use it among the people and cultures of our country. And finally, all need the practical *pastoral abilities* called for in their particular ministry (*Co-Workers in the Vineyard*, 34).

Equip for Ministry: A Formation Process

Recognizing that lay ministers have various background experiences, and acknowledging that lay ministers approach this process of formation with different levels of preparation, the *Equip for Ministry* formation process is divided into three levels. Level One, Level Two and Level Three.

Most courses in the Equip for Ministry process are eight weeks in length, with four sessions gathering in person and four non-gathered, on-line weeks. All three levels are based on the four areas of formation: Spiritual, Human, Intellectual and Pastoral

Level One consists of four courses, one for each of the formation areas: Spiritual, Human, Intellectual and Pastoral.

Level Two consists of one course in each the Spiritual and Human area of formation, three courses in the Intellectual area, and one course in the Pastoral area.

Level Three recognizes lay ministers who have been granted an academic certificate, academic degree or 18 academic credits across the four areas of formation, and who have completed the Spirituality component.

In addition to the course work, participants are required to participate in an approved Archdiocesan Ministry Day. Those days can be found on our website at www.archbalt.org/equip.

(For those who cannot access on line training,
video assisted training will be provided upon request.)

Registration Information

Each person who is, or who is seeking to be, a lay minister in the Archdiocese of Baltimore should clearly know the expectations of the ministry he or she is about to undertake. This is best accomplished by meeting with the pastoral leader, or his or her designee, to discuss the requirements of the ministry and the formation it will entail.

Persons who are invited into lay ministry are:

- ◆ Catholics who are in good standing with the Church
- ◆ Catholics whose belief in God and love for the Church makes them willing to authentically represent Church teaching
- ◆ Persons who participate in the sacramental life of the church
- ◆ People of prayer, conscious of the gift of faith in their life
- ◆ Committed to on-going formation and working toward the formation required for a particular ministry in which they want to be involved

Additional information, and the directions for the registration process can be obtained from accessing our website at www.archbalt.org/equip

In order to participate in the *Equip for Ministry* formation process, each person must complete an on-line registration. Participants who do not have access to a computer are asked to call the Division of Catechetical and Pastoral Formation at 410.547.5405.

Course Selections

Fall 2011 (September ~ November)

SPIRITUAL COURSES

- SP150 A Call to On-Going Conversion (Spiritual - Level One)
St. John, Westminster
Msgr. James Farmer and Mr. Paul Gallagher
Mondays, 9/26 - 10/17 from 7:00 - 9:30 pm
Online sessions weeks of 10/24 – 11/14.
- SP150 A Call to On-Going Conversion (Spiritual - Level One)
Catholic Community of South Baltimore, Baltimore
(St. Mary's School)
Ms. Dorris Van Gaal
Tuesdays, 9/27 – 10/18 from 7:00 - 9:30 pm
Online sessions weeks of 10/24 – 11/14.
- SP150 A Call to On-Going Conversion (Spiritual – Level One)
St. Augustine, Elkridge
Sr. Jude Cianfrogna
Thursdays, 9/29 – 10/20 from 7:00 – 9:30 pm
Online sessions weeks of 10/24 – 11/14.

HUMAN COURSES

- SLC150 Servant Leadership in the Church (Human - Level One)
Our Lady of the Mountains, Cumberland
(St. Patrick Site)
Dcn. Loren Mooney
Wednesdays, 9/28 – 10/19 from 7:00 – 9:30 pm
Online sessions weeks of 10/24 – 11/14.
- SLC150 Servant Leadership in the Church (Human - Level One)
St. Pius X
Mrs. Carol Pacione
Wednesdays, 9/28 – 10/19 from 7:00 - 9:30 pm
Online sessions weeks of 10/24 – 11/14.

- SLC150 Servant Leadership in the Church (Human - Level One)
 St. Timothy, Walkersville
 Mrs. Marissa Alspaugh
 Wednesdays, 9/28 – 10/19 from 7:00 - 9:30 pm
 Online sessions weeks of 10/24 – 11/14.
- CAM250 Church and Ministry (Human – Level Two)
 St. John Neumann, Annapolis
 Dr. Thomas Little
 Mondays, 9/26 - 10/17 from 7:00 – 9:30 pm
 Online sessions weeks of 10/24 – 11/14.

INTELLECTUAL COURSES

- TFM150 Theology for Ministry (Intellectual – Level One)
 St. John, Severna Park
 Mr. Gordon Creamer
 Mondays, 9/26 - 10/17 from 7:00 – 9:30 pm
 Online sessions weeks of 10/24 – 11/14.
- TC260 Trinity and Christology (Intellectual – Level Two)
 Sacred Heart of Mary, Dundalk
 Mr. Edward Herrera
 Wednesdays, 9/28 – 10/19 from 7:00 – 9:30 pm
 Online sessions weeks of 10/24 – 11/14.

PASTORAL COURSES

- MSB155 Ministry to the Sick and Bereaved (Pastoral - Level One)
 St. Francis de Sales, Abingdon
 Dr. Patricia Fosarelli
 Thursdays, 9/29 – 10/20 from 7:00 – 9:30 pm
 Online sessions weeks of 10/24 – 11/14.
- SYM155 Seminars in Youth Ministry (Pastoral – Level One)
 St. William of York, Baltimore
 Division of Youth and Young Adult Ministry Staff
 Thursdays, 9/29 – 10/20 from 7:00 – 9:30 pm
 Online sessions weeks of 10/24 – 11/14.

Inclement Weather Policy

During the Winter Season, there may some instances where *Equip for Ministry* sessions will need to be canceled due to inclement weather and/or unsafe driving conditions. In the case of inclement weather the following outlines the *Equip for Ministry* policies for cancelation:

- ♦ If public school, in the county in which your *Equip for Ministry* session is held, was canceled or dismissed early due to inclement weather, *Equip for Ministry* will be canceled.
- ♦ If you are uncertain whether your session is still to be held, or if inclement weather occurs after the end of a school day, please call **410-547-5415** for more information.

Addresses for *Equip for Ministry* Locations

St. Augustine, Elkridge

5976 Old Washington Road
Elkridge, MD 21075

Catholic Community of South Baltimore at St. Mary School

300 Gittings Street
Baltimore, MD 21230

St. Francis De Sales

1450 Abingdon Road
Abingdon, MD 21009

St. John the Evangelist

689 Ritchie Highway
Severna Park, MD 21146

St. John Neumann

620 N Bestgate Road
Annapolis, MD 21401

St. John, Westminster

43 Monroe Street
Westminster, MD 21157

Our Lady of the Mountains at St. Patrick Site

201 North Center Street
Cumberland, MD 21502

St. Pius X

6428 York Road
Baltimore, MD 21212

St. William of York, Baltimore

600 Cooks Lane
Baltimore, MD 21229

St. Timothy, Walkersville

8651 Biggs Ford Road
Walkersville, MD 21793

Sacred Heart of Mary

6726 Youngstown Avenue
Dundalk, MD 21222



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