

All formation is ultimately self-formation, and lay ecclesial ministers themselves are the pivotal agents of their own formation. We call them to nurture in themselves a deep and powerful hunger for formation, willingness to learn and grow, and desire to serve the Lord with excellence and generosity. (See CL, no. 63; PDV, no. 69.)

Human formation

Elements:

- A basic understanding of self and others
- Psychological health
- A mature sexuality
- Physical health
- Knowledge of one's personal gifts and special charisms
- Recognition of the traits and abilities one lacks
- Understanding of family systems and dynamics
- Ability to learn from both praise and criticism
- Appreciation and valuing of racial, ethnic, and cultural diversity
- A genuine respect and concern for others
- Virtues of Christian discipleship

Methods:

- Participation in a small faith community
- Affirmation and critique
- Periodic feedback
- Counseling
- Fostering of self-reflection and self-awareness

Spiritual formation

Elements:

- A living union with Christ
- Spiritual formation built on the word of God
- Spiritual formation based on the Liturgy, especially the sacraments
- An incarnational spirituality of presence, and a paschal spirituality of loving service
- An awareness of sin
- A spirituality for suffering
- A Marian spirituality
- Love for the Church
- Devotion to the Eucharist
- An ecumenical spirit

Methods:

- Daily prayer and spiritual practices
- Spiritual direction
- Faith sharing and theological reflection
- The practice of justice and charity
- Studying the lives of the saints

Intellectual Formation

Elements:

- Scripture and its interpretation
- Dogmatic theology
- Church history
- Liturgical and sacramental theology
- Moral theology and Catholic social teaching
- Pastoral theology
- Spirituality
- Canon law

Methods:

Adult learners need a variety of learning methods that maximize participation and draw on participants' experience. These may include small groups, lectures, discussions, independent research, guided learning projects, theological reflection on field experience, and use of technology (e.g., teleconferencing, distance learning).

Pastoral formation

Elements:

- Methods for providing formation for others
- Leading of community prayer and preaching
- Pastoral ministry skills
- Family mission and family perspective
- Effective relationship and communication skills
- Collaboration
- Discernment of the signs of the times
- Gift discernment and volunteer ministry management
- Change and conflict management skills
- Basic counseling skills
- Culture and language studies
- Administration skills

- Leadership and organizational development
- Applicable civil law
- Ministerial code of ethics

Methods:

The knowledge, skills, and attitudes necessary for pastoral ministry may be taught in traditional classroom or seminar formats, but that is not enough. The teaching must be supplemented by practical experience in real situations and by mentored reflection on those experiences. These experiences include opportunities to practice skills with feedback, as well as demonstrations, projects and practices, and role playing.

(The previous texts are quoted in abbreviated form from *Workers in the Vineyard of the Lord: A Resource for Guiding the Development of Lay Ministry*)