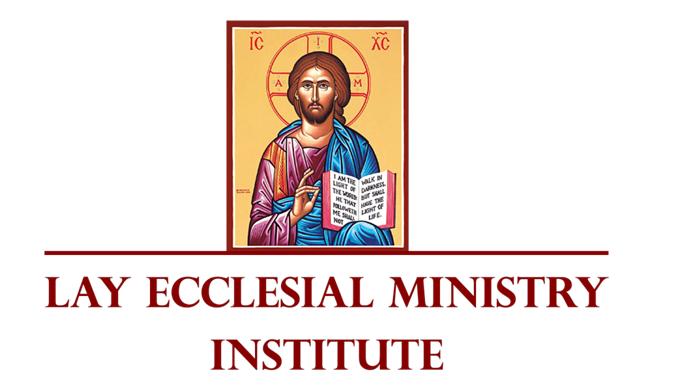
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**Catholic Diocese of Richmond  
LEMI Self-Assessment Tool**

**“The formation of lay ecclesial ministers requires assessment and   
evaluation throughout the formation process.” *(p. 34 Co-Workers)***

A fundamental element of the Lay Ecclesial Ministry Institute (LEMI) program is the concept of mutual on-going discernment. LEMI program coordinators prayerfully discern about candidates’ progress in formation throughout the duration of the program and ask candidates in LEMI to continually remain open to the movement of the Holy Spirit in their lives.

The LEMI self-assessment tool supports the ongoing discernment of lay ecclesial ministers as they advance through the LEMI formation program. It is designed to assess ministerial growth and has been developed using the ***National Certification Standards for Lay Ecclesial Ministers.***The standards correspond with the four formational categories used in ***Co-Workers in the Vineyard of the Lord*** – human, spiritual, intellectual, and pastoral. Each “standard” includes a brief descriptor and vision statement describing its intended values, concepts and priorities followed by a set of core competencies.

**How to use this self-assessment tool:** For each formation category, review the vision statement and reflect on your personal development. Under each core competency in the space provided, identify formation events, workshops or tools that have helped you grow in that specific skill or ability as well as evidence of how this competency is reflected in your ministry.

Email the completed document to Bernadette Harris at [bharris@richmonddiocese.org](mailto:bharris@richmonddiocese.org). Also give a copy to your Pastor/supervisor to use as a point of discussion when the three of you meet. The self-assessment tool is not a grading device. Rather it should serve to recognize and celebrate your professional development as well as to help set future formation goals.

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Your Name Date

**1.0 Standard One: Human**Lay ecclesial ministers demonstrate the qualities of ***human maturity*** needed for fruitful ministry with the people of God.

**Vision Statement**

Lay ecclesial ministers, as all ecclesial ministers, develop their human character and relational abilities so that they can be “a bridge and not an obstacle” for people in their encounter with Jesus Christ. This development entails the twofold dynamic of strengthening positive traits that foster ministerial effectiveness and lessening negative traits that hinder it. Accordingly, lay ecclesial ministers strive to deepen their knowledge of self and others, grow from experiences of suffering and challenge, maintain a balanced lifestyle and positive relationships, appreciate and value diversity, and demonstrate basic human virtues. Cultivating such traits and skills within a Christ-centered community contributes to the development of “a healthy and well-balanced personality, for the sake of both personal growth and ministerial service”(*Co-Workers*, p. 36).

**Core Competencies**A lay ecclesial minister will:

1.1 Appreciate and affirm the dignity of the human person and the positive values of diverse cultures,   
 races, and socioeconomic groups within their respective self-understandings.  
 ***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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1.2 Identify personal gifts and limitations through self-reflection, collaboration with others, peer   
feedback, supervisory assessment processes, and/or spiritual companioning.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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1.3 Engage in programs or practices of continuing ministerial formation and lifelong personal growth.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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1.4 Recognize both the reality of sin with its personal and social consequences and the power of   
forgiveness and reconciliation to heal persons and relationships.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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1.5 Maintain a healthy lifestyle and a reasonable balance among the legitimate claims of family,   
community, personal relationships, and ministry.   
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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1.6 Manifest “psychological health, marked by integrity, appropriate interpersonal boundaries, and the   
ability to honor and safeguard the trust that people place in them as Church ministers” (*Co-Workers,* p. 36).  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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1.7 Understand the power inherent in positions of pastoral leadership and be diligent in the responsible   
exercise of such power regarding, for example, sexuality, confidentiality, supervision of others, and   
decision making.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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**2.0 Standard Two: Spiritual**

Sharing in the common priesthood of all the baptized a lay ecclesial minister demonstrates Christian spirituality as foundational to ministry, integrated in service with the people of God, and possessing a sacramental view of the world that recognizes the world can be a vessel of God’s presence and God’s transforming grace.

**Vision Statement**

Having encountered the person and message of Jesus Christ, the hunger of the lay ecclesial minister for union with the Triune God is constant. The result of this hunger is the call to holiness, built on the Word of God, experienced in the liturgy and sacraments, formed through suffering, nurtured in joy, and sustained in community with all the baptized and through the Church as Mystical Body. The minister gives witness to a well-formed spirituality through a rich and diversified prayer life, theological reflection, and action rooted in Catholic social teaching. Spiritual formation is grounded in the understanding that “if ministry does not flow from a personal encounter and ongoing relationship with the Lord, then no matter how ‘accomplished’ it may be in its methods and activities, that ministry will lack the vital soul and source needed to bear lasting fruit” (*Co-Workers,* p. 38). Therefore, open to the mystery of God’s love and in touch with the world’s realities, all actions of the lay ecclesial minister flow from “that fundamental conversion that places God, and not oneself, at the center of one’s life” (*Co-Workers*, p. 38).

**Core Competencies**A lay ecclesial minister will:

2.1 Give witness to an integrated spirituality formed by Scripture, theological reflection, sacramental   
celebration, communal worship, and active participation in parish life.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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2.2 Live a life of private and communal prayer that is both formed by and reflective of the breadth and   
depth of the Catholic spiritual tradition.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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2.3 Bear witness to the profound significance of Eucharist in one’s own life, in the life of one’s parish, and   
in the life of the whole Catholic community.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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2.4 Demonstrate sensitivity to the spirituality of the sacred arts, i.e., art, music, and architecture, and   
the value of their expression in liturgical and communal prayer.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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2.5 Honor the call to ministry that is rooted in one’s baptism by developing ministerial goals that flow   
from one’s spirituality and reflect an integration of Gospel values.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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2.6 Demonstrate an ability to discern the “signs of the times” and address current realities in the Church   
and the world in light of the Gospel.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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2.7 Accept and articulate one’s ministerial vocation as coming from God and confirmed by the ecclesial   
community.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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2.8 Display openness to ecumenical prayer, work, and practices that promote Christian unity, and   
acknowledge the gifts afforded the human community from the various world religions.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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2.9 Model the spirit of Jesus in one’s life and identify with and promote the universal Church and its   
global mission so that all prayer and ministerial activity flow from that mission.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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2.10 Develop a spirituality sensitive to diverse cultural expressions based on conversion, communion,   
mission, and solidarity.   
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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**3.0 Standard Three: Intellectual**

**Vision Statement**

“Formation for lay ecclesial ministry is a journey beyond catechesis into theological study: (*Co-Workers*, p. 43). A lay ecclesial minister’s faith and ministry is formed by the study of the Catholic theological tradition focusing on the following core elements: Scripture and its interpretation, dogmatic theology, Church history, liturgical and sacramental theology, moral theology and Catholic social teaching, pastoral theology, spirituality, canon law, ecumenism and interreligious dialogue, the social sciences, humanities, and culture and language studies. Based upon this study, a theologically competent minister can articulate and interpret this Catholic theological tradition with disciples from diverse communities. A key dynamic of effective lay ecclesial ministry is the integration into ministry practices of the key documents and principal theories of pastoral ministry.

**Core Competencies**A lay ecclesial minister will:

3.1 *Scripture and revelation.* Know and integrate into ministerial practice a theology of revelation as embodied in Scripture, tradition, and creation.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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3.2 *Dogmatic theology*. Know and integrate into ministerial practice Trinitarian theology, Christology, pneumatology, missiology, Christian anthropology, and ecclesiology.***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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*3.3 Church history.* Know and integrate into ministerial practice a foundational understanding of the major events in the history of the Church, with special attention to the Second Vatican Council, and the perspective those events provide on the life of the Church today.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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3.4 *Liturgical and sacramental theology.* Know and integrate into ministerial practice theologies of liturgy, worship, and sacraments.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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3.5 *Moral theology and Catholic social teaching.* Know and integrate into ministerial practice a theology of the moral life, including Catholic social teaching for the transformation of Church and society.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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3.6 *Pastoral theology.* Know and integrate into ministerial practice a theology of pastoral ministry as well as guiding principles for the practice of ministry in a given context.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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3.7 *Spirituality.* Know and integrate the history and theology of Catholic spirituality into prayer and ministerial practice.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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3.8 *Canon law.* Know and integrate into ministerial practice a foundational understanding of canon law.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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3.9 *Ecumenism and interreligious dialogue.* Know and integrate into ministerial practice a respect for other Christian communities and other religious traditions.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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3.10 *Social sciences and humanities.* Know and integrate into ministerial practice a foundational understanding of the social sciences and humanities.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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3.11 *Culture and language studies.* Know and integrate into ministerial practice knowledge of intercultural communication and linguistic/cultural skills.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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**4.0 Standard Four: Pastoral**

A lay ecclesial minister demonstrates a range of leadership and pastoral skills needed for functioning effectively.

**Vision Statement**

As a response to their baptismal call, lay ecclesial ministers accept the grace of leadership and manifest a range of skills and pastoral gifts which allow them to function effectively in ministry. In their roles as evangelizers, they operate in a parochial setting which has various dimensions – faith formation, worship, cultural diversity, community life, social justice, and apostolic service. A lay ecclesial minister demonstrates understanding of the breadth of Catholic theological and pastoral studies as well as the intellectual skill to use that knowledge in ministry with God’s people from diverse populations and cultures. They are effective listeners who foster respect and offer compassionate care within varied family, community, and cultural settings. In the spirit of the Gospel, they serve others as companions on the journey of faith. These ministers demonstrate good stewardship, work collaboratively with other lay and ordained ministers, and exhibit human resource and management skills. They have an ability to discern and nurture the gifts of all the baptized in order to build the Kingdom of God. Lastly, these ministers embrace a professional code of ethics worthy of Catholic ministry and abide by civil and Church law. “Pastoral formation cultivates the knowledge, attitudes, and skills that directly pertain to effective functioning in the ministry setting and that also pertain to pastoral administration that supports direct ministry”(*Co-Workers,* page 47).

**Core Competencies**

A lay ecclesial minister will:

4.1 Exercise sound practices of compassionate pastoral care.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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4.2 Foster a pastoral ministry that empowers people to inculturate the Gospel in their own culture and to foster unity in diversity in the Catholic Church by utilizing human, spiritual, theological, and pastoral approaches proper to each culture.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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4.3 Implement the principles and processes of evangelization and faith formation as outlined in national and universal Church documents.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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4.4 Employ the use of modern means of communication technology to proclaim the Gospel.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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4.5 Work effectively with others through utilizing leadership skills of collaboration, visioning, planning, communication, decision making, delegation, and conflict management.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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4.6 Exercise effective supervision of employees (part-time or full-time) and volunteers.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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4.7 Continually seek opportunities to improve skills.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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4.8 Develop and nurture the prayer life of the community in which one serves.  
***What formation has helped you grow in this area? How do you reflect this in your ministry?***

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