

Tab 7: Self-Evaluation and Growth Plan

Please *briefly* comment on (a) those areas in which you saw particular growth this year, and (b) those areas that need attention, including how you plan to address that need in the future.

Human Dimension

Criteria	Comments
To be self-reflective and assess abilities & limitations	
To set healthy & responsible goals; be balanced	
To infuse a family perspective into scheduling/programming	
To be flexible and able to prioritize	
To be dependable, trustworthy, consultative, collaborative	
To communicate with and relate to a wide variety of people	
To take part in diocesan programs and diaconal events	
To maintain proper boundaries in pastoral relationships	

To solicit input from those affected by activities/policies	
To discern/evaluate ever-changing pastoral needs	
To recruit/train/support parish volunteers	
To find and use personal and professional support systems	
To recognize and dispel prejudices and cliques in own life and in the life of the community	
To network with others in challenging injustices	
To create structures that include all families in parish programs	
To create a hospitable environment that values all persons	
To conduct honest self-assessments and help others do the same	

Spiritual Dimension

Criteria	Comments
To develop and commit to a plan for continuing personal and professional diaconal education and formation	
To participate in the Eucharist daily or frequently	
To participate regularly in reconciliation	
To participate in ongoing spiritual formation ¹	
To identify, affirm, and critique the various Christian spiritualities operative in himself and others	
To speak truthfully about the gift and demands of a celibate life. If celibate: to form a support system & to accept the gift of celibacy If married: to demonstrate marital chastity in conformity to Church teaching on marriage and sexuality; to be willing to accept celibacy if so called;	
To articulate your personal expression of faith	

¹ e.g., spiritual direction, retreats, community worship [especially the Liturgy of the Hours], personal prayer, meditation, visits to the Blessed Sacrament, personal penance and mortification, and devotion to Mary and the communion of saints

To integrate the wide spectrum of moral and human issues into your spiritual consciousness, prayer, and ministry ²	
To communicate and share his ministry, prayer, and formation with wife and family	
To balance marriage and ministry commitments	
To maintain a commitment to regularly scheduled spiritual direction and to opportunities, as appropriate, for physical and psychological health in consultation with a professional advisor	
Any additional comments:	

² Such as: human rights, sexuality, economics, peace, ecology, moral ethics, solidarity with human needs, the preferential option for the poor

Intellectual Dimension

Criteria	Comments
To be able to articulate the primary teachings of the Church and discuss contemporary issues in light of these teachings; to apply these teachings to your own personal life and spirituality as well as to your ministry, in the following areas:	
Sacred Scripture	
Theological Methodology	
Theology of God / Trinity	
Christian Anthropology / Theology of the Human Person	
Christology	
Ecclesiology / Theology of the Church	
Liturgical Theology and Practice	
Sacramental Theology	

Pastoral Dimension

Criteria	Comments
To engage in theological reflection	
To use appropriate theological and pastoral resources (including the Internet)	
To use the tools and insights of the behavioral sciences (psychology, sociology) effectively in the pastoral setting	
To communicate effectively in spoken and written word (especially in multicultural settings and in conflicts)	
To not act beyond your level of training in each pastoral care situation; to know when, how, and to whom appropriate referrals should be made	
To access multicultural resources; be sensitive to other cultures	
To apply appropriate human development principles in preaching, programming, and counseling	
To identify, articulate, and foster personal and communal conversion and prayer experiences	
To advocate for others and facilitate access to resources (especially for those with disabilities)	

To be empathetic, genuine, and respectful; to maintain confidentiality and objectivity; to apply basic counseling skills	
To integrate justice and peace into his diaconal life, family, preaching, teaching, and staff organizational meetings	
To model the interconnectedness of all people and to the earth; to model a simple lifestyle	
To enable others to reflect upon and express their faith experiences; To match gifts with ministry needs & utilize all types of media resources to recruit and facilitate ministerial leaders	
To help create a welcoming community (parish and neighborhood)	
To recruit, train, support, supervise, and assess others	
To apply appropriate managerial principles and administrative skills to design, implement, and coordinate programs ³	

³ Including: to employ needs assessment and analysis; to formulate mission statements, goals/objectives, strategies, and evaluation methods; to prepare and monitor budgets; to organize tasks by priority and organize and manage his time in accord with ministry requirements; to delegate responsibilities, including authority to act; to recognize stress and select methods to respond; to develop and implement appropriate job descriptions; to set achievable performance goals; to supervise appraisals; to engage in advocacy, mediation, referrals, and facilitation; to demonstrate knowledge and skills in computer/internet applications, including online seminars; to use media and technology for effective ministerial implementation

To minister ethically and in keeping with canon and civil law ⁴	
Any additional comments:	

⁴ Including: To engage in employment agreements through familiarity with canonical and civil law pertaining to rights of individuals and employees relating to hiring, evaluation, dismissal, and abuse issues; to establish positive support systems and referral networking; to conduct information programs so that these basic rights and responsibilities are affirmed and cherished; to establish prudent and appropriate boundaries for interpersonal conduct, especially with women and youth

Diaconal Dimension

Criteria	Comments
To effectively proclaim the Gospel;	
To instruct and catechize others about the diaconate and its mission as “the Church’s service sacramentalized” ⁵	
To witness to Christ in living, giving, and empowering ways; To articulate your call to diaconate as vocation;	
To help others to grow in their knowledge of the faith and personal holiness; to animate, facilitate, and motivate the whole Church ministry of charity and justice;	
To witness to the Gospel in your place of employment;	
To minister effectively in the following areas:	
Ministry of the Word For example: To prepare a proper exegesis and contemporary application of the biblical text(s); apply the biblical text(s) with the Tradition and teaching of the Church to issues confronting the community today; To preach on matters of faith and morals, Christ’s initiation, and our response, expressing himself clearly and easily in a manner appropriate to the occasion; to be sensitive to the	

⁵ to be recognized at the altar as the sacrament of Jesus, the Deacon-Servant, in the midst of the community, and as herald of the word, sanctifier in liturgy, and advocate for the poor as minister of charity and justice

varied cultural, ethnic, racial, and gender dynamics of the text and the message; To utilize the skills for an effective homiletic or catechetical presentation through frequent social gospel preaching; to inform the community of their obligation to respond to the needs of the poor and to serve as Jesus did; to give personal witness; to speak the Gospel in his place of employment and in the marketplace with boldness, linking the sanctuary to the neighborhood, as well as the needs of the neighborhood to the sanctuary; to organize business leaders and neighbors around the Gospel, even on an ecumenical basis; To evangelize, drawing from the U.S. bishops' statements (ex: <i>Go and Make Disciples</i>) as well as from the writings of recent Popes on evangelization	
Ministry of Liturgy For example: To lead and/or provide for Baptisms, communion services, burial services, weddings, nonsacramental reconciliation rites, devotions, and Sunday celebrations in the absence of a priest as a liturgical presider; To exercise the ministry of deacon in Eucharistic celebrations; to identify the table of Eucharist with the table of the poor, bringing their needs to the common prayers of intercession; To exercise his role in conformity with the Church's liturgical directives; To collaborate with the pastor, other priests and deacons, worship committees, and liturgical ministers in planning and implementing the liturgy; to provide effective baptismal and marriage preparations in accordance with canonical norms and directives of the diocesan Church; to guide liturgical planning; to coordinate liturgical ministers or enable others to exercise that role.	
Ministry of Charity/Justice For example: To serve in charitable care the needs of the poor, homeless, elderly, imprisoned, ill (including people with AIDS), and the marginalized of any kind; To create an environment of hospitality toward all people, especially the stranger and the marginalized; to join in coalition with other religious and secular groups for common political and community-based action; to integrate justice themes into his life and ministry; To provide educational programs that will assist the parish in	

understanding social justice as constitutive of the Gospel; to promote just parish structures; to situate study, reflection, and decision-making in the context of a responsibility to his world, especially to those in need; to participate in local debates and community action on behalf of those who are homeless, unemployed, suffering from AIDS, abused, etc.; To model and encourage simple living and environmental values; to preach justice by example and word; to demonstrate familiarity with the needs of the people in the community; to participate in charitable organizations; to be an advocate and servant of the poor; to promote justice and human development in local socio-economic situations; to minister to migrant and immigrant communities

Any additional comments:

Instructions for Formation Plan

First, write one paragraph summarizing how you met (or didn't meet) your formation goals for the year you are completing. You will want to refer especially to the essay you wrote as part of Tab 7 in last year's handbook—as well as to any issues identified by the formation team or director for attention.

Next, address what your formation goals for the first year after ordination. You should refer to the notes you took after each formation session, to your conversations with your mentor, and to your answers and comments above—as well as to any feedback that you have received from your pastor, field placement supervisors, or others. Be specific and concrete; set measurable and attainable goals.

You may find it helpful to take notes as the year progresses rather than waiting to the last minute to put this all together.

Please keep in mind that formal formation sessions will continue post-ordination. The schedule and content are to be determined by the Director of Deacon Personnel.