Leadership Structures Concrete Steps – Table Responses

Structures with Leadership:
- Regional gatherings
- Contact person

Structures of Participation:
- Encourage gatherings of Presentation People.
- They have two roles:
  - Discuss issues offered by Leadership
  - Act as a self-initiating group to share ideas & support

Implications:
- More use of technology (e.g. ZOOM, Skype, etc...)
- Choosing new groups in which to participate

Research other congregations that have experience in the following:
- Enlarge pool of leaders to include laity
- Familiar with our foundress and charism
- That help elected leadership manage the institute

Implications: cross-generation conversations regarding leadership

Publish (e.g. via website)
- An agenda, meeting notes and provide a way for sisters to give input (invited/uninvited) in the conversations of leadership meetings

Implications:
- Sisters interesting in ongoing work
- Efficient use of the website

Do we need 4 or 3 on council as our numbers decrease
Implications:
- Members must take more responsibility and ownership
One step – use regional meetings with leadership to further communication and trust among us.

Implication:
- This would allow opportunity for better sharing of information, concerns, questions, hopes, and dreams
- This would allow leadership have another venue for gathering insights into the feel of the community

➢ We would like to see a shift in the us and them mentality to we mentality when thinking of leadership/congregation
➢ A structure to carry out the vision that is being created at Chapter by leadership and members

Needs

➢ Growth in interpersonal communication
➢ Publish monthly leadership team notes so information can be known to members who might want to respond to a topic being discussed
➢ Keep contact person per sister

Create a task force that would explore new governance structures that may include:

❖ Separation of leadership from motherhouse management
❖ Exploration of power/authority
❖ Engages each member (clarify membership responsibility for engaging)
❖ Small grassroots committees to address critical communal issues
❖ A role such as mission innovator

Structures for participation:

❖ The Mt. Loretto house Coordinator position be a collaborative effort of a lay person and sister
❖ A more active inclusion of associates in an advisory capacity
❖ Revamp and revitalize existing circles/Caritas to meet a new structure
We need a governance style that is dialogical (i.e. presumes transparency) so that there is community buy-in for decisions that will ultimately be made.

To facilitate this governance style there are conversation circles (similar to Caritas groups) that allow grassroots input and dialogue that contribute to the decision-making process.

We are seeking continuation of mutual responsibility on the part of everyone (leadership and other members) for engaged participation/conversation/communication.

Successful structures have included: Emerging Circles, Caritas, Sacred Circles, Community Notes, list serves

1. We want minutes from the Leadership Team meeting
2. Opportunities for dialogue
3. Wider communication of ministries
   e.g. Ministry Notes
   - Hear from people in various ministries on a rotating schedule
   - Jean Ann Meyer
   - South America Bolivia
   - Richelle in DC
   - Carla in Strawberry Point
   expand beyond community initiated ministries – we hear from some people each month – others never!

Concrete steps to explore:

1. Evaluate current ways
   (community newsletter, Caritas Groups, Associates, Emerging Circles, emails, Regionals, Community Notes…)
2. Practice discernment training for individual and communal needs

Increase participation with Leadership Team by:

1. Informing community of specific topics to be discussed and encourage Presentation People interested to be a part of the conversation and submit their names and/or thoughts to the team
2. When the team is preparing/reading for a topic they will be discussing – they offer that same resource to sisters and Associates
3. Share brief team minutes that are appropriate

To strengthen the Caritas Groups and circle process. Make sure inclusivity is part of the structure. See advisory groups as needed.

Reinvigorate the concept of Caritas Groups

Utilize council notes (summary)

Communication needs to be two-way.

We are not really sure of leadership structure – what that really means in light of our input

1. Input from sisters on present Leadership Team
2. More frequent gatherings with leadership
3. More involved decisions based on sharing when it was needed