

**Collaboration Working Group Agenda**  
**January 30, 2019**  
**10am EST**

Topic: Collaboration Working Group

Time: Jan 30, 2019 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://zoom.us/j/807616522>

**Patty, Faith, Keith, Matt, Julia, Claire, Louisville, Elizabeth,**

**Prayer - Faith**

**Objective:** reflect and continue conversation from last call  
Schedule dates for discussions with other working groups

- Louisville
- Charism
- Outreach
- Community
- Preaching

**Preparation:** read and reflect latest minutes; key points to include:

- How do we hold the tension between reflecting/understanding and action steps
- Have we as a Province reached a point where we have to make hard choices? What might they look like?
- Have we reached a point where we have to 'claim the elephant in the room' – the need to name, own and address conflict...
- How shall we schedule our dialogues with the other working groups? Where do we need to start?
- Is there present in the vowed members a fear that of too much to the laity that they will no longer be needed? Fear of letting go of being necessary?

**Key points from conversation** – how do we handle our own eco system...balancing the tension between being and doing, reflecting and doing...identifying fears and misnomers – i.e.: laity are not really committed – just a paycheck; *resistance* to naming and claiming conflict; the need to be proactive and radical (how do we understand radical – this is a definition from Anthony Giddins, faculty at CTU, from his books *A Presence that Disturbs* and *Called to be Sent* **might it be helpful?** –radical from root *radix*- means thorough going, committed, and deeply rooted; that is it must become a way of life – oriented to Jesus, countercultural and Spirit led but explicitly in one's own time, place and circumstance – choose to live 'in beyond' to bridge the gap between what is and what ought to be

Faith – Key thoughts. Fr. Kurt wanted Louisville on the call, unable to get them in; we wanted to get in with Charism and Outreach working groups before May. Wanted to reach out to Birmingham.

Julia – include Louisville, incredible wisdom and insight. One thing obvious was there is not a single member of Holy Cross Province involved in any workgroup. Fr. David represents the parish. Another opportunity to collaborate with them and work directly with Kurt or John Monzyk to get some of the vowed involved. Not aware that you could invite yourself into a workgroup.

Faith – is there someone you want for this committee? We need more voices.

Julia – let me think about it

Elizabeth – I thought the invite was sent out to anyone who wanted to participate. We took the list for the assembly, then thought visioning commission sent out a mass letter that wasn't in assembly or invited to assembly if they are interested in participating. Julia, the door is not closed for all working groups.

Julia – processes of email contact are ineffective to those in Louisville – many don't use internet/email. How are we eliciting feedback?

Keith – John Monzyk is responsible for making those contacts. We need to let John know that, those who don't use internet/email that the info is put on the community email. John can get them to participate and facilitate.

Faith – language of radical, from Anthony Giddins (sp) – what are we saying when we say radical. Comes from a deep conviction of charism, causes us to speak truth. Helpful, not helpful?

Keith – helpful – it must become a way of life. This vision we want to create has to become a way of life for the Province.

Elizabeth – that fits into the emerging idea that the chapters, while it may yield a vision statement of some sort, the high purpose is to yield in all of us a visionary behavior. Creating more in the way of visionaries rather than a vision statement.

Faith – how do we broaden the awareness – Fr. Alfredo, Fr. Phil, Fr. Alex talking about there is no conflict, we just move through, Fr. Phil saying if we share all of this why am I needed. Elephant in the room – Fr. Alex concerned with community life, Fr. Alfredo, why am I here, do I want to stay here? Have the other groups had these conversations?

Fr. Alfredo – would be a good approach to have conversation with other groups. I think we have to be sincere, transparent, outgoing, not timid, not going around in circles trying to avoid the elephant in the room. The obvious that is causing conflict. Just go with addressing the question, I've been reflecting the idea with our group to have a survey, just a few questions, very much to that area of tension, collaboration, how do Passionist lay and vowed come together deeper into the experience and knowledge of charism – you were talking about visionaries, combine with missionaries – go hand in hand, but in between what leads both is the charism. My conflict is the issue of vocation outreach; issue of not going beyond what is just institutional, clinical, canonical. There is room for other possibilities. Electing three other lay Passionists who would sit with the vowed in the decision making of the province. It is up to the chapter or the consult as to who will sit with them. It will make some uncomfortable talking about the issues but this is the reality. Yesterday, I was talking to Lisa who works with me and she addressed the topic of collaboration between lay and vowed. It looks like we Passionists of Holy Cross Province, compared to other Passionists across the world, we are far ahead. Not to soften that topic.

David – being radical is the root, governance can affect the rest of what happens. Eastern province seems way behind the rest.

Faith – indicative of Eastern Church – much more clerical, cultural.

Matt – Eliciting feedback, finished a conference with Sisters, the responses are important to get that actual feedback, but the process was equally important, provided alignment and lay concerns, removed roadblocks that eased the tension we talk about today. We know the process that we engage in is just as important as the outcome, especially in terms of building and changing our fundamental mindset, not as much to plant seeds and start the process. We have to discuss what will promote that fertile ground and build alignment, will build a trust level that is lacking right now. Lay and vowed concepts of community may be different, we want to build confidence, alignment, and get information as well.

Faith – do you have tools that were effective?

Matt – they used the survey monkey type vehicle, survey of treasure, land, buildings. This congregation of Sisters average age is 72, not a lot were tech savvy – 50% of our responses were paper- -fax, scan – the dialogue with the Louisville men. Holy Cross Province have a more realistic view of assets than the East Province. It is a prime factor, discussions at St. Paul – Jim was so passionate about combining St. Paul and Holy Cross Provinces – can see finance side saying no, no.

Faith – Julia's survey. Used a couple of questions in Houston that developed good discussion. Survey needs to be revisited. Create it with different options for its use.

Matt – a key learning from the Sisters of St. Joseph, surveys were done in community, not along, fostering discussion, less holding back, honest dialogue among themselves.

Keith – there will be streamed community meetings on the docket, so that ties in with what Matt is saying and what we are thinking. Something we can discuss.

Faith – done in Houston, vowed and lay at their own tables, then blended.

Julia – book *Crucial Conversations*, I think back to that, these are useful fruitful conversations. Can everyone be understood in a group environment? There needs to be a component in these surveys that allows everyone to have that presence in the group discussions. Nov-Dec I received a 70% return rate, completed under anonymity, some chose not to remain anonymous. I was struck by the degree of transparency they shared. Another piece I feel is important, where does this survey get me, what is the benefit to me, to the Province. We have to articulate in some way the meaning of how to inform and help the province more forward.

Elizabeth – pre-chapter – two other groups that talked about doing surveys, Anne has something underway to get them combined, with the idea that if you are asked to do one survey rather than three, you are more apt to respond.

Keith – Anne hasn't received a response from any working groups the response either positive, negative or otherwise as to anyone being interested in the survey. Our time is becoming limited, for groups to come together, we could be another month to six weeks out, this is when we become radical, get ours out first, we are a month away.

Faith – we could send it to Anne – does it overlap with other groups. I wonder with Julia's sharing, if we did the survey first, would we have the time to collate the results, no names necessary but could include the information for the groups both vow and lay together.

Keith – I think Anne would be open to something like that.

Elizabeth – David asked is there are working groups even close to ours in activity and depth? Can we ask straight up if they would support lay members on the Council?

Keith – the other working groups are meeting monthly.

Elizabeth – if we can jump out and pull our survey together again, can we do it and get it out there.

Julia – will do the questionnaire again, what questions do we want on the survey? Can I send the survey that we have already made, I can add it so it can be edited by everyone, allowing everyone to see it. Julia will look at it and send it out, then go from there.

Faith – questions?

Keith – we can talk about and finalize next week.

Faith – especially to follow up with community wide conversations.

Elizabeth – what vehicle?

Keith – send it through Loretta, she has all the email addresses. We would require some local superior to know that those not connected through technology can be contacted with a paper copy.

Julia – google forms collates the data. Julia will prepare survey, Keith will ask Loretta to send out.

Faith – will contact all leaders and John Monzyk to contact all concerned to make sure everyone is contacted.

Elizabeth – John Monzyk made a book for everyone so all contact information is available for all.

Keith – yes, will have one available.

Faith – any last thoughts

Elizabeth – something to think about. Our interview with Monsgr and Fr. Robyn Ryan – they talked about institutional structure that they both felt created an environment there that there wasn't such a tension between lay people and others working at CTU, typical at educational institutions. Fr. Alex and a couple of others said lay people just need to get organized, claim charism, take charge of your own future. I've been thinking about what that can mean to us. We don't want a lay union, not a union shop. What could that look like, is it a good idea? We have no structure for laity in their participation in the mission. Some people are tired of talking about stuff and we need to become conceptual.

Keith – Anne and I have discussed because that has come up more than once. Anne says some sort of organization, like a union shop. Anne saying we have to be organized, we don't know what we want in laity. We talk among ourselves about who we are and what we want. Difference between employee, volunteer, whatever.

Faith – That may kind of dovetail.

Elizabeth – people are reaching to put meat on the bones. It does us no good to say what's wrong with something, we have to figure out how to make things more right. Even if, no matter where it ends, we have to have the conversation.

Fr. Alfredo – On this topic of having some lay Passionists on the council, I think we need to have conversations with some of our \_\_\_ in the two provinces – Fr. Arthur and Richard. Just to know what the implications are, what would be the limitations, the possibilities, we need conversations

with them as well as with one or two guys from that current council to have that conversation with them and see what is right around the horizon from us. I am in favor for that, I've been pushing for that, but I am also aware of the canonical, institutional and clerical side.

Faith – Phil's concerns touched on the clerical, I don't mean to be negative, but I think that is part of it.

Alfredo – not always in a negative way, our lay church out there to think in those ways. I was sharing with the guys, if people see a lay person giving communion, they jump to the Priest's line instead. We have to have serious conversations with the two \_\_\_\_\_ in the two provinces and one or two from the council.

Elizabeth – excellent idea, we don't want to offer suggestions that get shot down in the Chapter.

Keith – laity being advisory to the council, used to have lay advisory board, unfortunately went the wrong way, monthly operational issued to the province, how do we take former structure that we are using and expand on it to an advisory group that would not disrupt the canonical.

Elizabeth – we have to have all people, like the lay adv board, wasn't well known, how it touched the lives of the people on the ministries. We need something that serves as a connection so everyone feels a part of it.

Keith – we would have to put structure, purpose, start from scratch on that.

Julia – there is history with this, are there docs on what the lay adv board were to do or how that went, historical knowledge so we could move forward with how that might look. I think that is the key that is probably more of a challenge. After the pre-chapter, I felt there was an understanding that the inclusion of the laity voice was important. If we could have something to respond to, somewhere to start with the historical docs.

Keith – have to get with Loretta in the archives. Info from each location, then operational, the vowed couldn't think of how to use that adv. Board in the right way. Will check on the history of the lay adv board.

Faith – it's hard to change what you don't know. Look at the history and capitalize on the gift and the strength.

Elizabeth – PRCB, is vowed and lay collaboration. Has taken really important decisions that are being moved out into the Province.

Faith – to find the strengths of it and work them in to where we see the vision going.

Claire – Keith, in reference to the lay advisory board, were there two separate lay adv boards – one for Province, one for Development office? There were professionals who came to the office for meetings.

Keith – yes, nothing put together required by the council, the lay adv board run by provincial, another that wasn't a full requirement as such. There were two completely separate adv boards.

Faith – any last thoughts? Julia will send out survey that all can add questions to. We can go from there. Work with John Monzyk to get everyone contacted with survey. Charism, outreach, community, preaching – to work out a meeting with all of them. May is coming fast, so thanks to all.

Keith – will work with Loretta for the info on Lay Adv Board.