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Identifying the significant Action steps for Leadership Fulfillment team

1 message

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Greetings,

Going through the 17 listed Calls to action which came to us from the Post Chapter's commission on the vision of Holy Cross Province I found seventeen areas which were a concern to Leadership. These are:

1. Relationship with OME
2. Community covenants to assess all aspects of life
3. Province preparation of local leaders vowed and lay
4. Province support lay theological and pastoral training based on role
5. Communities involve lay through consultation and communication in the life and future of Community
6. Province explore canonical, legal, and financial conditions for new juridical structures involving laity.
7. Recommit ourselves to continuing the journey of the Spirit in bringing together vowed and lay members
8. Expand OME charter and establish a lay co-chair.
9. Local accountability to be houses of formation
10. Formalize mechanism for lay to discern with Province leadership for future of the Province.
11. Identify, prepare, mentor and involve lay and vowed for leadership roles
12. Discussion with General Council in Rome about other leadership models
13. Include all key vowed and lay in Leadership Day
14. Add an additional day for leadership to gather via zoom
15. Continue a structure to design, implement and evaluate the vision
16. All members and entities of the Province take action (in embracing Laudate Si)
17. Provincial mechanism to ensure substantive, ongoing engagement

When I look at these seventeen I weigh them. And two are very heavy ones I will call Primary.

PRIMARY

1. They are the role OME will play in the future of the province
2. The role and task of preparing new leaders. This has a lot of divisions. Discernment, Commitment, Interpersonal skills, leadership training, theology and pastoral education including degree programs. Of these two they are both heavy and need thought and vision work done on them.
 - a. Closely related but not as heavy are two other categories which overlap and interlink with the two primary. They are the canonical and legal structures. On the level of Church, ultimately, we are only one province of a global congregation. The entire congregation fits under the umbrella of the Roman Catholic Church. This includes all of it's history and which hasn't always been

The Congregation of the Passion, Holy Cross Province Mail - Identifying the significant Action steps for Leadership, inclusive. We really are very small. On the civil level, what becomes of the civil and legal ramifications of laity whose actions maybe outside of the values of the Province? With all the conversation we have in building bridges, we have to move on this. And these are going to be difficult because they will be with people who may not be in relationship with us and have fixed ideas different than where we believe the Spirit is calling us.

b. Of lesser weight are the structures to design implement and evaluate the mission in a way that embraces all members of the Province. There is a place for this, and the language certain visionaries are trying to hold before us is less structure and more spirit---more energy and more enthusiasm.

Now that is what I will offer back to our Leadership working group. AND I have two more pieces which need to be brought to the table.

Addendum I. The first addendum is what the General Chapter asked of us. The 47th General Chapter which was held in Rome in October 2018. The Capitulars identified three (3) priorities areas, which are closely connected and intertwined with each other, for the renewal of our mission:

- **Community life**
- **Formation: initial and ongoing**
- **The promotion and institutionalization of structures of solidarity in the Configurations**

For the sake of this working group, We can entrust the Community life working group to take on the first bullet point. But so much of what we believe to be our hardest task before us (Preparing New Leaders, and developing OME) IS this second bullet point. We look at it in terms of formation of vowed AND lay, and the worldwide congregation is saying it is essential, necessary, and in many locations in the world, not meeting the mark.

Addendum II. Is this voice unique to the Passionists? NO. I don't know where this document came from but here it is open on my desktop. It is the 2020 NRVC (National Religious Vocation Conference) Report. Out of almost 2000 responses which CARA processed these were the statements which caught my attention: They are the statements regarding established religious institutions and their concern and support to new members and new life. If you broaden the picture just a little bit, you will see many of our conversations situated right in these concerns.

Concerns of Superiors for New Members

- Major superiors are most concerned about strengthening peer support among new members. They also express concern about the gap in age among institute members and the healthcare and cultural challenges older members pose for younger members.

- Major superiors raise many concerns about the effectiveness of their formation process and the catechesis of their new members. Some express concern that new members may not have the level of commitment necessary to persevere in religious life or the necessary

support to sustain them in their vocation.

- Community life is another serious concern for major superiors. They hope that the new members will see the value of living in a community even if they must do so across communities and cultures.

Support from Major Superiors for New Members

- Superiors recognize that the best way to nurture a vocation is to ensure that it is strengthened by a solid formation experience. Many hold regular meetings with the formation director and individually with those in formation. Many also provide a mentor for those in formation.

- Another way that religious institutes support their newer members is through deliberate engagement of the wider religious community in the accompaniment and formation process. This helps newer members, especially those who may be the sole new member in their unit, to establish the support of peers in formation. This inclusion in the wider community also helps newer members to feel that they have a voice and a place in the community.

- Prayer and spiritual direction are a vital part of formation in religious life. These tools are also essential to the support of newer members in their vocation.

- Perhaps one of the most important ways that religious institutes support newer members in their vocation is through listening and dialogue along the journey. Many superiors mentioned this as a way they support their newer members.

I'm rambling, it is getting late and I need sleep. I hope in the morning this still makes sense.

~David.