

# Leadership VFT Meeting

May 5, 2020

2:15 – 3:28 Central Time

In Attendance: Fr. David Colhour, Michael Cunningham, Angela Kwasinski

Not in Attendance: Matt Greenough, Fr. Richard Burke, CP, Tim O'Brien (Vision Fulfillment Commission)

Opening Prayer from St. Paul of the Cross - Fr. David Colhour, CP

Tim O'Brien and Angie Kwasinski submitted their Leadership Vision Fulfillment Team proposals for Assembly prior to this meeting.

- Tim proposed developing a Servant Leadership Module that could be deployed by OME.
- Angie proposed the expansion of the OME Charter, and the hire of an OME Co-Chair.

Michael presented his proposal to the team. Like Tim, Michael focused on Servant Leadership. His proposal includes -

The Passionists have the charism and the character needed for Servant Leadership. What we haven't been able to do is articulate that in the context of what people view as the characteristics of Servant Leadership. Michael highlighted the importance of self-identification. He also posed the question, "where do the Passionists want to be in the next 10-20 years?"

Michael suggested that all the resource groups would have a hand in building the SL framework. However, the Charism, OME and Ministry groups would play the most important roles. Self-recognition - who we are, and our values within the Passionist charism would be our first focus, which would lead us into a discussion pointed at the sign of the times. These components will build the framework that will help us in the development of a future SL model.

Some of the areas that could be applied to the model, from a leadership prospective include -

- Values that should be adhered to by all ministries.
- Formulation for lay and vowed.
- What do we want to be in the years ahead?

Michael suggested we look at three resources he found helpful in discussions regarding Servant Leadership framework; *The Servant as Leader* by Robert K. Greenleaf, *The Catholic Vision for Leading Like Jesus...*, and the Gonzago online Servant Leadership courses. There is a cultural characteristic to Servant Leadership that needs to be understood before it can be implemented. All this needs to be executed through a team based, sharing, inviting culture.

Fr. David – asked, can you be a servant leader without having experienced the Pascal Mystery? Does that need to be stated in this project?

Michael – is a proponent of self-discovery – letting people recognize, on their own, that the Passion of Jesus Christ is at the core of Servant Leadership might be the best road to take.

Angela – agrees with Michael’s approach to self-discovery. Letting individuals recognize where Servant Leadership and the charism meet is very important.

Fr. David next introduced Angela’s proposal to expand the OME charter and establish a lay co-chair. Angela believes this proposal is key to future leadership. Without expanding the OME Charter we will not be able to give lay Passionists the tools they need to move the charism forward. We must provide the resources necessary to feed those hungry for more. Currently, OME is understaffed yet has a lot of responsibility moving forward. In order to be able to fulfill the needs of the Province in future years we need to look at expanding the staff.

Michael commented that he like Angela’s proposal, but also feels that OME has a lot of responsibility and very little authority. Michael proposed that OME consider changing names to The Office of Mission. The Office of Mission speaks more to the corporate brand – this is who we are, and what it means to be a Passionist. The Office of Mission begs the question, am I following the mission? While the word “effectiveness” implies being monitored.

Fr. David’s proposal came out of the OME meetings last week. He suggested that we invite lay and vowed to participate in a survey asking, what do you want in formation? It could be a contract of accountability. The survey could be administered by a task force. The task force could work on the accountability part. Fr. David commented that those people who begin tapping into our resources on their own will become some of our best leaders. These people will undergo the experience of charism, formation, community and leadership. Fr. David feels that Mater Dolorosa has done the best job of moving people into positions of leadership.

Michael has a very practical view of this. His most valued formation came from his hands-on retreat experience. As a result, Michael constructed a formation plan for the MD staff, based on the signs of the times and what he was seeing as far as events as the retreat center. At this point, he suggests that we need to think outside of the box. Michael suggested that we are either unwilling or unable to put down on paper what it means to be a Passionists.

Fr. David commented that he does not believe you can wrap the Passionist charism in a box and define it. Clarity regarding his Passionist charism came as a result of his ministry. Fr. David sees the charism interpreted differently amongst different generations, laity and even women. This suggests that the Passionist charism is ever evolving, and in order to be fully recognized it needs to be held in your heart.

Michael worries if the charism/message is difficult to communicate then we have an accessibility problem. The reluctance to articulate our charism is not a very outgoing approach from an evangelization perspective.

Fr. David appreciated the conversation, he believes it is necessary for formation and growth, but it is taking us away from what we need to accomplish. Fr. David asked if the Leadership Team wanted to move ahead with his proposal regarding a survey or if more time was needed to think about it. Michael and Angela asked for more time.

Fr. David introduced Part B of his proposal – mentoring partners. Sharing the charism is where significant faith formation happens not by reading a book. Angie commented that one of the most compelling faith formation experiences for her was during Summer Institute, when the invitees gathered in the evening for sharing and reflection.

Fr. David doubts that his proposal fits under leadership. He feels it is best suited for conversations on charism, formation and new partnerships.

All agreed to put these thoughts on hold till next week. Fr. David will run the proposals past Tim O to see what he thinks.

Our proposals need to be submitted by the 29<sup>th</sup> of May, so we only have one more week to work them out.

Michael asked that our meeting on the 19<sup>th</sup> be moved back an hour. We will meet at 1:00 pm Pacific, 3:00 pm Central and 4:00 pm Eastern.

Next week we will have to spend some time on our presentation for assembly. It might prove prudent to schedule an additional meeting to make sure we are prepared.

Minutes submitted by Angie Kwasinski