



CULTURAL AND RACIAL DIVERSITY

Elizabeth Velarde

Phase 1

On July 1, 2021, Holy Cross Province's Cultural and Racial Diversity Committee was formed by the Provincial enabling the Province "to expand our ministry to meet the changing demographics of our local Catholic Church." The Committee was asked to create a statement on cultural and racial diversity that would "offer guidance and development to our Province ministries" and provide "guiding principles to motivate and direct our ministries to remain relevant and develop effective ways in reaching out to the local Church."

The Committee members were James Anderson, Sharon Brewer, David Horvath, Tomie Magee, Phil Paxton, C.P., Lissa Romell, Toby Tabaczynski, Elizabeth Velarde and Paul Wadell. The Committee met five times between July 13 and August 31, 2021. It resulted in the *Statement on Cultural and Racial Diversity*, submitted in September 2021 to the Provincial Council.

The Committee produced the Statement based in the scriptures, in the foundational teachings of the Catholic Church and informed by the teachings of St. Paul of the Cross, as articulated in the *Constitutions* of The Congregation of the Passion. It is a "living document" that will be revisited and revised as the Province reflects on its own need to grow and to change.

Phase 2

Given the importance of the topic, the Committee recommended that the Provincial spearhead the dissemination and implementation of the Statement in the Province. In early 2022, Joe Moons, C.P., with a small committee, held several focus group conversations regarding the Statement. The small committee listened to the Passionist Family's reactions and perceptions of the Statement in order to facilitate implementation in Holy Cross Province. This Committee includes Joe Moons, C.P., Sharon Brewer, Joe Castro, Elizabeth Velarde and Keith Zekind.

Utilizing the work created by the original Committee, along with conversations from the focus groups, the Committee worked toward presentation and discussion of the Statement during the 2022 Assembly. Our hope was for an open, challenging and productive conversation with the participants at the Assembly.

Phase 3

The Statement was introduced to the Province in a comprehensive and interactive presentation over the course of the two-day June Assembly. Participants were asked to accept and learn to

“live into” the Statement, and they formally committed to the Statement. We saw this as the beginning of what will be an ongoing process in the Province.

After the Assembly, an invitation was extended to the Passionist Family to attend a listening session on the *Statement on Cultural and Racial Diversity* in preparation for the Pre-Chapter. A process was utilized to encourage thoughtful consideration of the Statement. Approximately 30 people attended the Zoom meeting.

The theme of the Pre-Chapter was Synodality. Two excellent presentations were given by Bob Choiniere, facilitator for the 2023 Chapter. A video was shown of an excerpted conversation the Diversity Committee had relating on the *Statement on Cultural and Racial Diversity* to Synodality in the Province.

Between Now and the 2023 Chapter

The Committee continues to plan how to animate the *Statement on Cultural and Racial Diversity* with the greater Passionist Family and the ministries within The Province. We are in the process of engaging with professionals in the field of Diversity, Equity and Inclusion to accomplish this goal. Programs will be developed to address the specific topics of the conversations and workshops based on the current reality of Holy Cross Province. Examples of topics include unconscious bias, inclusive culture, understanding race, developing allyship, how oppression impacts everyone and how to talk about race.

The Committee anticipates offering this programming to the Passionist Family through conversations occurring via Zoom between now and Chapter. We are planning for an experiential workshop during the Chapter. The goal of doing this work is to expand our awareness, competency and fluency regarding systemic racism. We seek to develop skill sets among ourselves to interrupt injustice and bias in the culture we live and work in. Our hope is to develop and implement a comprehensive plan for our Province to be more inclusive and our personal daily practices to be more equitable. Each conversation and workshop will be designed to be highly interactive and engaging.

The Committee is looking forward to offering these transformational experiences to the Passionist Family of Holy Cross Province.

LAUDATO SI'

Lissa Romell & Patty Gillis



1. Basic description and purpose of Laudato Si' (LS) Team:

The Laudato Si' Team was originally formed as the Laudato Si' Vision Fulfillment Team, after the Holy Cross Province Chapter in 2019. Our original purpose was to implement the proposals which were ratified at the Chapter. In 2021, when the Passionist Congregation, as a whole, and Holy Cross Province as a Province, made a formal commitment to the seven-year process of implementing the Laudato Si' Action Platform Goals (LSAP) (laudatosiactionplatform.org), our purpose became implementing the seven goals in the platform across the Province.

2. List of Team members:

Lissa Romell, Chair
Patty Gillis, Holy Cross Province Animator
Marta Salgado-Niño
Alex Steinmiller, C.P.
Terry McDevitt
Michael Nasello, Passionist Solidarity Network Director, ex officio
Ellen Rhatigan, St. Paul Cross Province Animator, ex officio



3. Areas of achievement we would like to highlight:

- Congregation: [Passion of the Earth, Wisdom of the Cross](#). LS Team members served on the committee developing brochures. We have hosted two online sessions for brochure 1, and two online sessions for brochure 2.
- North American Provinces
 - [LSAP Launch](#) for the North American provinces in partnership with PSN.
 - Developed infrastructure jointly with PSN to facilitate resource sharing and collaboration across provinces.
 - Evolved communications across Passionist platforms, including Facebook, Instagram, websites and province newsletters, to lift up Laudato Si' principles, awareness and resources.
 - Created prayer and formation events, including a Lenten series in 2021 with Ecological Stations of the Cross and a 2023 Lenten Reflection.

- Holy Cross Province
 - [Assembly Laudato Si' Presentation.](#)
 - Creation of LS Newsletter (bi-monthly).
 - Initiated with Provincial Council a Sustainable Purchasing Guide, to be accomplished by the retreat centers' administrators group.
 - Provided resources and support for sustainability practices and grants implementing LS at various Passionist entities throughout the province.
 - Initiated dialogue and connected with media and other religious communities (Lonnie Ellis, Adrian Dominicans, Spiritans, etc.).



4. Challenges Laudato Si' will be facing:

- Nurturing across Holy Cross Province the process and practice of listening and discerning with the Spirit as protagonist, and the subsequent deepening of relationships and sense of interconnectedness that is crucial to living the present invitation of our charism and Laudato Si'.
- LS principles, and ways of living them out in action, can be politicized resulting in some people responding through a lens of our current divisive politics rather than from a place grounded in the Gospel and Passionist Charism.
- People are busy and can look at LS as one more thing to add to their to-do list rather than something with which they are already engaged and which flows directly from Gospel values and the Passionist Charism. A great challenge is communicating effectively that LS is not something to do but a conversion of heart in line with our faith and values. *[Artwork: Passion of the Earth by Michael Moran, C.P.]*

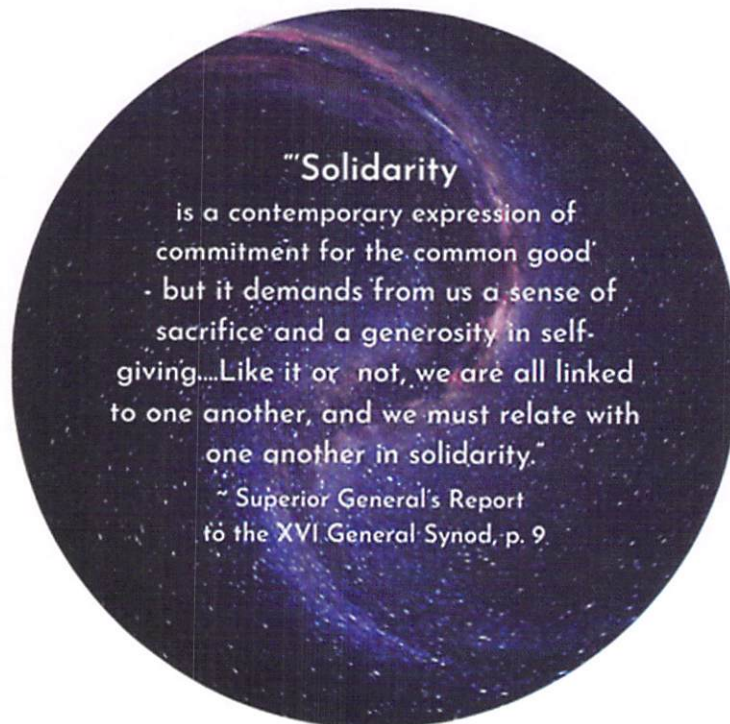
5. The hopes/future projects of the Laudato Si' Team:

- While engaging in the process of prayer, listening and discernment, we hope to continue the process of cultivating the soil, grounding LS in the charism, educating, developing strategic infrastructure and infusing LS throughout the Province as follows:
 - [Passion of the Earth, Wisdom of the Cross:](#) Continue to host online sessions and encourage and support Passionist entities to engage with brochures and host local gatherings.
 - Cultivate collaborative, synodal models of working, as we integrate our HCP LS efforts with the PSN under its Director, Michael Nasello, as well as with St. Paul of the Cross Province in partnership with its Animator, Ellen Rhatigan.

- Potential collaborative projects envisioned:
- Infusion of Laudato Si' and integral ecology in meaningful visual ways throughout the provinces, including creative use of the icon "Passion of the Cosmic Christ" by Michael Moran, C.P., to create a unifying and inspiring visual presence that could brand our LS/JPIC work in a variety of areas both within the provinces and beyond.
- Podcast "Dangerous Memory" B. Metz) CORE/PSN Editorial Board (Hosts: Clemente Barrón, C.P., & Manuel Valencia).
- Laudato Si' dialogue groups, especially for youth and young adults connected to Passionist ministries, e.g., parish schools, youth and retreat groups, marriage prep, RCIA, etc.
 - Speakers in Dialogue groups (potentially in collaboration with Cultural and Racial Diversity team and other JPIC issues). 75 minute focused sessions of learning with some opportunity for facilitated dialogue and local follow up.
 - Follow up on Laudato Si' centered ends policies at the retreat centers (initiated 2018).
 - Development of a network of local LS animators.
- Education/formation
 - Continue and further develop social media and external communications as a witness to LS and integral ecology raising Passionist visibility.
 - Continue to develop internal communications to highlight voices of community members and LS stories in the Passionist Family (like Camp Odyssey at the Passionist Earth & Spirit Center, pictured right) to celebrate LS initiatives, inspire and share resources.
 - Continue to sponsor LS prayer and formation opportunities, potentially with centering prayer, Mindfulness for Stress Resilience through a Passionist lens, LS and Catholic social teachings, spiritual reflection on LS concrete practices.
 - Partner with Passionist parish schools and Holy Family Cristo Rey Catholic High School to integrate LS into curriculum. As part of the curriculum, invite students to create Laudato Si' artwork designs for clothing and other merchandise/perhaps competition, winning designs will be printed on t-shirts/sweatshirts, etc.
 - Develop a list of suggested LS themed books and resources for bookstores (especially Passionist authors).



- Implementation in Parishes and Retreat Teams.
 - Work with parishes to create Creation Care teams.
- Sharing resources with individuals and groups.
 - Most generally, work with Passionist entities to tailor resources and support to their individual needs and projects as they arise, including referral to external financial resources.
 - Educational resources, e.g. movie nights ([The Letter](#), etc.) and book clubs with reflection activities/questions for parishes, retreat houses, alumni, etc.
- Dream project: Development of young adult corps of Passionist LS volunteers, creating a Passionist Catholic space of prayer, renewal and action for young adults active in environmental and social justice issues, connecting volunteers with retreat houses, parishes and communities in mutually nourishing relationships.





LEADERSHIP COMMISSION

Elizabeth Velarde

The Leadership Commission was convened by Joe Moons, C.P., in December 2022, with a stated purpose of studying and recommending alternative models of Province leadership. Such models would be presented for consideration at the June 2023 Chapter, and the model approved would be implemented following the Chapter.

Members of the Commission include David Colhour, C.P.; Faith Offman; Jim Strommer, C.P.; Elizabeth Velarde and Keith Zekind.

Why this Commission is needed at this time:

- Congregation and Province organizational structures are 300 years old. The world has changed and the Congregation has changed. It is natural that organizational structures and leadership models be changed to reflect our current reality.
- The universal Church is moving toward Synodality. This means that leadership will shift from a “top down” model to one of collaboration and co-responsibility. Holy Cross Province has also been moving in this direction in recent years.
- We acknowledge the reality of diminishment in vowed membership and vocations. We must prepare for the time when there are no vowed members able to fill the leadership roles as currently called for in Congregational and Province rules.
- Holy Cross Province has already evolved beyond the current model in many ways. This study will acknowledge and incorporate that evolution into a new canonically compatible model.

Current Situation:

We are canonically required to elect a Provincial and four Consultors, who together form the Provincial Council, the primary leadership body for the Province. The Consultors serve in an advisory role to the Provincial, who has ultimate decision-making authority. While these rules and procedures may be changed in certain ways, any change would require petitioning the Passionist General Council in Rome for approval. However, it may be possible for the duly elected Provincial and Consultors to determine the division of responsibility among themselves as Council members. Under this circumstance, the election process would have to be amended accordingly prior to the Chapter.

The Commission is currently in the “inquiry” phase and will be:

- Holding conversations with the vowed members of Holy Cross Province.
- Holding conversations for the Passionist Family.
- Determining how other Passionist Provinces are dealing with fewer vowed Passionists available for ministry.
- Researching what leadership models other religious congregations may be using.
- Consulting with internal and external canon law experts on the feasibility of possible models being considered.
- Exploring the topic of leadership with contacts at the Leadership Conference of Women Religious, Conference of Major Superiors of Men, Resource Center for Religious Institutes and other experts known to the Province in this field of study.

Chapter 2023:

From the efforts mentioned above, the Commission will develop a model(s) of leadership to present to the Chapter body along with a discernment process to determine the best option for Holy Cross Province. The Commission believes the work we have done already as a Province in expanding relationships and co-responsibility in ministry will serve us well going forward.

THE PASSIONIST WAY

Tim O'Brien

The Passionist Way Committee was formed during the Vision Fulfillment Process. The original purpose was to create a rule for Passionist Laity but very quickly became a more encompassing initiative that eventually led to the creation of a document titled *The Passionist Way*. This document is meant to include vowed and lay Passionists and included elements of the Passionist Rule.

The Committee created numerous drafts and eventually provided one to the Provincial Council. The Committee then met with them to discuss it and receive an endorsement. *The Passionist Way* document was promulgated and endorsed during the Province Assembly in June 2022.

Included in *The Passionist Way* are:

- Introduction
- Mission of Holy Cross Province
- Elements:
 - Compassion
 - Hospitality
 - The Eucharist
 - Prayer and Silence
 - Solitude
 - Poverty
 - Family
 - Community
 - Formation and Education
 - Grace and Movement of The Spirit

The Committee consists of:

- Paul Waddell
- Terry McDevitt
- Carl Middleton
- Lissa Romell
- Michael Cunningham
- John Schork, C.P.
- Faith Offman
- Tim O'Brien (Chair)

The Committee continues to meet monthly, and we reflect on how this document is already being used throughout the Province in a variety of ways. The Committee also reflects on the next steps, such as how we can publish and promote *The Passionist Way*.

Our conversations are wide-ranging, and we feel that *The Passionist Way* is already successful as it is being used in a variety of ways throughout the Province. It is our hope to promulgate this in a variety of new ways through print and electronic media, inclusion of art in the document, translation into Spanish and sharing with other Passionist entities such as, St. Paul of the Cross, and other Provinces.

PROCLAIMING OUR PASSIONIST STORY (POPS)

Faith Offman

“Storying...the making of stories together, the thinking together in story form, and the creation of stories together by tellers and listeners...a way to understand ourselves, others, the world around us, and even God.”

Kevin Brandt, SJ

Why this committee

“Story” seems to have surfaced often in our Visioning Process in almost every facet. It dates back as far as two chapters ago within the Shrine Committee with Sebastian MacDonald, OME with Jack Conley and Don Webber as chairs and all of our working groups who prepared for the Chapter 2019. The centrality of Charism grounds us as we move forward; (really every committee and small group conversation within these past years of visioning, have somehow or other entered, continued or expanded the story) from a sense of ‘you can’t change what you don’t know, you can’t grow what you haven’t understood’. Story is so important to who we are as Passionists – God’s story, Paul Daneo’s story and a collective story of a people who identify as Passionist. There is almost a sense of urgency around sharing this story at this point in our history.

It seems the right time for a committee to gather and capture these stories. These ‘stories’ are more than just archives, but bridge builders, connectors and avenues to invite greater connection with the energy within the Province, especially as relates to Visioning.

Committee Members

Faith Offman, Lissa Romell, Ryan Gold, Claire Smith, Keith Zekind and Rob Carbonneau, C.P.

Evolution

The Committee names themselves Proclaiming our Passionist Story (POPS).

The first video was released for the Feast Day of Paul of the Cross in October of 2021. It was not long before a ‘template’ of sorts emerged for creating our videos.

What story is asking to be told:

- What is happening in our world, our Province, our lives.
- Who do we gather together to have a ‘conversation’, share their stories.
- What will be our point of entry.
- What are we inviting people to ponder.
- How do we undergird these video stories in our visioning process, synodality and the documents we have pledged to live into as we continue to grow our vision.
- How do we connect the ‘then’ and ‘now’.
- How do we share this in short, engaging video format.



RETREAT CENTER COMMISSION TASK FORCE

Elizabeth Velarde

On September 22, 2022, the Board of Trustees formed the Holy Cross Province Commission Task Force to consider the formation of an internal commission for the purpose of safeguarding and nurturing the retreat center ministry of Holy Cross Province.

The Trustees were seeking to ensure that:

- There be a formal structure within the Province with the purpose of maintaining a common vision in the Retreat Centers' mission. (How do we ensure that the retreat centers remain Passionist?)
- The Province has in place an established method and means of open communication and shared vision among and between the retreat centers and with the Province and the Passionist Family as a whole.
- The Board of Trustees fulfills its Policy Governance obligation of linking with the Boards of Directors to communicate its desired outcomes for the retreat ministry.
- That leaders in the Province regularly experience "living the Charism," thereby deepening Passionist spirituality in the leadership of our retreat centers.

Serving on the task force were:

- Elizabeth Velarde and Fr. Jim Strommer, C.P., Facilitators
- Pat Brennan, C.P., CEO – Detroit
- Kate Mims, CEO – Houston
- Natalie Svistoonoff, CEO – Citrus Heights
- Michael Cunningham, CEO – Sierra Madre
- Matt Greenough, Board Chair – Detroit
- Tomie Magee, Board Member – Houston
- Phillip Donlan, C.P., Board Liaison and Preaching Team – Citrus Heights

The Task Force met four times via Zoom. Conversations were spirited, diligent in purpose, thoughtful and challenging, and resulted in the Commission Charter which was approved by the Extended Council in January 2023. The Charter is included for reference in this report.

Membership of the Commission will be:

- Chairs of the Boards of Directors of the Retreat Centers or their designee

- Chief Executive Officers of the Retreat Center
- Directors of Retreat Center Mission and Ministry
- Provincial Council Liaison
- Director of the Office of Mission Effectiveness
- Holy Cross Province Policy Governance Coordinator

The Charter will be considered for approval at the first Commission meeting which will take place in the Fall of 2023. Over the next few months, a small committee of those who will serve on the Commission will begin the work of planning the first meeting.

The Commission replaces the previous internal organization, Province Retreat Center Board (PRCB). The PRCB served the Province very well in so many ways over its many years of work. The hope is that the Commission, with its expanded purpose, will contribute in a new visionary way to the retreat center ministry of Holy Cross Province. We believe, when activated, the Commission will greatly strengthen the retreat center ministries and solidify the collaboration with Provincial leadership for years to come.



Holy Cross Province Retreat Center Ministry Commission Charter

Preamble

The Provincial Council of Holy Cross Province establishes the Holy Cross Province Retreat Center Ministry Commission (Commission) to enhance and develop Passionist Retreat Ministry in Holy Cross Province.

Article One: TITLE

The official title of this organization is Holy Cross Province Retreat Center Ministry Commission.

Article Two: Stated Purpose

To provide vision and guidance to the retreat centers of Holy Cross Province, and to keep the Passionist charism central to all retreat center ministry, mindful that the signs of the times inform our ministry, operations, and spiritual practices. In a collaborative, interactive and participatory community building manner, activities and meetings within the Commission shall be purposefully planned to deepen the Passionist spirituality of each Participant.

Guidance may be accomplished by programs and projects which:

- Safeguard and nurture the Passionist Spirit that is the basis for this ministry.
- Offer support and formation for the Retreat Centers of Holy Cross Province.
- Evaluate matters as requested by the Provincial or Provincial Council.
- Develop and make recommendations to the Provincial Council.
- Provide an opportunity for peer exchange and enhancing communication between and within the constituencies of the Commission; and
- Create an opportunity for ongoing dialog with Provincial Leadership.

Article Three: MEMBERSHIP

Membership shall consist of:

Chairs of the Boards of Directors of the Retreat Centers or their designee
Chief Executive Officers of the Retreat Center
Directors of Retreat Center Mission and Ministry
Provincial Council Liaison
Director of the Office of Mission Effectiveness
HCP Policy Governance Coordinator

Article Four: VOTING

Each of the following constituencies shall have one vote per person on any of the issues that come to the Commission for vote:

Constituency

Chairs of the Boards of Directors of the Retreat Centers
Chief Executive Officers of the Retreat Centers
Directors of Retreat Center Mission and Ministry
Provincial Council Liaison

The member must be present and attend the meeting to cast a vote.

The remaining membership positions are advisory, i.e.

Director of the Office of Mission Effectiveness
HCP Policy Governance Coordinator

Members may invite other appropriate participants to attend the Commission meetings as the agenda may require. These participants will be considered advisory.

Article Five: OFFICERS

The Commission shall be served by two officers, namely a Chair and Vice-Chair. The officers shall be elected by members by a simple majority of the members convened at the meeting designated for the election of officers.

Elections to each office shall be for a two-year term. Officers may be elected for one additional consecutive term.

Article Six: MEETINGS

The Commission shall ordinarily meet once a year. A simple majority of the voting membership shall constitute a quorum. Meetings will begin on Monday evening and end on Thursday at noon. Additional meetings, either in person or via an internet platform, may be scheduled by the Commission as deemed necessary.

Article Seven: AGENDA

Agendas for Commission meetings will be formulated by the Chair and Vice Chair based on the input of the Commission membership and other concerned parties. The agendas will be formulated to maximize relevancy to each of the member constituencies and may consist of varying tracks for the activities planned. Of primary concern will also be ensuring the opportunity for all members to experience Passionist Community while furthering retreat center ministry in the Province.

Article Eight: AMENDMENTS

Amendments to this Charter require a two-thirds majority of voting members of the Commission and subsequent ratification of the Provincial and the Provincial Council.

Article Nine: EXPENSES

Each Retreat Center shall be responsible for travel costs incurred by its participants to the annual meeting. Hospitality costs shall be the responsibility of the hosting Retreat Center. Additional incurred expenses (speaker, consultation fees, etc.) normally will be shared among the Retreat Centers.

Article Ten: Place of Meeting:

The Retreat Centers will rotate hosting of the Commission meetings, so that each Center will be responsible for hospitality once every four years.

This Charter of the HCP Retreat Center Ministry Commission is approved and effective as of February 1, 2023.

VOCATIONS WORKING GROUP

David Colhour, C.P.

After last summer's Assembly, Joe Moons, C.P. Provincial of Holy Cross Province, appointed a working group to think outside of the box about today's vocational ministry. The team was to be inclusive of both laity and vowed to affirm, highlight and promote both vocations for the Passionist Family. Members of that committee include David Colhour, C.P., (Chair); Kim Valdez; Alfredo Ocampo, C.P.; Cristian Martinez-Montalvo, C.P.; Ryan Gold and Keith Zekind. John Schork, C.P., current Vocations Director of Holy Cross Province, was asked to be available for consultation.

As vowed and lay, we realize that all of us have gone through some similar stages as we have grown in our Passionist identity. First and foremost, we were invited. Second, after accepting the invitation, we were welcomed. As we continue to "hang around", we became familiar with others and eventually were asked to share of ourselves, our gifts and grow. We think this is a natural progressive model which is still applicable to our time.

Instead of specifically trying to recruit others to become vowed members, our Congregation's task is to invite people into the Charism. With this being a COVID-infested 21st century, the youth of our world meet and communicate online. Much of the energy of this committee has gone into structures for future promotions of the Passionists. Second, we are building a group of people who will be welcomers. The greatest challenge we have at this point is the question "What are we welcoming people to?" and "What do we have that we can give to people when they come?" Frequently, lay people have become part of our family because they have gifts or resources that are in demand. What place do we have for people who dearly identify with the Passion of Christ and our Charism? So, what is it we are inviting people into?

While the Province currently has a few items, we are putting great stock that this summer's Chapter will afford us more options and possibilities for people to gather, come to know others better, build community, and find interesting opportunities to get more involved.