

SUMMARY OF FEEDBACK FROM REGIONAL GATHERINGS ON EMERGING MODELS OF LEADERSHIP AND GOVERNANCE

From Group # 8 – Kathie Uhler, Pat Klem, Nancy Chiarello and Clare Bertero

- The delineation of responsibilities for leaders both general and regional is needed.
- The Community Life Ministry position can see to the needs of the sisters geographically and be part-time.
- The U.S. can have an annual regional assembly along with the congregation's leadership to discuss its own issues.
- There is a significant value to the role of the Wisdom Circles as a means of connecting sisters to leadership and sisters to sisters that can take us beyond ourselves.
- Besides an illustration that shows the connection between Wisdom Circles and leadership, we may have a separate illustration that starts with elected leaders and goes to regions of the U.S., Brazil and Jamaica and then goes to community life ministers in each region and then connects the sisters who may also choose to participate in clusters.

Group: Helen Roberts, Kathy Maire, Ann Cassserly, Margaret Maqry Kimmins, Mary Augustini, Kate Moran

- Life Care Coordinator could be a lay person. (Not everyone agreed on this)
- Regional governance could include Regional Minister, Life Care Coordinator, and someone in charge of communications.
- Communication person could convey information about Wisdom Groups to other groups and the Congregation as a whole.
- There should be a budget line for the work of the Wisdom Groups, such as memberships, written materials, etc.
- Regional Governance could oversee care of the sisters, some financial decisions, and issues dealing with US matters. (Property in Tampa, use of Motherhouse space, etc.)

Scribe: Sr. Rosemary Higgins, Facilitator: Mary Ellen Tucker

- Clarifying the responsibilities and authority of the Congregational and Regional Leadership is very necessary.
- We suggest that the Life-Care Coordinator be a lay medical professional who can be objective.
- We believe that 6 elected leaders are not necessary, especially with the creation of Wisdom Circles if they can function with some authority.
- We agree with adding a Wisdom Circle on Franciscan Spirituality and Community Life.
- Vocations to the Congregation do not necessarily have to be canonical. Explore new avenues of vocations.

From: Bernadette, Avril, Colleen, Cathy C and Melissa

- We would suggest that in addition to 3 elected leaders, we add Regional Ministers and Wisdom circle coordinators to be part of leadership.
- Wisdom circles will emerge from Chapter and will set their own parameters with mutual accountability with leadership and membership.
- Membership in Wisdom circles is based on passion and interest and includes members from all countries.
- Evaluate the effectiveness of the Wisdom circle annually.
- Regular on-going communication between Wisdom circles is necessary.

Margaret, Pat T., Alba Luz, Odette, Mirium, Marlene

Page 1 Model 3 lacks clear participation of the whole.

- Clarify how administration and financial duties are connected within the whole.
- Clarify and define the participation of an expanded model of leadership (central circle in the model). Do the Regional leaders have the same authority of the Congregational leaders as shown in the model (central circle)?

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- Clarify the interaction and collaboration, responsibilities, decision-making and authority of Congregational leadership, Regional leadership and Wisdom Circles.
- Drop # 2 as it contained in modified #1
- # 3 Suggest that Life Care-Coordination be qualified professionals hired and accountable to the Regional Leadership.
- #7 Define the role and selection process of Wisdom Circles (adopt some of titles from model #2). Change the word Coordinator to Leaders. Suggestion is that

leadership comes from within and decided upon by the members of the Wisdom Circles

Key Questions

- # 2 Clarify the responsibilities of Regional Leadership, especially in the US
- Clarify the role of MH Local Minister in Relationship with the US Regional (2 US Regionals with Motherhouse Local Minister)

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- Continue to develop the idea of the members forum. Congregational forums meet at established times and on a regular basis with an agenda (can take place in person and on Zoom) and can be called in various ways: by the leadership, by a Wisdom Circle, by the sisters within a certain region, or other means to be determined. Regional gatherings would take place as needed.
- Wisdom Circles need a core group, clear guidelines, and responsibilities for membership

Cindy M's Group

- Find a way to connect all the circles in the Model 3 Diagram together.
- Do what each suggestion under the 'Suggested Modifications to Preferred Model 3' says.
- Delegate responsibility and authority to others whenever possible.

Facilitator, Mary Lou Lafferty ; Scribe, Gloria Oehl

- Elected Leadership - No more than 4...If we reduce to 3, will it be necessary to petition Rome for experimentation?
- Mentions autonomy, yet we have talked so much about unity within the Congregation.
- Reorganizing Regions seems like a step backwards. Given the reality of our numbers in the US, 33 outside the Olean/Allegany area, consideration needs to be given to the viability of creating another "level" of leadership. Rather, could that not be the responsibility of one of the elected Congregational Leaders?
- Life Care Coordinator is essential in whatever model...RN, PA, NP who specializes in geriatrics. Friars have a good setup which is evident for the friars who live here.
- Friars also have a delegated friar who visits retired friars in facilities. This deals more with their fraternal life.
- Where will Clusters fit in with this model?
- Where will Stewardship fit in?

- Could Franciscan Community Life (see Model 2) be integrated in this model?
- Will the circles be intercultural? Will they be governing circles?
- Will there be Assemblies during the year? Will we gather as a whole between Chapters?
- Questioned Vocational Ministry in a Wisdom Circle...Understood Vocation/Completion were topics for all after Chapter.
- The role of lay partners and associates in governance needs to be studied as it evolves. Understanding our history, life, mission, charism etc would be important.
- Where Leadership lives (Allegany, Tampa, NJ, JA, BR, etc.) is not as important, as their having easy access to each, as well as communal office space so as to enable consultation, meetings, time and space for prayer etc. A steady diet of Zoom is not healthy!

From: Bernadette, Avril, Colleen, Cathy C and Melissa

- We would suggest that in addition to 3 elected leaders, we add Regional Ministers and Wisdom circle coordinators to be part of leadership.
- Wisdom circles will emerge from Chapter and will set their own parameters with mutual accountability with leadership and membership.
- Membership in Wisdom circles is based on passion and interest and includes members from all countries.
- Evaluate the effectiveness of the Wisdom circle annually.
- Regular on-going communication between Wisdom circles is necessary.

Brazil

Key Questions Raised (Across All Regions):

- How is authority defined and exercised at different leadership levels?
- What are the responsibilities of Regional Leadership, especially in the US?
- How will administrative duties be managed under Model 3?
- How are Life-Care Coordinators selected, and whom do they report to?
- What is the process for forming or dissolving Wisdom Circles?
- What is the role of lay partners and associates in governance?

Group 1 Aldenir, Oneida, Lilian, Bernadete, Paula and Terezinha Santos

- The elected leadership is responsible for the religious animation of the sisters, for the big decisions, that is, to animate the life and mission of the sisters, and the sustainability of the congregation

- The Elected Leadership, the regionals, and those responsible for the wisdom cycles, together, would be responsible for leading discussions on important issues such as: health care, the future, and support for the sisters, everything that is necessary for life;
- The regional leadership follows up on the physical and psychological health issues of the sisters, on financial and administrative matters of the region, having autonomy to make decisions, represents the congregation, and provides advice to the elected leadership.
- Administrative tasks are done through the hiring of lay administrators, who are supervised by the regional leadership.

Zoom Group: Abadia, Aparecida, Euripedes, Eloenia, Iosita, Jeronima, Mariana, Valdeci

- Governance is formed by the Congregational and Regional Leadership, elected with the coordinators of the wisdom circles working with the sisters and reporting to the elected Leadership.
- The levels of participation of associates, partners, specialists, etc. are part of the wisdom circles.
- The process and dissolution of the wisdom circles is the governance that decides based on listening, evaluating, and always seeking feedback from the Congregation.

4. Group: Jaiane, Edir, Guiomar, Edite

- We recognize and agree with the summary reflection of the leadership model 03. Our group thinks that decisions should be made by the wisdom circles. Including the associates' partners in the decisions and missions. The role of the partners and lay associates in governance is to contribute and help in the decision-making process by bringing their knowledge and experience. That care and life
- circles.
- What are the responsibilities of Regional Leadership, especially in the US?
- Responsibilities will be defined respecting the laws and legal structures of each country. Brazil needs to revise and update Book IV.
- How will administrative duties be managed under Model 3?
- Include in the wisdom circle the Administrative Management (finances) in each Region, with the consent of/in agreement with the General Leadership and CFO.
- How are Life-Care Coordinators selected, and whom do they report to?
- Life care is included in the Circles of Wisdom.
- What is the process for forming or dissolving Wisdom Circles?

- The proposal is to be created according to needs and dissolved at the Regional Assembly and Chapter when it does not meet the objectives and needs.
- What is the role of lay partners and associates in governance?
- It would be a consultative member.

GROUP 5: Cleise, Marinêz, Socorro Rosal, Patricia, Valdete Ideas for a leadership model focusing on model 3 (suggestion proposed by part of the group).

- We propose the following idea in terms of structure:
- The Congregational Leadership itself, imbued with decision-making power, would be the leadership elected in the Chapter, plus the Regional Leadership (2 USA, 1 Jamaica and 1 Brazil). This group will be organized for regular meetings, online and in person (when possible). The first meeting should be face-to-face for moments of prayer, sharing and getting to know each other.
- The second level are the Wisdom Circles. These have a maximum of 7 and a minimum of 3, with representatives from all regions. Each group will have between 5 and 7 members, including laity and/or partners. Members are approved by the congregational leadership.
- The wisdom circles will discuss in depth issues and proposals related to each area. The leaders of each area meet periodically (in person or online) to share and ensure harmony among the areas. As the issue matures among the circle leaders, they will bring it to the congregational leadership for consideration.
- The circles will be formed or broken up based on recommendations from the regional assemblies, in which all members will have the opportunity to participate. The regions should have autonomy for their own conduct and regional arrangements, taking decisions to the Congregational Leadership for consideration and confirmation, especially regarding the whole congregation.
- One suggestion is that there should be a circle of wisdom focused on assets and finances, in addition to the others that have already been proposed.

Group 06: Maria José, Maria Ângela, Maria Isa, Maria Helena, and Rita Cecilia.

- How is authority defined and exercised at different leadership levels?
- It will be built in the regions, and the definitions must take place at the Regional Chapter, where the leadership will be elected by the Sisters. General definitions at the General Chapter. The elected leadership needs to maintain the unity,

communication, and integration of the wisdom, competence, and gracious presence among us.