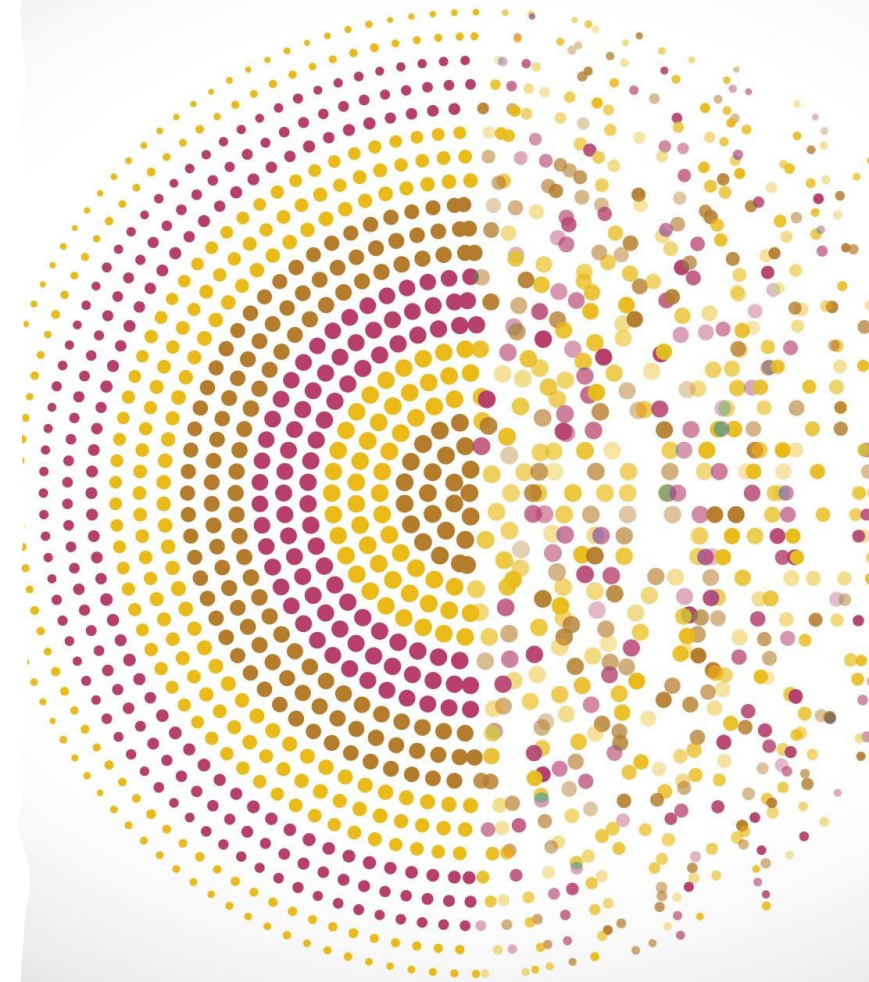


FROM AUTONOMY TO GREATER INTERDEPENDENCE

LEADERSHIP CONFERENCE OF WOMEN RELIGIOUS

SPRING REGIONAL MEETINGS 2024



**SOME
POSSIBILITIES
FOR
SHARED
LEADERSHIP
AT
THE
REGIONAL
LEVEL**

**NEEDS OF
MEMBERS**

**ONGOING
FORMATION**

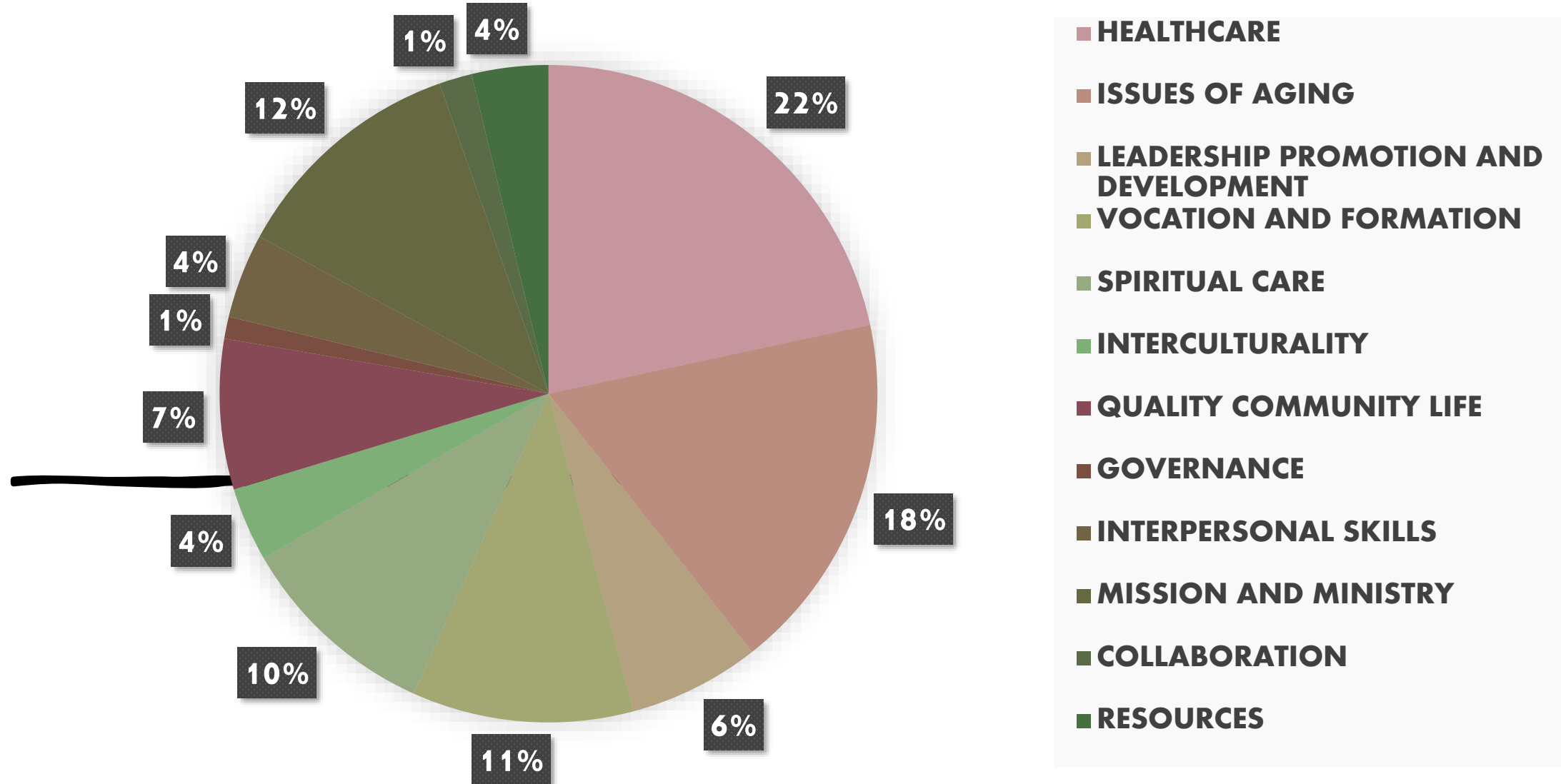
**MISSION AND
MINISTRY**

**SHARING
RESOURCES AND
PERSONNEL**

**ADMINISTRATIVE
& MANAGEMENT
NEEDS**

**SHARED
GOVERNANCE**

PERCEIVED AREAS OF GREATEST NEEDS OF MEMBERS BY PERCENT, N=744



NEEDS OF MEMBERS

HEALTHCARE

- **SKILLED AND MEMORY CARE**
- **MENTAL HEALTH**
- **AGE-APPROPRIATE HOUSING**
- **HEALTHCARE IN GENERAL**
- **HOLISTIC CARE**

ISSUES OF AGING

- **TRANSITIONS**
- **EDUCATION ON AGING PROCESS**
- **DENIAL OF CHANGING ABILITIES**
- **NEED FOR MEANING AND ENGAGEMENT**

LEADERSHIP DEVELOPMENT

- **SPIRITUAL LEADERSHIP**
- **FORMATION FOR LEADERSHIP**
- **SKILLS FOR SUPPORTING ALL AGE GROUPS**
- **CLAIMING REALITIES AND FACING THE FUTURE REALISTICALLY**

VOCATION & FORMATION

- **COLLABORATIVE INITIAL FORMATION**
- **ONGOING FORMATION AT ALL STAGES OF LIFE**
- **FORMATION OF THE LAITY**

SPIRITUAL CARE

- **ACCESS TO PASTORAL CARE**
- **RESOURCES FOR FRAGILE MEMBERS**
- **OPPORTUNITIES FOR SPIRITUAL DEVELOPMENT**
- **GRIEF AND LOSS –EXPERIENCE OF THE PASCHAL MYSTERY**

INTERCULTURALITY

- **INTERCULTURALITY AS A LIFE SKILL**
- **EDUCATIONAL OPPORTUNITIES FOR SISTERS FROM DIVERSE CULTURES**
- **SKILLS FOR INTEGRATING VARIOUS CULTURES INTO AND WITHIN THE CULTURE OF A CONGREGATION**

NEEDS FOR ONGOING FORMATION



PRIME AREAS FOR ONGOING FORMATION, N=650

| THEMES | FREQUENCY | PERCENT |
|--|-----------|---------|
| CHARISM | 23 | 3.54 |
| EVOLUTION OF RELIGIOUS LIFE | 61 | 9.38 |
| CHANGE AND TRANSITION | 40 | 6.15 |
| SPIRITUALITY | 109 | 16.77 |
| MISSION AND MINISTRY | 32 | 4.92 |
| INTERCULTURALITY AND DIVERSITY | 54 | 8.31 |
| JUSTICE ISSUES | 71 | 10.92 |
| INTERPERSONAL RELATIONSHIPS | 28 | 4.31 |
| CHURCH RELATIONSHIPS | 19 | 2.92 |
| LAY PARTNERSHIPS AND ACCOMPANIMENT | 22 | 3.38 |
| ASPECTS OF COMMUNITY | 25 | 3.85 |
| THEOLOGICAL UPDATING | 13 | 2.00 |
| MENTAL HEALTH AND HUMAN DEVELOPMENT | 57 | 8.77 |
| AGING WELL—SPIRITUAL, PHYSICAL, PSYCHOLOGICAL AND SOCIAL DIMENSIONS OF AGING | 48 | 7.38 |
| COMMUNICATION SKILLS AND USE OF TECHNOLOGY | 15 | 2.31 |
| FUTURE GOVERNANCE/RESTRUCTURING | 6 | 0.92 |
| RESOURCES—FINANCIAL AWARENESS AND SHARING OF RESOURCES | 5 | 0.77 |
| SPECIFIC EDUCATIONAL NEEDS | 15 | 2.31 |
| INTERCONGREGATIONAL COLLABORATION AND NETWORKING | 7 | 1.08 |

ADMINISTRATIVE/ MANAGEMENT NEEDS

53% of the Leadership Teams indicated having specific administrative/management needs

SPECIFIED AREAS OF NEED BY PERCENT, N=188

| AREA OF NEED | PERCENT |
|--|--------------|
| ADMINISTRATION/MANAGEMENT NEEDS | 8.5% |
| 1. MOTHERHOUSE MANAGEMENT | 31.3% |
| 2. ADMINISTATIVE STAFF | 43.8% |
| 3. CHIEF OPERATING OFFICER (COO) | 18.8% |
| 4. KNOWING HOW TO BEST USE THE INCREASED ROLE OF LAY PROFESSIONALS | 6.3% |
| ARCHIVES | 5.9% |
| 1. ARCHIVIST | 63.6% |
| 2. ARCHIVES SUPPORT | 36.4% |
| COMING TO COMPLETION | 1.6% |
| 1. HOW TO TALK ABOUT COMING TO COMPLETION | 33.3% |
| 2. HOW TO GET A COMMISSARY | 33.3% |
| 3. WHAT NEEDS TO BE PUT IN PLACE NOW TO PREPARE FOR COMPLETION | 33.3% |
| DEVELOPMENT | 3.2% |
| FACILITATION | 1.1% |
| FINANCE | 13.3% |
| 1. FUNDS FOR OPERATIONS AND RETIREMENT | 12.0% |
| 2. ADVICE FROM PROFESSIONAL CONSULTANTS | 16.0% |
| 3. ASSISTANCE WITH CREATING AN ELDER CARE TRUST | 4.0% |
| 4. ASSISTANCE WITH ESTABLISHING A LEGACY FOUNDATION TO ASSIST OTHER INSTITUTES | 4.0% |
| 5. OVERSIGHT OF OPERATIONS AND FINANCIAL MANAGEMENT | 4.0% |
| 6. INVESTMENT MANAGEMENT | 4.0% |
| 7. DISTRIBUTION OF RESOURCES | 4.0% |
| 8. FINANCES IN GENERAL | 28.0% |
| 9. CANONICAL TREASURER | 8.0% |
| 10. FINANCIAL MANAGEMENT | 12.0% |
| 11. FINANCIAL PLANNING | 4.0% |

SPECIFIED AREAS OF NEED CONTINUED

| AREA OF NEED | PERCENT |
|--|--------------|
| FORMATION/VOCATIONS | 2.1% |
| FORMATION OF LAY LEADERS | 6.4% |
| 1. BOARD FORMATION/DEVELOPMENT | 16.7% |
| 2. FORMATION OF LAY ADMINISTRATOR AND STAFF | 58.3% |
| 3. ISSUES RE: TRANSITION TO LAY LEADERSHIP | 25.0% |
| GOVERNANCE | 2.1% |
| 1. CONCERNS RE: COMMISSARIES | 50.0% |
| 2. WAYS OF DOING GOVERNANCE DIFFERENTLY | 25.0% |
| 3. MODELS OF LEADERSHIP | 25.0% |
| HEALTHCARE | 13.3% |
| 1. MEMORY CARE/DEALING WITH DIMENTIA | 12.0% |
| 2. PROFESSIONAL ADMINISTRATORS AND STAFF | 12.0% |
| 3. HEALTH/ELDERCARE IN GENERAL | 20.0% |
| 4. COLLABORATIVE HEALTHCARE | 4.0% |
| 5. GRIEF AND MENTAL HEALTH ISSUES | 12.0% |
| 6. SKILLED CARE | 4.0% |
| 7. HEALTHY AGING AND RETIRMENT | 16.0% |
| 8. ACCESS TO ADVISORS AND CONSULTANTS | 8.0% |
| 9. ASSISTED LIVING AND AGE-APPROPRIATE HOUSING | 8.0% |
| 10. HEALTH INSURANCE | 4.0% |
| HUMAN RESOURCES | 9.6% |
| 1. GRANT WRITING AND MANAGEMENT | 16.7% |
| 2. STAFFING IN GENERAL | 83.3% |

SPECIFIED AREAS OF NEED CONTINUED

| AREA OF NEED | PERCENT |
|---|--------------|
| INTERCULTURALITY | 1.6% |
| 1. EDUCATION ABOUT INTERCULTURALITY | 100.0% |
| LAND USE AND BUILDINGS | 10.1% |
| 1. CONSULTANTS FOR PLANNING | 21.1% |
| 2. PROPERTY ASSESSMENT, TRANSFER AND LAND USE | 47.4% |
| 3. PROPERTY MANAGEMENT | 15.8% |
| 4. CONSULTANT FOR PROPERTY EVALUATION AND WORK WITH LICENSED HEALTHCARE FACILITY | 5.3% |
| 5. DEVELOPMENT OF LAND TRUST | 5.3% |
| 6. POSSIBLE USES FOR BUILDINGS | 5.3% |
| LEADERSHIP SUPPORT | 9.6% |
| 1. RESOURCE SHARING/JOB DESCRIPTIONS AMONG LEADERS | 11.1% |
| 2. MUTUAL SUPPORT AND COLLABORATION | 55.6% |
| 3. SPECIFIC LEADERSHIP ISSUES (Dealing with “entitlement,” working with associates, re-imagining responsibility, meaning making re: ministry of presence) | 22.2% |
| 4. LEADERSHIP DEVELOPMENT | 11.1% |
| LEGAL NEEDS | 4.3% |
| 1. CANON AND CIVIL LAW (land issues, revision of bylaws, help with civil corporation, disposition of assets, safeguarding, visa and immigration issues) | 100.0% |
| MISSION ADVANCEMENT | 1.1% |
| SPONSORED MINISTRIES (Need for consultants, sponsorship models, assistance with establishing PJPs) | 2.1% |
| TECHNOLOGY | 4.3% |
| 1. ASSISTANCE WITH UPDATING WEBSITES | 25.0% |
| 2. ASSISTANCE WITH SOCIAL MEDIA | 12.5% |
| 3. TECHNICAL SUPPORT | 62.5% |

SHARED LEADERSHIP

- **THE FINDINGS REFLECT SIGNIFICANT EVIDENCE OF SHARED LEADERSHIP—E.G., COLLABORATION IN RESPONDING TO URGENT NEEDS, JUSTICE INITIATIVES, NEW MINISTRIES.**
- **THERE ARE ALSO EXAMPLES OF SHARED LEADERSHIP IN MEETING THE NEEDS OF SISTERS, SHARING OF RESOURCES AND ADDRESSING ADMINISTRATIVE RESPONSIBILITIES.**
- **THERE ARE OPPORTUNITIES TO EXPAND SHARED LEADERSHIP IN LCWR REGIONS AT THIS TIME.**

FOR DISCUSSION

- **CAN YOU SEE NEEDS OF YOUR INSTITUTE IN THE AREAS OF NEED IDENTIFIED IN THE NATIONAL FINDINGS?**
- **AS A REGION, HOW CAN INSTITUTES BE OF GREATER ASSISTANCE TO ONE ANOTHER AT THIS TIME OF RAPID CHANGE?**
- **ARE THERE RESOURCES THAT COULD BE SHARED?**
- **WHAT POSSIBILITIES ARE THERE TO EXPAND SHARED LEADERSHIP?**

NEXT STEPS



SHARED GOVERNANCE

- **SHARED GOVERNANCE IS CONCERNED WITH THE CANONICAL AND CIVIL RESPONSIBILITIES OF RELIGIOUS INSTITUTES.**
- **SHARED GOVERNANCE WILL BE THE FOCUS OF THE COLLABORATIVE LEADERSHIP HUBS IN MAY.**

SOME THOUGHTS TO PONDER IN PREPARATION FOR THE HUBS

- **WHAT QUESTIONS/ WONDERINGS DO YOU HAVE ABOUT SHARED GOVERNANCE?**
- **DO YOU SEE POSSIBILITIES FOR SHARED GOVERNANCE IN THE REGION?**

THANK YOU

**DISCERNING THE
EMERGING FUTURE
ADVISORY COMMITTEE**

