

New Leader Workshop

Conference of Major Superiors of Men | Opening Session



Opening Prayer



Introductions

- Name
 - Institute
-

- How long have you been in office?
- What is exciting to you about leadership?
- What is your charisma?
- What is your vision for leadership for your community?



About CMSM

National Office Staff

- Fr. Frank Donio, SAC - Executive Director
- Greta David - Director of Communications
- Joel Defensor - Program Coordinator
- Dcn. Steven DeMartino - Director of Safeguarding Initiatives
- Chris Pierno - Director of Operations
- David Rohrer Budiash - Director of Programs

Our Mission (excerpted)

National representative body of the leadership of male religious institutes, monastic communities, and societies of apostolic life in the United States.

- Represents leadership to national and international bodies
- Through the members [institute leaders], addresses the life and concerns of members of the institutes and societies ..., and the evangelizing mission of the institutes, monasteries, and societies in the context of church and culture in this country
- Is both the common voice for major superiors and the primary common resource for service to leaders

Our Purpose

- **To be a support to major superiors and their councilors**
and a resource for them in their role of leadership within their respective institutes.
- **To promote dialogue and collaboration**
with the conference of bishops, the individual bishops, and other major groups in the church and society.
- **To provide a corporate influence**
in the church and in society through its national and regional structures within the proper scope of the conference.

CMSM Board

Board of Directors

Executive
Committee

At-large
Members

Region
Chairs



Primary resource areas

International & National Representation

Holy See

- Dicastery for Institutes of Consecrated Life and Societies of Apostolic Life - DICLSAL
- Congregation for Clergy
- Pontifical Commission for the Protection of Minors
- Other offices

Union of Superiors General

USCCB

- Secretariat for Clergy, Consecrated Life, and Vocations
- Secretariat for Child and Youth Protection
- Other offices

Religious Conferences in the Americas

- Canada, Mexico, Latin America | CMSWR & LCWR

Partners

- NRRO, NRVC, RFC, RCRI, & more

Leadership Engagement & Support

- Consultation
- Peer network
- Region meetings
- CMSM committees
- Access to major superior listserv

National Programs

Program	Timing
National Assembly	August
Eldercare Summit	September
Safeguarding Workshop	October
Winter Leader Gathering	January
New Leader Workshop	February-March

Justice & Peace

- Engagement and representation at national level
- Resources/webinars
- Items of Note: JP Edition

Safeguarding

- Safeguarding standards and accreditation support
- Education resources
 - Safeguarding webinars
 - Safeguarding Core Competencies
 - Conversations that Matter (w/ Jesuit Conference)
- Best practices
- Consultation
- On-staff director for safeguarding initiatives

Formation

- Formation Committee
- Education
- Resources
- Young Religious
- Engagement with other groups working in formation, including USCCB Secretariat for Clergy, Consecrated Life, and Vocations; National Religious Vocation Conference; and Religious Formation Conference

Communications

- Email newsletter and updates
- Website
- Social media (Facebook & Twitter)
- Media engagement
- Resources made available to members as we receive them

Membership

- Who is a member?
- Dues
- Member Content



Questions & discussion

Top 10 in 30

Top 10 things to do in your first month as major superior

Top 10

1. Transition
2. Your men
3. Formation
4. Bishops
5. Proper law of your institute
6. Canon law on consecrated life & societies of apostolic life
7. Finances
8. Safeguarding
9. Resources
10. Self-care

Transition

- Request – as soon as possible – an overview of the institute by the outgoing major superior, either alone or with your advisors/council
- Inquire which issues in ministries, relationships, personnel, and resources require immediate, timely, and careful attention

Your men

- Familiarize yourself with the men you have the privilege to serve and lead in this position
 - Health status of individual men
 - Needs of retired and elderly members
 - Which men have other issues that need to be managed
 - Whether any men are unassignable and why
 - Which local communities may need assistance
- Make a plan for how you will serve as the primary pastor of your institute and care for its spiritual life

Formation

- Familiarize yourself with the men in formation
 - Names and situation of each man
 - Their formators
 - Recruiters and vocation directors
- Ask formators for an overview of the men and their progress, the programs, and issues to be given attention
- Ask how you might assist these men to come to full incorporation

Bishops

All public ministry is under the authority of the bishop of the diocese in which the ministry takes place

- Reach out to the bishops in jurisdictions where your men reside and serve in public ministry, and plan to visit them within six months
- Seek to establish a friendly relationship; manifest a mutual concern for the mission and for the Church
- Be transparent regarding the witness and ministries of the institute

Proper Law of the Institute

- Review your institute's legislation (rule, constitutions, and/or statutes) on the essentials of your role as major superior
 - Extent of authority
 - Obligations of leaders
 - Roles of councilors and advisors
 - Actions that require consultation
 - Actions that may be delegated

Canon Law

- Review the canons applicable to your institute and your role as major superior
- Identify canon lawyers who might advise you in governance and in resolution of cases

Finances

- Review financial situation of your institute
- Become familiar with primary assets (eg, buildings, vehicles, patrimony)
- Read the financial report; seek assistance to understand it
- Ask your financial advisors for an easily understandable, popular overview of the investments

Safeguarding

- Learn the current status of your efforts to protect minors and vulnerable adults
- Understand whether your community is accredited, and if so, the requirements of accreditation and next date for accreditation review
- Be able to follow and articulate all safeguarding processes
- If safeguarding processes are lacking, immediately devise a plan for ensuring those processes are updated
- Ask if there are any cases currently in adjudication
- Ask how cases are sent to Rome
- Ask whether all record keeping and reporting is up to date

Resources

- Familiarize yourself with available resources
 - CMSM resources
 - Your institute's civil and canonical counsel
 - RCRI (Resource Center for Religious Institutes)
 - Institution/treatment center to assist men in crisis and why
 - Psychologist you might employ or necessary professional assessments
 - Consultants and experts in the field for various topics that might be helpful (both external and in-house)

Self-care

- Pray
- Ensure you and your council make time to attend to spiritual, emotional, and physical needs
- Plan rest for yourself
- Consider the demands of your schedule, including travel and consultations, and appropriately plan for caring for your own needs
- Consider scheduling time to care for your diet, exercise, relationships, and other areas as appropriate



Questions & discussion

Leadership Case Study Discussions

Case Study

- Fr. K, an elderly and long-serving pastor of a suburban parish entrusted to his community
- Met someone online whom he believed wanted closer intimacy with him
- Was persuaded by this person to invest \$250,000, but Fr. K did not have the funds and so used parish money
- Upon transferring the money, both the money and person disappeared
- Fr. K collapsed emotionally, overwhelmed with fear, humiliation, shame, and depression

Case Study

- Fr. K met with his major superior and disclosed the entire matter
- After a two-month investigation, he was arrested by local law enforcement for larceny
- He was removed from ministry the day he disclosed what had happened
- He has resigned as pastor and has retained civil and canonical counsel as various charges work through the legal systems



Questions & discussion

Discussion

Pastoral planning: Diocesan and Communal

- How many communities have had challenges with pastoral planning by dioceses?
- Consider the pastoral plan for your community. What's that experience been like? How have you engaged with bishops?



Evening Prayer and Mass in the Chapel