

INTEGRAL ECOLOGY



An Integrated Approach
to Mission Effectiveness

- Partnership / Co-responsibility
- Formation

HOSTED BY Gendrie Klein-Breteler , Sashi Natarajan, Theresa Symons
& AP Integration Committee

We invite you to...

- **See with soft eyes.**
- **Listen with your head, ears and heart.**
- **Be with what is rising.**
- **Be curious, speak up, ask for help and clarify.**
- **Be here and now.**



Breakout Group & Mentimeter



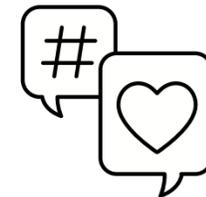
Leader- reads and explains the question to the group



Timekeeper- ensures everyone has enough time to share their views



Secretary- takes notes on Google forms on behalf of the group



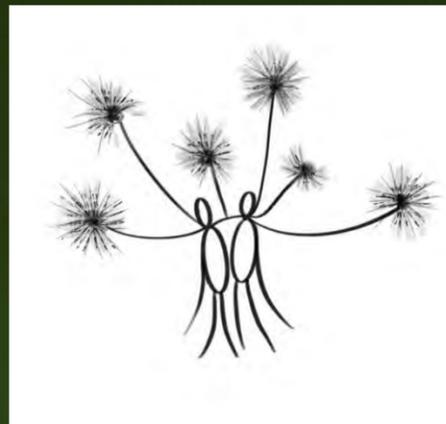
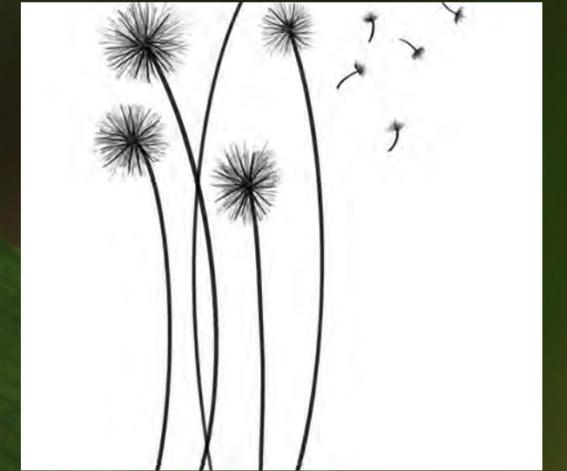
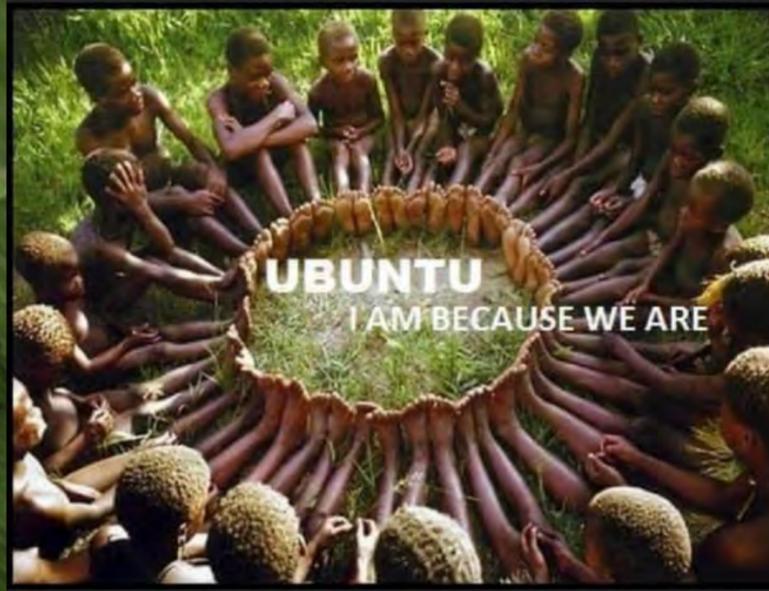
Remember- to hold the space for **ACTION CONFIDENCE** - the 'Road less travelled'



Remember- to check the chatbox for the link to the **MENTIMETER**- your voice matters!



Let's journey together



Come into the space





**Coming
together**



UBUNTU

‘An African anthropologist was visiting with a local community when he proposed a game to the children in the village.

He asked the children to line up and told them that the first person to make it to the tree standing some 25 metres away would win the basket of sweets that he had hung from the branches.

The children lined up, bouncing on their toes itching to run.

When he said, ‘go’; instead of each one racing off on their own, the children held each other’s hands and ran together.

Since they all arrived at the tree at once, they shared the treats that were waiting for them.

When the visitor asked why they did this – held hands and ran together, they replied, ‘how can one of us be happy when the others are sad’? ‘

This is Ubuntu – ‘I am because we are’.





What am I hearing?

**What is the message
of this story about
partnership in GS?**



THE JOURNEY SO FAR

Our foundational stories are a testament to the evolving engagement, relationships and leadership in co-responsibility for the mission by the Sisters and Partners-in-Mission, which have been integral to the fulfillment of the mission around the world. (Zeal calls us to respond)

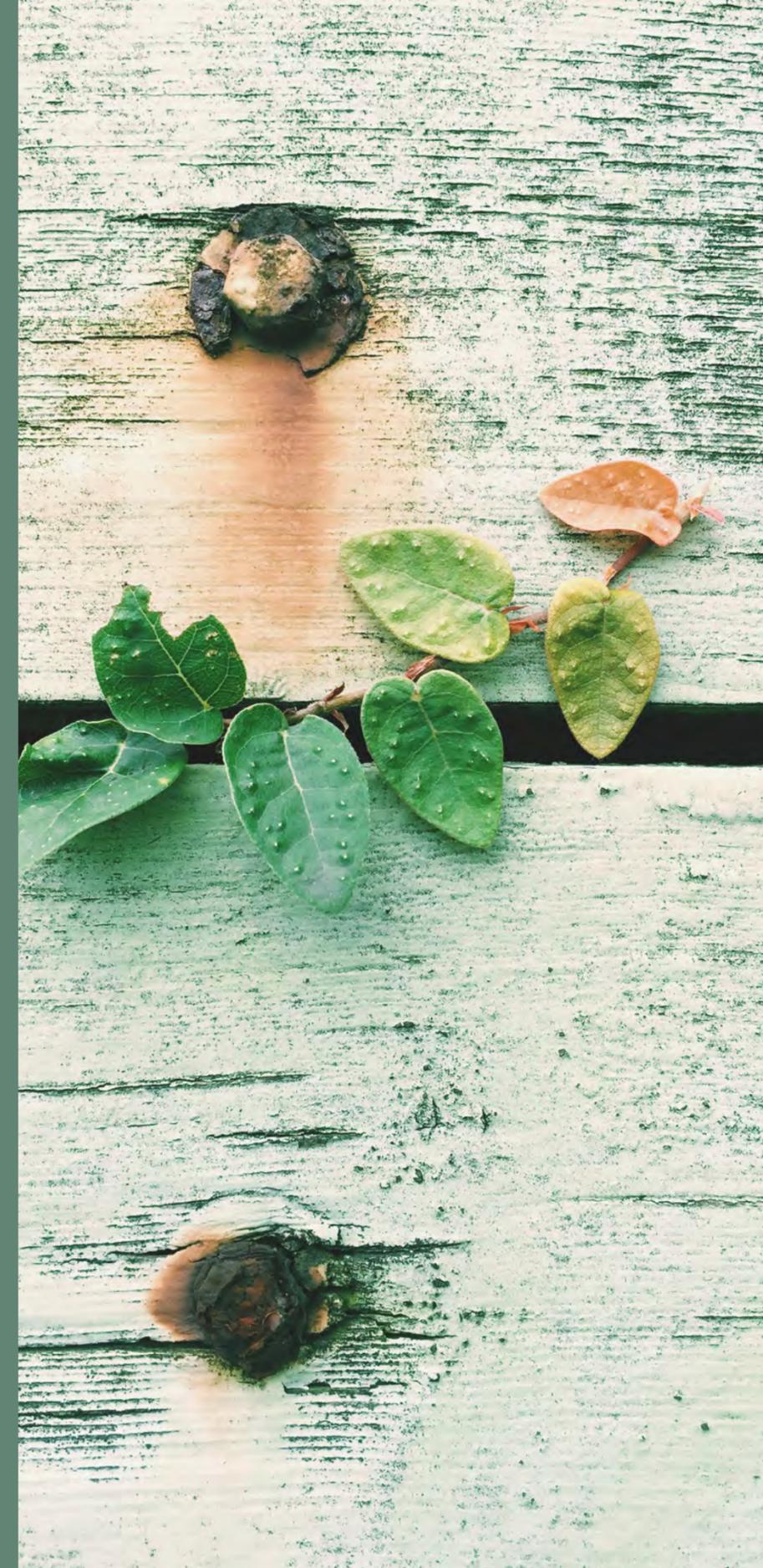


My name is **Madelaine Lamy**,
Almost 400 years ago I reached out to **Father John Eudes**
and asked, 'what can we do for the women and children
who are homeless, hungry - living on the streets?'
He agreed we should do something, so together we set up
a refuge and then the Order of
'Our Lady of Charity of the Refuge'.



My name is **Madame D'Andigné**.

I am inspired by Mary Euphrasia and the work of the sisters. I want to contribute in any way I can. She confides in, and trusts me, and together we make plans for growing the mission.





My name is **Count De Neuville**.

I only ever wanted the dedicated work of Mary Euphrasia and the sisters to succeed. I was prepared to use all of my inheritance to ensure that there was continuity of care to women and girls who found themselves in tragic circumstances.

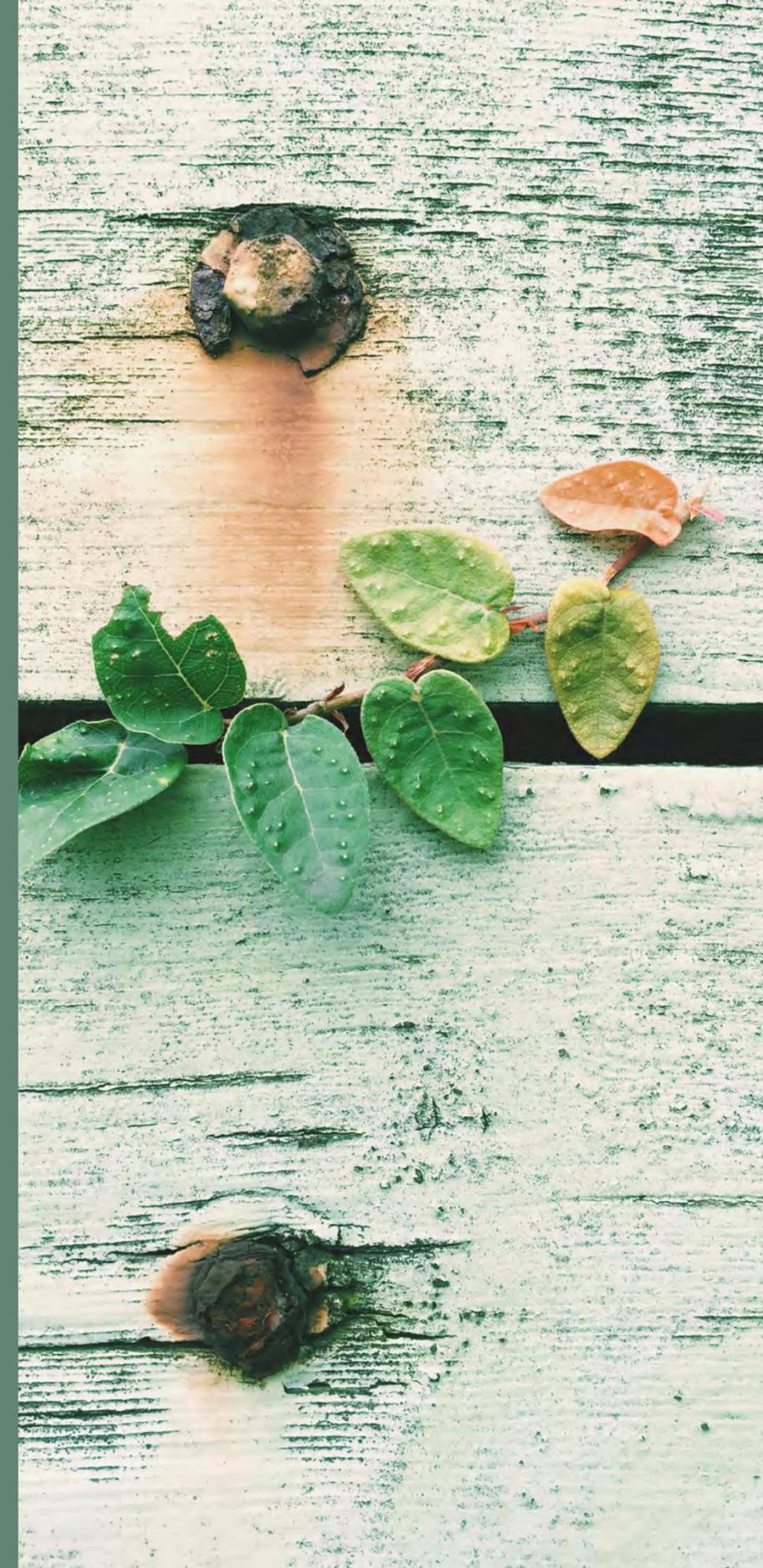


My name is **Mary Euphrasia**.

I am so grateful for the support of my friends Madame D'Andigné and Count De Neuville, without whom we will not have been able to reach out to so many who need our care.

It is important to remember that

'we all work for the mission. Those who work in the garden, in the bakery, in the linen room or who are busy about other things, never mind where, are all working for the good of others...'





My name is Michelle. I was present at the Congregational Chapter in 2003 when 2 lay people from Asia-Pacific attended for the very first time.

It was very clear at that Chapter that we were being called to be inclusive of lay partners in the mission.

The Direction Statement from this Chapter said:

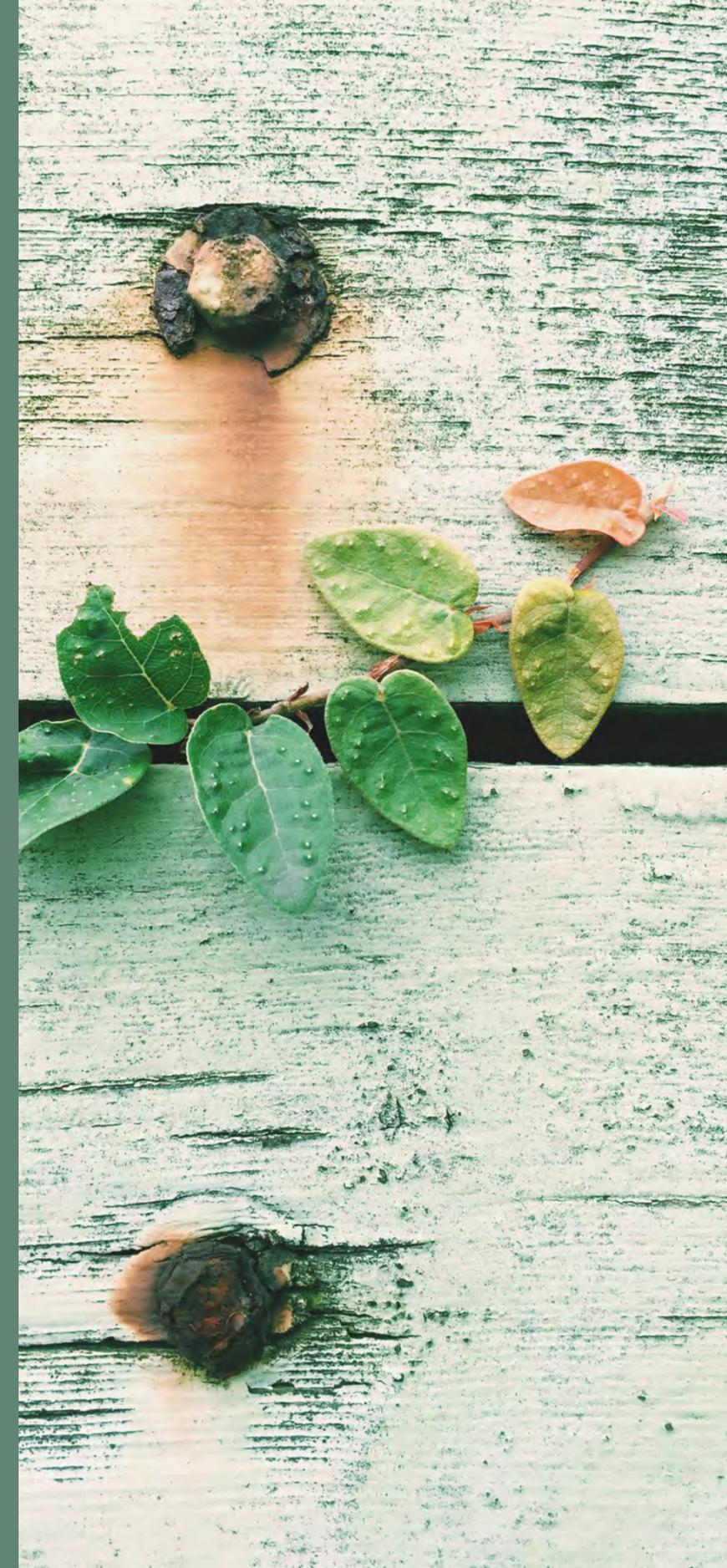
- ◆ Recognize that the laity who live the Good Shepherd charism are a gift for the Congregation, the Church and the world. In partnership with them, find new paths; with reciprocal confidence find the means to share information and mutually enrich each other.



My name is Sashi and I was present at the first ever joint Gathering in Genting Highlands Malaysia in 2008.

40 sisters and 40 lay partners attended and the theme for that Gathering was:

‘In partnership we identify with Good Shepherd Spirit from whichever place we come, and we recognize it in each other.’
At that conference we realised that we are ‘all Partners in Mission – we are in this together’ for the mission.





My name is Gendrie, and I have been a Partner in Mission for over 45 years. Over the past 20 years I have attended numerous AP regional meetings and gatherings. I was a member of the AP Partnership Team and then the Integration Team.



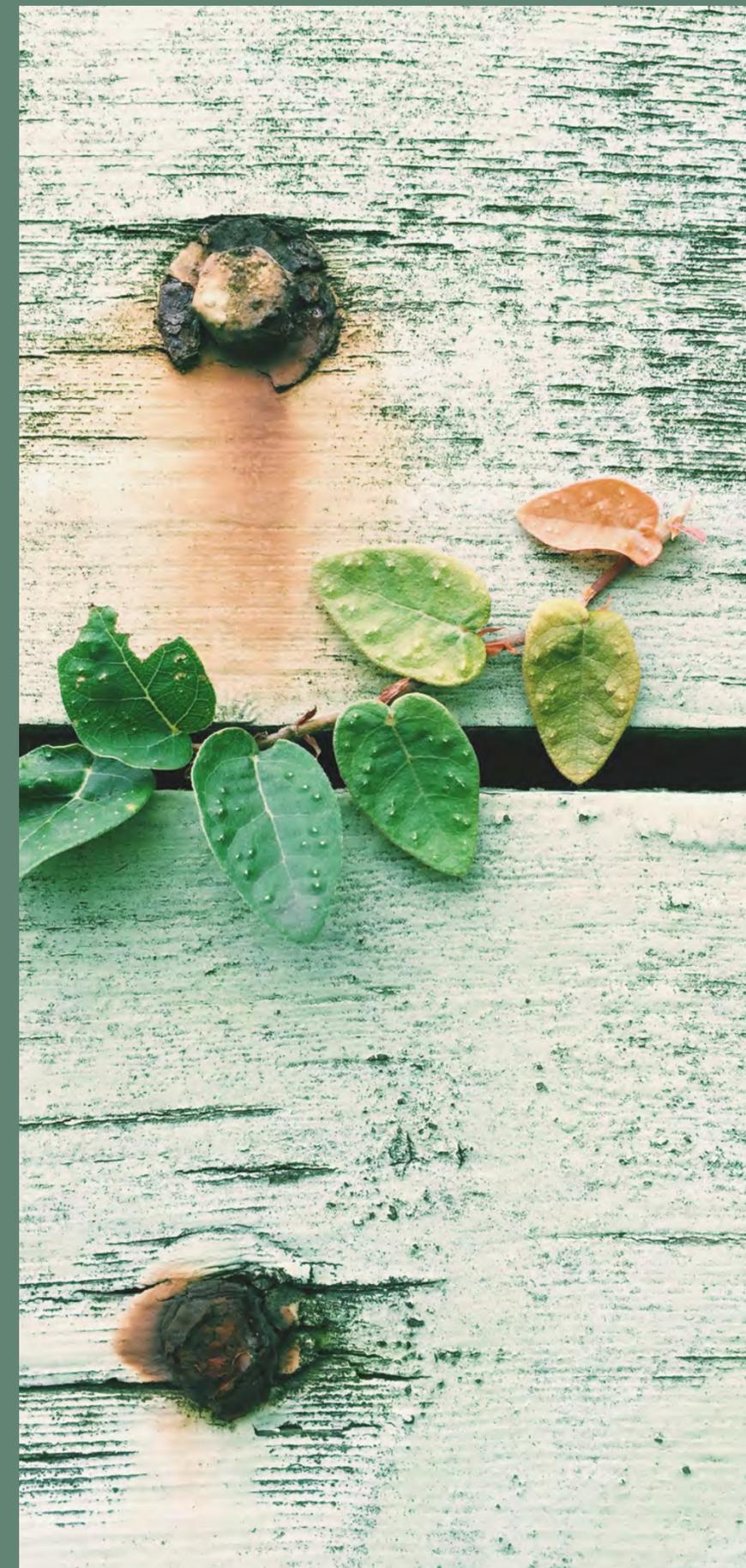
My name is Theresa. I was present at the 2015 Chapter where a Direction was issued to the Congregational Leadership Team to establish an international working group to pursue the full engagement of lay partners-in-mission.

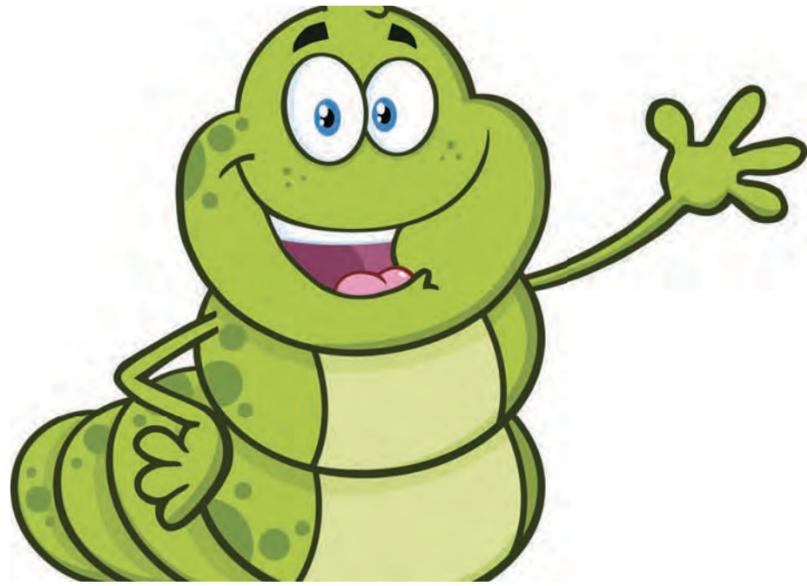




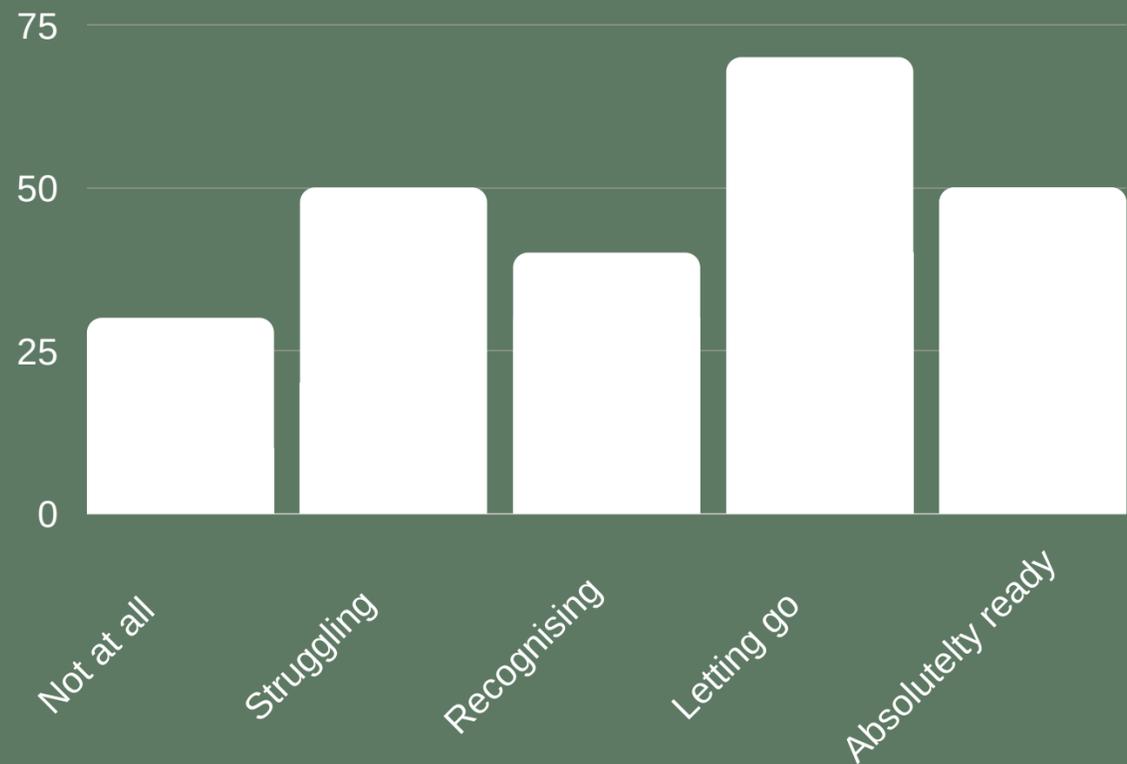
My name is Shamindani. Through the ICA's this year we prepared ourselves for the up-coming Congregational Chapter. We heard the voices of sisters and lay partners across the region.

There was a strong emphasis on being inclusive and moving toward the full participation and inclusion of Partners in Mission. A new governance model may also include Mission Partners in committees and leadership roles. It feels to me that regardless of how many sisters we have, we need to be open to working collaboratively with Mission Partners into the future.



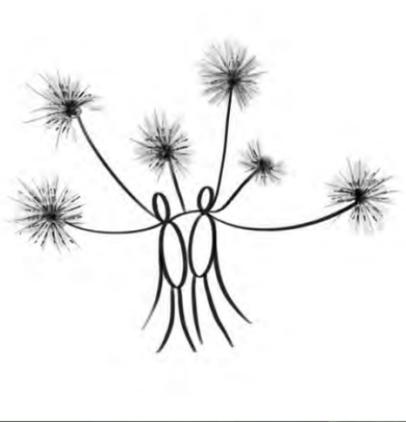


How ready am I to embrace Partnership & Co-responsibility for mission?



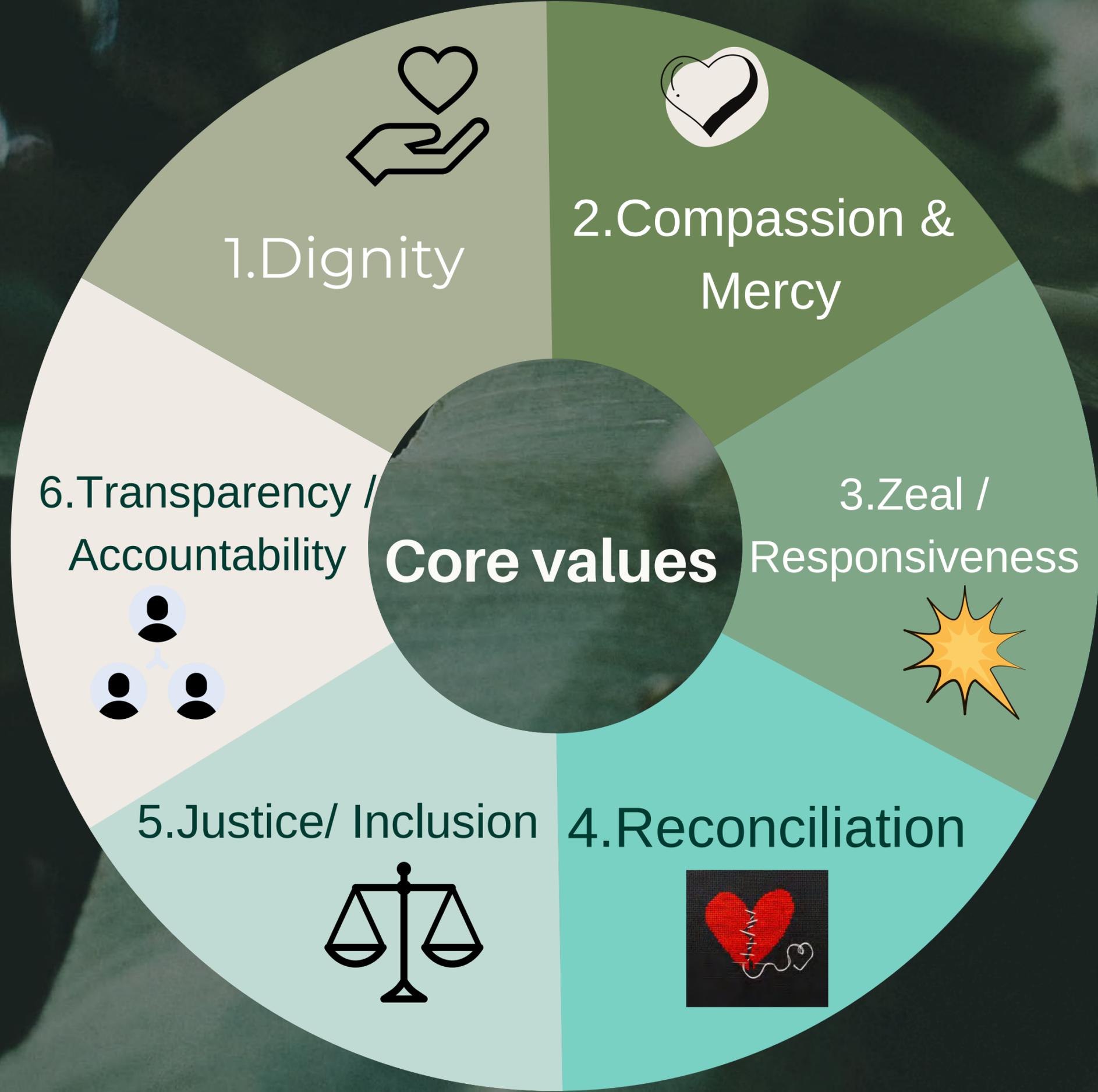
Click on the mentimeter link on the chat box

<https://www.menti.com/cp1sz2jpcs>



ZEAL CALLS US TO RESPOND

**CONTINUUM ON FULL ENGAGEMENT OF
PARTNERS-IN-MISSION REFLECTION**





Principles of Full Engagement of Partnership

A. We acknowledge that our shared experience of the mission draws us together and creates a sense of belonging. We are, therefore, parts of the same body, complementing each other, with our gifts and talents; enriching and encouraging each other forward in mission.

B. We understand that 'vocation for mission' is shared by anyone who feels drawn to accept co- responsibility for fulfilling it.

C. We ensure that the OLCGS charism, values and heritage remain at the heart of the mission.

D. Partnership is mission-centric and values-based.





Guidelines that support Full Engagement of Partnership



01

We invite and engage all who share life-giving beliefs through our mission and values.

02

We move together on a transformational journey; embracing an expanded and evolving understanding of our mission relevant to our times.

03

We provide adequate orientation and leadership needed to equip people to work in a partnership model for the mission.

04

We encourage participation, inclusion and transparency in our work.

05

We work from our core values in a consistent way and hold ourselves accountable for our actions and behaviors.

06

We learn and struggle together and tend to the health of relationships.

07

We see conflict and tension as opportunities for growth and creativity.

MINIMAL ENGAGEMENT	MOVEMENT TOWARD ENGAGING PARTNERS-IN-MISSION	MIDDLE SPACE Feelings and/or barriers that block moving forward	FULL COMMITMENT TO PARTNERSHIP -FOR-MISSION	FULL ENGAGEMENT OF PARTNERS -IN- MISSION
<p>Sisters solely carry out ministries, feeling possession of the charism.</p> <p>Benefactor's role is superficial, limited to donations only.</p> <p>Sisters remain 'in charge' with employees and volunteers following instructions.</p> <p>'Paid' employees are not considered as committed as Sisters, for the mission.</p> <p>Mentality: "If we recruit more Sisters, we wouldn't need Partners-in-Mission.</p> <p>Sisters don't know about mission partnership.</p>	<p>Conscious inclusion of people with talent and expertise.</p> <p>Inclusion of benefactors as board members or advisors in the mission.</p> <p>Employees / volunteers realized as 'supporters' of the mission.</p> <p>The lack of religious vocations is faced and discussed.</p>	<p>Fears.</p> <p>Worries.</p> <p>Attempts to move backwards.</p> <p>Mistakes by Partners-in-Mission taken as inability to partner.</p> <p>Loss of control and/or power.</p>	<p>Sisters and Partners-in-Mission accepted as equal, experiencing trust and work side-by-side in mission.</p> <p>Staff, benefactors, volunteers, included in meetings and events.</p> <p>Recognition that in most situations - Partners-in-Mission are doing the work in greater numbers than only Sisters.</p> <p>Joint involvement in formation/ mission orientation and relevant meetings.</p> <p>Traditional and cultural views discussed openly and inclusively.</p>	<p>All recognized as committed to co-responsibility for mission.</p> <p>Joint Formation is based on mission and values.</p> <p>Appropriate inclusion in meetings, decision-making and organizational strategic work.</p> <p>Inclusive language moves us from a 'charity' model to an effective 'inclusive rights-based' approach.</p> <p>Effectively defining our mission by the <u>lives</u> we touch.</p> <p>Expertise-based leadership roles shared in co-responsibility for mission, at all levels.</p> <p>Partners-in-Mission are entrusted with resources and finances in order to continue and animate the mission/ministries.</p>

Where am I in this continuum?



Where am I in this continuum?



1 Minimal engagement

- Sisters 'in charge'
- Volunteers follow instructions.
- 'Paid' employees – not considered as committed as Sisters for mission.
- "Benefactor" = Donor only
- Sisters solely carry out ministries, feeling possession of the charism.
- Mentality: More Sisters would mean- we wouldn't need Partners-in-Mission.
- Sisters don't know about mission partnership.

2 Movement towards engaging partners-in-mission

- Conscious inclusion of people with talent and expertise.
- Benefactors as board members or/ advisors in mission.
- Employees / volunteers realized as 'supporters' of the mission.
- The lack of religious vocations faced and discussed

Where am I in this continuum?



3 Middle space

- Feeling and /or barriers that block moving forward
- Fears. Worries.
- Attempts to move backwards.
- Mistakes by Partners-in- Mission taken as inability to partner.
- Loss of control and/ or power

4 Full commitment to partners-for-mission

- Sisters and Partners-in-Mission accepted as equal, trust, work side-by- side
- Staff, benefactors, volunteers, included in meetings/ events.
- Recognition- Partners-in-Mission are doing work in greater numbers than only Sisters.
- Joint involvement, in formation/ mission orientation.
- Traditional and cultural views discussed – open & inclusive.

Where am I in this continuum?



5

Full engagement of partners-in-mission

- All recognized as committed to co- responsibility for mission.
- Joint Formation is based on mission & values
- Inclusion in meetings, decision-making, strategic planning
- ‘Charity’ model to ‘inclusive rights-based approach.
- Our mission is defined by the lives we touch.
- Expertise-based leadership roles at all levels.
- Partners-in-Mission entrusted with resources & finances to continue & animate the mission/ministries.

Where am I in this continuum?



Sr Jane Nway Nway Ei



Where am I in this continuum?



Cecilia Ee



Where are we in this continuum?



Sr Salomi Cruz



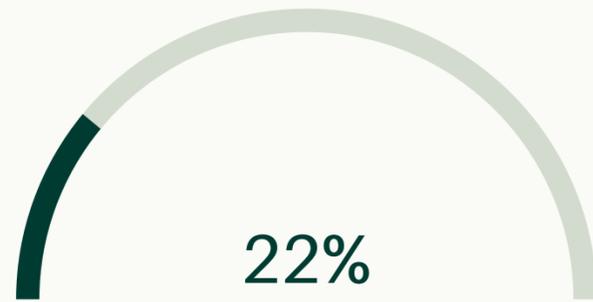


Joyous voices

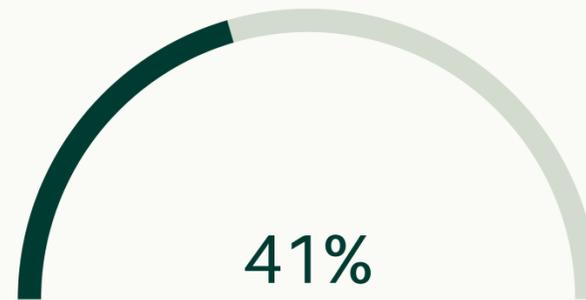
Because everything is for the mission!

Where am I in this continuum?

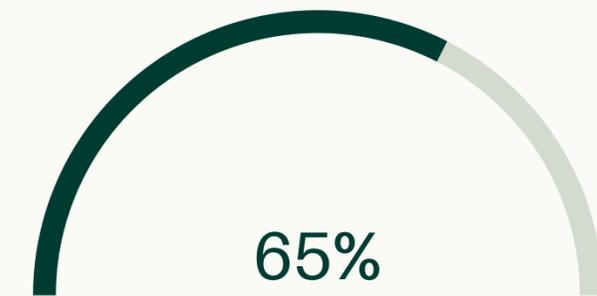
<https://www.menti.com/j5uneywe2p>



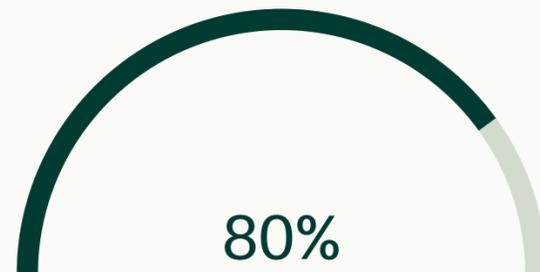
1) minimal engagement?



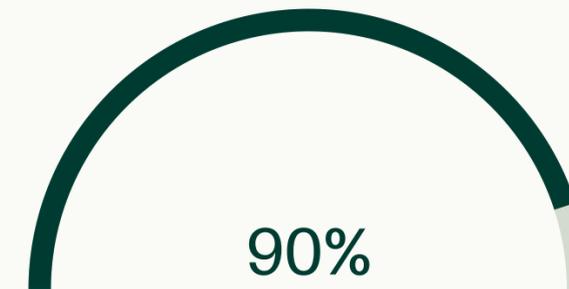
2) movement towards
engaging partners in mission?



3) middle space - feeling and/or
barriers that bock moving forward?



4) full commitment to
partnership-for-mission?



5) full engagement of
partners-in-mission?



RECOMMENDATIONS



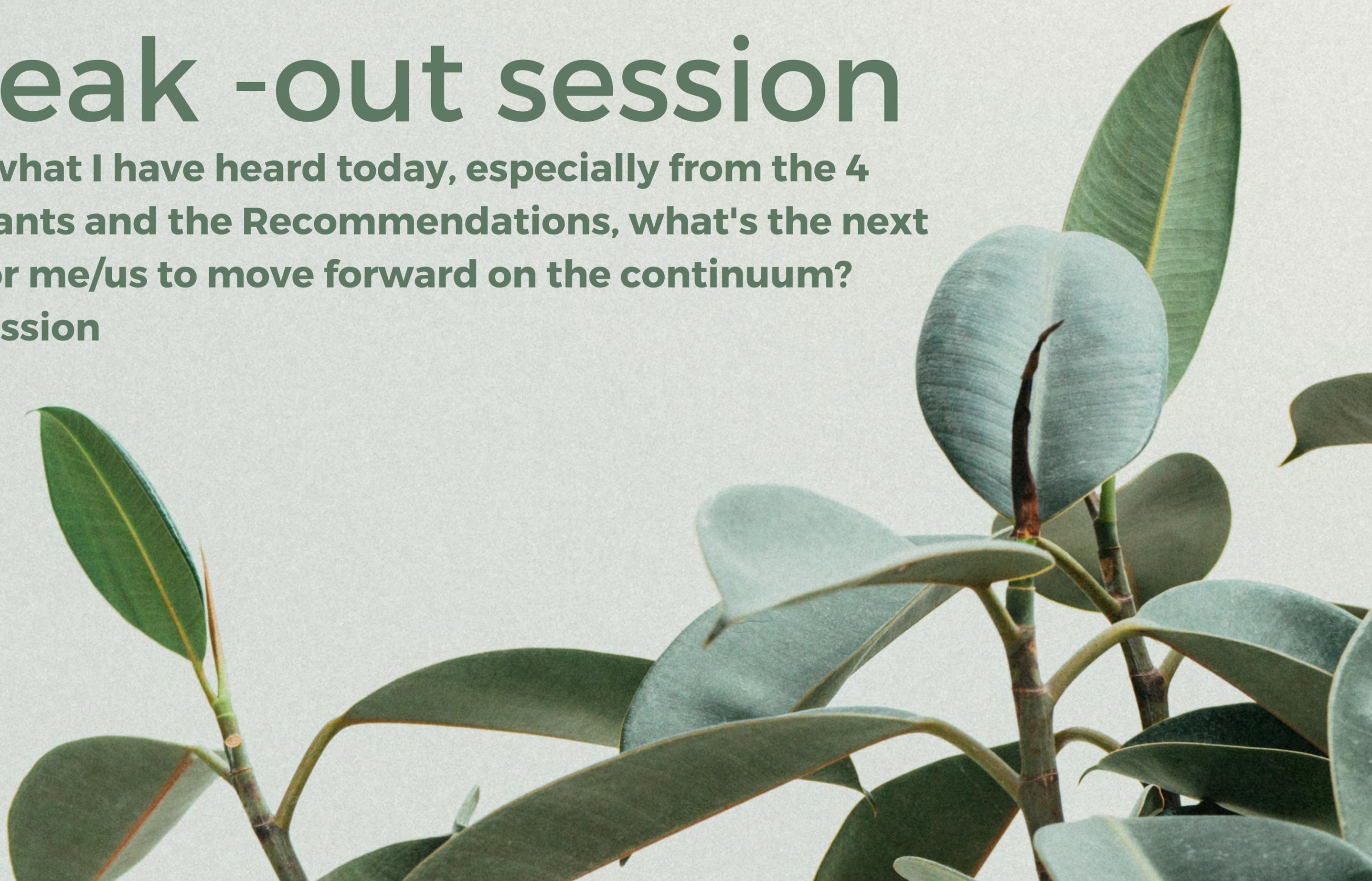
1. Address blocks and resistance to full engagement of Partners-in-Mission.
2. Develop a Global Congregational Culture that embodies mission and values that is used consistently across all Units.
3. Courageous honesty calls us to question our traditions and norms that no longer serve.
4. Review and evaluate current structures to ensure relevance in today's global reality.
5. Capacity building of leaders, formators and Partners-in-Mission to give life to the Congregational Culture; deepen inter-personal relationship skills and provide ongoing formation for mission.
6. Restructure the way we implement Chapter Directions and other recommendations, using a Regional approach.
7. Improve communication methods and structures to promote transparency, inclusion and accountability.
8. Address passive non-cooperation of some Units and work towards resolution.
9. Use inclusive language across the Congregation, such as Partners-in-Mission etc.

RECOMMENDATIONS

Break -out session

From what I have heard today, especially from the 4 Quadrants and the Recommendations, what's the next step for me/us to move forward on the continuum?

- Discussion



Which Quadrant do I need to start?

<https://www.menti.com/rhtggedp9j>

Which Quadrant needs more attention in my Unit?

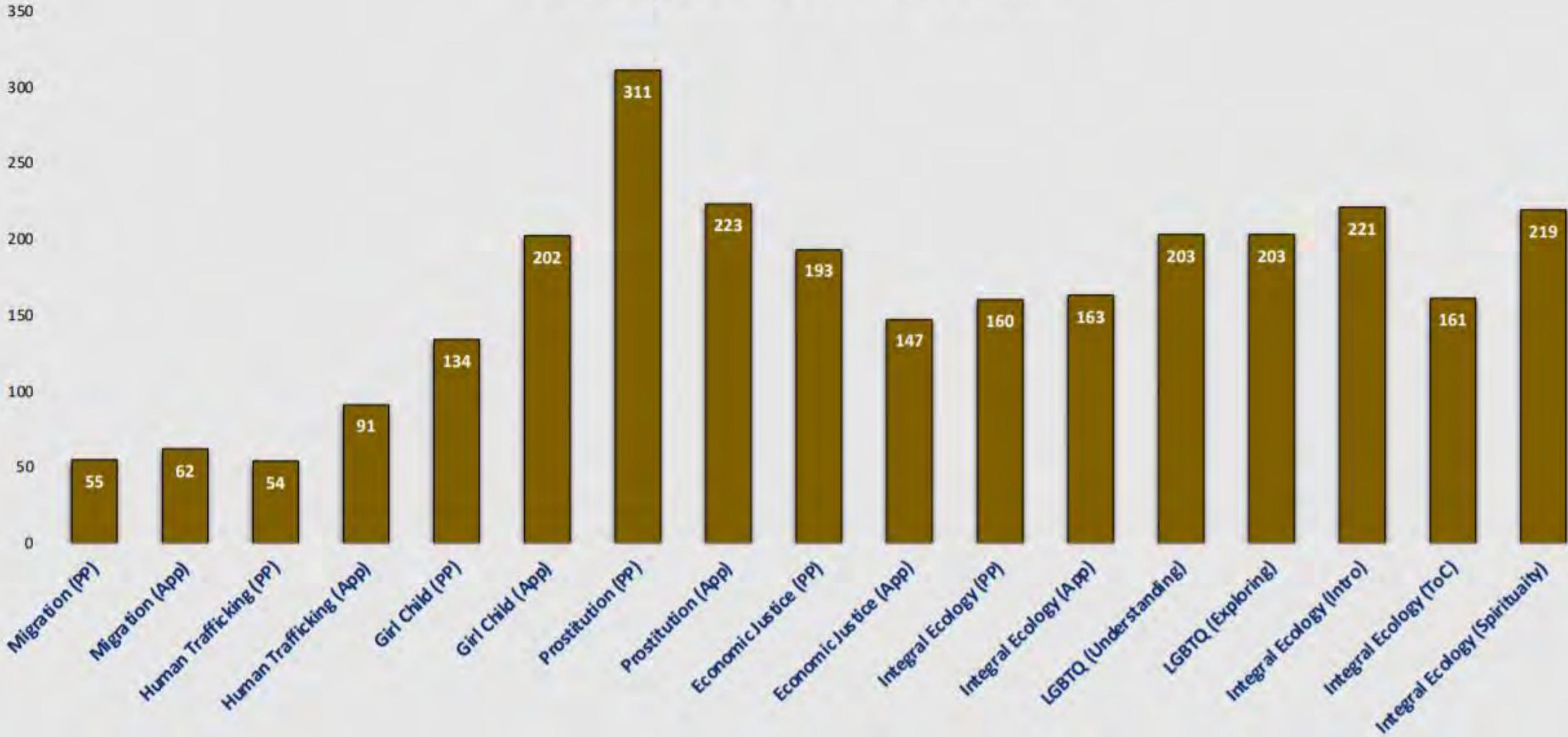
<https://www.menti.com/bmdrvlaqqb>

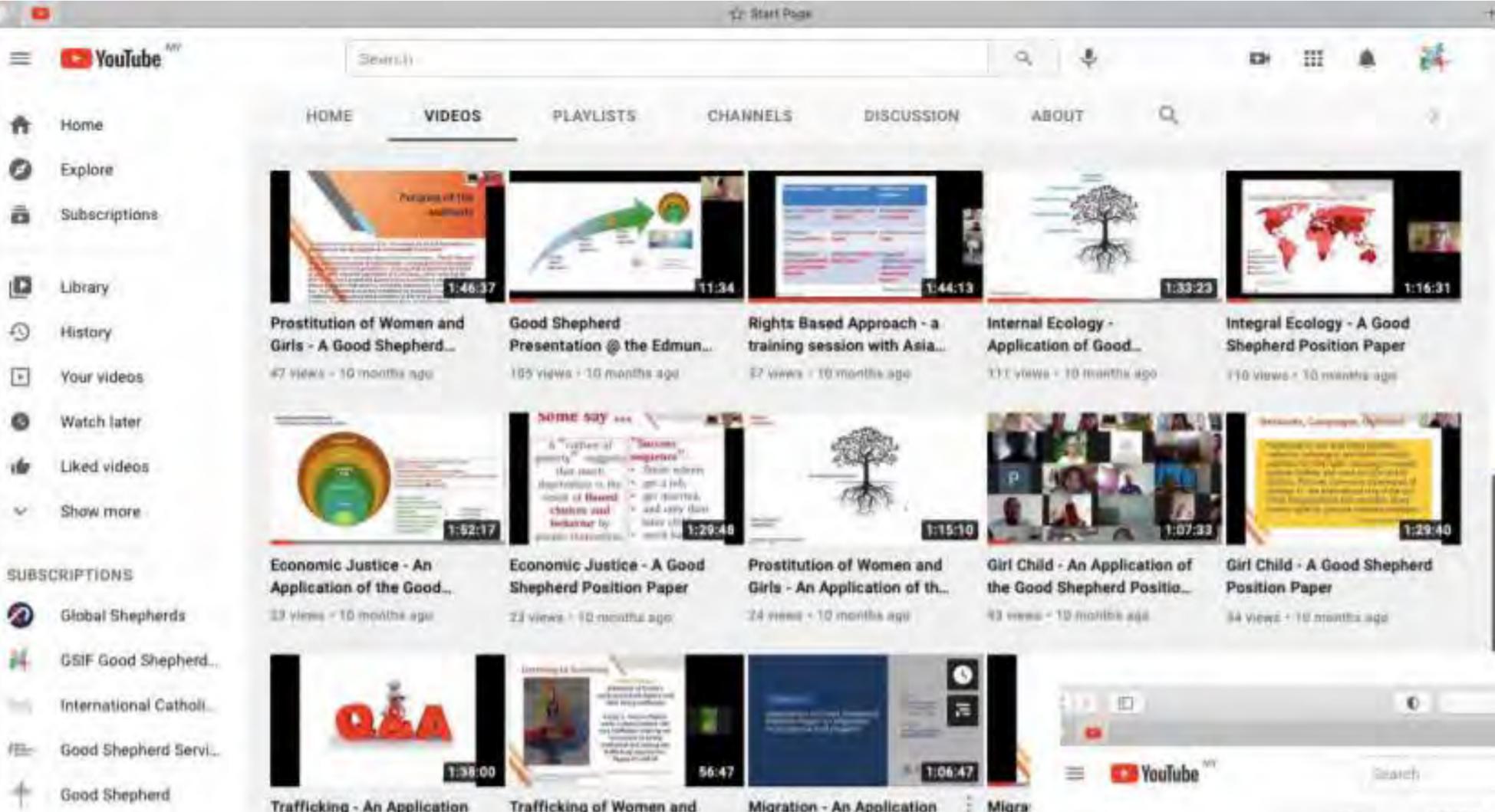




Formation

Participation At AP Webinars

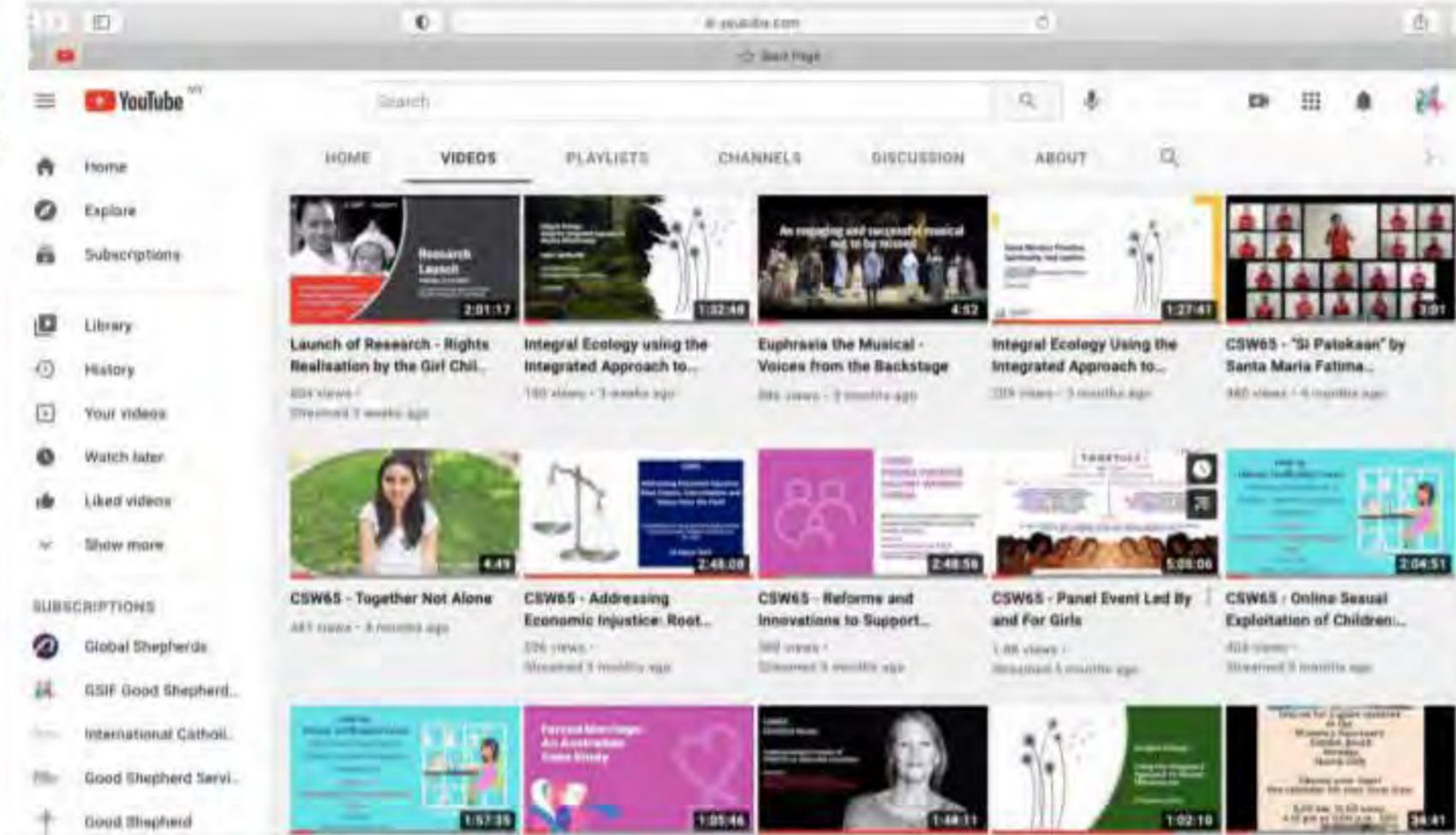




GS Position Papers (plus LGBTQ+)

Integral Ecology using Integrated Approach (all sessions) – Theory of Change | Spirituality | Partnership - Co-responsibility & Formation

Rights Based Approach | IDG 2020 | CSW65 | Launch of Girl Rights Research

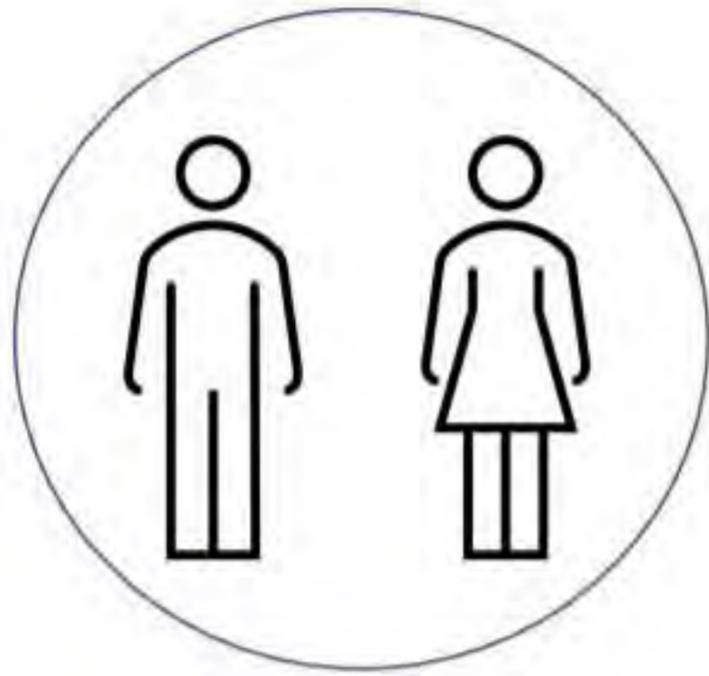




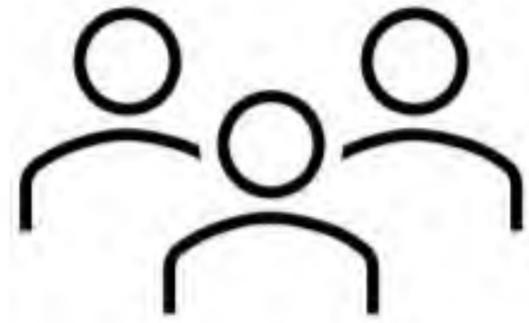
- Personal enrichment sessions
- Personality tests (MBTI, Enneagram etc.)
- Retreats (sisters / lay)
- Talks (Brother Pinto, etc.)
- Chapter Processes
- Etc....

- Congregational Formation materials | Position Papers
- Church materials
- Tertiary Education | Professional Development
- Mission Enrichment sessions
- Etc...





+



**MISSION
EFFECTIVENESS**

1

- **Where am I** in the process of change?
- Am I **convinced** about the change?
- What is happening **within me** in my area of responsibility?
- Is there **congruence** in my thinking and my feeling? Is there resistance within me?
- How am I in **sharing space** with partners-in-mission and vice versa?

- What are the **current realities** of the communities / workplaces? Where are they with regards to the restructure?
- What will it take for the communities / workplaces to make the **mindset shifts**?
- What will it look like of the **communities / workplaces are relating** well?
- How will **safe spaces be created** for the transition to happen?

3

Individual



Collective

2

- Do I have **the skills** in my area of responsibility? What are the skills that I need the most?
- What **training** will I need to lead the process of change?
- What do I need to **re-learn**?

- What are the **changes** that need to be done to province / ministry **governance structures** to enable the full implementation of the Province Direction Statements / Strategic Plans?
- What new policies and practices need to be in place?

4

Individual

1. Spiritual - Psychological

Concerned with changing one's own sense of identity

Broad change theory: It's all a question of individual perceptions and capacity

Focus:

- Deepening self awareness
- Developing knowledge, skills, competencies
- Describing one's assumptions, values, mindsets, beliefs

Methods:

- Meditation and contemplation
- Personal reflection and inquiry
- Personal development through sessions, reading, mentorship, coaching

3. Social and Cultural

Concerned with collective values of fairness and justice

Broad change theory: It's all a question of collective values and beliefs

Focus:

- Collective goals and aspirations
- Underlying values and beliefs
- Implicit 'rules' and assumptions
- Discourse, language
- Shared stories, culture, symbols

Methods:

- Collective goal setting and strategy creation
- Group encounters / retreats for exploration
- Developing value statements and processes for actualisation

2. Interpersonal

Concerned with changing one's own behaviours in interaction with others

Broad change theory: It's all a question of how individuals interact

Focus:

- Showing trust, respect, mutual understanding
- Shifting behaviours to demonstrate interdependence
- Reaching conciliation of interpersonal differences

Methods:

- Diversity training
- Learning journeys into other people's worlds
- Mediation and negotiations training

4. Structural and Systemic

Concerned with governance, decision - making processes and institutions

Broad change theory: It's all a question of processes, institutions and power

Focus:

- Policies, legislation
- Institutions, procedures
- Allocation of resources

Methods:

- Organizational design
- Building structures, systems, agreements, frameworks
- Workflow
- Policies and procedures



Collective

I
n
t
e
r
n
a
l

E
x
t
e
r
n
a
l

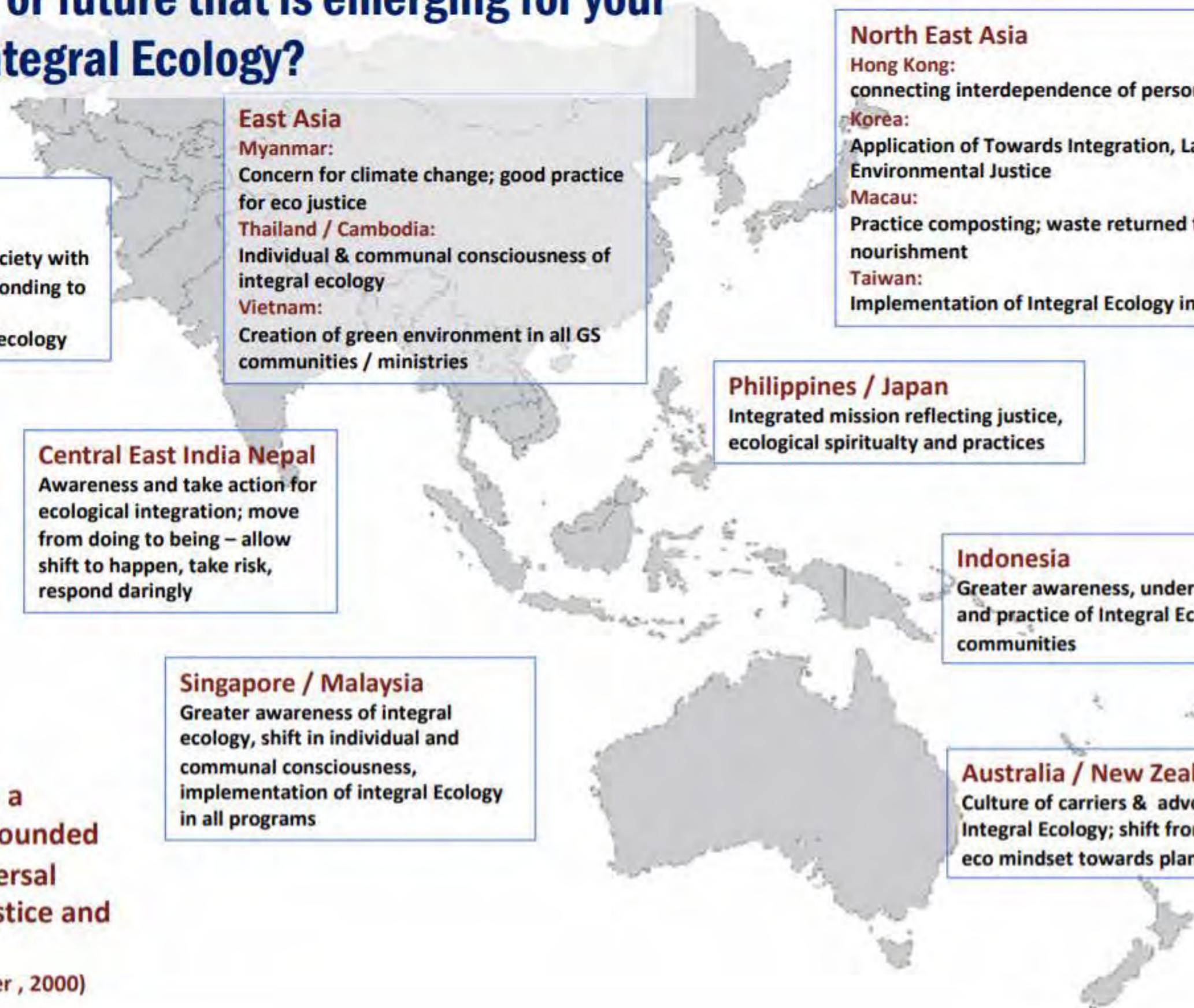


**Sr. Josita Corera,
Congregational Link
for Formation**

What next?



What is the change or future that is emerging for your country / unit on Integral Ecology?



Sri Lanka / Pakistan
Sri Lanka:
Healthy, joyful & harmonious society with our common home – Earth; responding to environmental crisis in country
Pakistan: Awareness of integral ecology

East Asia
Myanmar:
Concern for climate change; good practice for eco justice
Thailand / Cambodia:
Individual & communal consciousness of integral ecology
Vietnam:
Creation of green environment in all GS communities / ministries

North East Asia
Hong Kong:
connecting interdependence of persons and nature
Korea:
Application of Towards Integration, Laudato Si, Environmental Justice
Macau:
Practice composting; waste returned to the soil as nourishment
Taiwan:
Implementation of Integral Ecology in programs

South West India
Integrated approach to address social injustice; ego to eco consciousness; 'Save Ecology Concept'; care & protect common home

Central East India Nepal
Awareness and take action for ecological integration; move from doing to being – allow shift to happen, take risk, respond daringly

Philippines / Japan
Integrated mission reflecting justice, ecological spirituality and practices

Indonesia
Greater awareness, understanding and practice of Integral Ecology in all communities

Singapore / Malaysia
Greater awareness of integral ecology, shift in individual and communal consciousness, implementation of integral Ecology in all programs

Australia / New Zealand
Culture of carriers & advocates for Integral Ecology; shift from ego to eco mindset towards planet earth

Asia Pacific
Join together to bring forth a sustainable global society founded on respect for nature, universal human rights, economic justice and a culture of peace
(quotes excerpted from Earth Charter , 2000)

Share Our Stories...

When: 27 January 2022

Time: 11am M'sian time



**LET'S DO OUR PART TO
CO-CREATE THE FUTURE**

LET'S GO OUT AND DO SOMETHING GOOD---
YOU, ME , WE CAN WORK TOGETHER

