

Full Engagement of Partnership

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.

We define 'Partners-in-Mission' as all who choose to accept co-responsibility and seek to work collaboratively to forward the mission.

We are compelled to implement the 2015 Congregational Chapter Directive: "that the CLT establishes an international working group to pursue the full engagement of partners." We offer you the following, as an inspiration to guide you in your ongoing conversations on Mission Partnership.

Principles of Full Engagement of Partnership

- 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.
- We understand that 'vocation for mission' is shared by anyone who feels drawn to accept co-responsibility for fulfilling it.
- We ensure that the OLCGS charism, values and heritage remain at the heart of the mission.
- Partnership is mission-centric and values-based.

Guidelines that Support Full Engagement of Partnership

- We invite and engage all who share life-giving beliefs through our mission and values.
- We move together on a transformational journey; embracing an expanded and evolving understanding of our mission relevant to our times.
- We provide adequate orientation and leadership needed to equip people to work in a partnership model for the mission.
- We encourage participation, inclusion and transparency in our work.
- We work from our core values in a consistent way and hold ourselves accountable for our actions and behaviors.
- We learn and struggle together and tend to the health of relationships.
- We see conflict and tension as opportunities for growth and creativity.

CONTINUUM ON FULL ENGAGEMENT OF PARTNERS-IN-MISSION REFLECTION

Use this as an ongoing guide, to assess where your unit is at and to create an action plan to move toward full engagement of Partners-in-Mission.

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 lives 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>

OUR CORE VALUES INCLUDE

- Dignity
- Compassion and Mercy
- Zeal/Responsiveness
- Reconciliation
- Justice/Inclusion
- Transparency and Accountability

CONGREGATION OF OUR LADY OF CHARITY OF THE GOOD SHEPHERD



JUNE 2019

Report of the International Committees to Implement the 30th Congregational Direction Statement

Zeal calls us to Respond

IC members: Maureen McGowan, Digna Maria Rivas, Elaine Basinger, Emilliana Njeru, Catherine Condon, Jason Furtado, Nancy Fritsche Eagan, Bridget Pally (CLT), Zeha Oosthuizen (CLT).

IC Community for Mission members: Andrea MacEachen, Bob Interbartolo, Digna Maria Rivas, Karima Tamer Kendy, Maureen Johnson, Maureen McGowan, Sheila Murphy, Eunan Lawrence.

IC Formation members: Elaine Basinger, Emilliana Njeru, Frances Lynch, Marlene Acosta, Raquel Toledo Puebla, Salomi Cruz.

IC Partnership members: Barbara Beasley, Catherine Condon, Florence Mutono Kisilu, Hubert Janssen, Jason Furtado, Luz Marina Enriquez Gomez, Nancy Fritsche Eagan.

Facilitator: Maureen Jenkins

COMMITTEE MEMBERS

Partners-in-Mission are staff, volunteers, benefactors, board members, associates, companions, etc., who choose to accept co-responsibility to work collaboratively to forward the mission.

Mission refers to the stand for justice we take in the world in our work – currently expressed for our times as 'We see a world permeated by God's love, where justice and human rights support the dignity of every person, girl, woman and child. We advocate to change policies that exclude and systems that dehumanize.'

A Ministry refers to a specific intervention or program. It is how we express the mission.

Charism refers to a grace or gift from God that shows itself as divine influence in a person's life, for others.

Co-responsibility refers to working together for the development, effectiveness and sustainability of the mission.

IC stands for International Committees.

ICC stands for International Coordinating Committee.

GLOSSARY OF TERMS WE ARE USING

FOLD ALONG THIS DOTTED LINE

Design: GSIF Communication Team

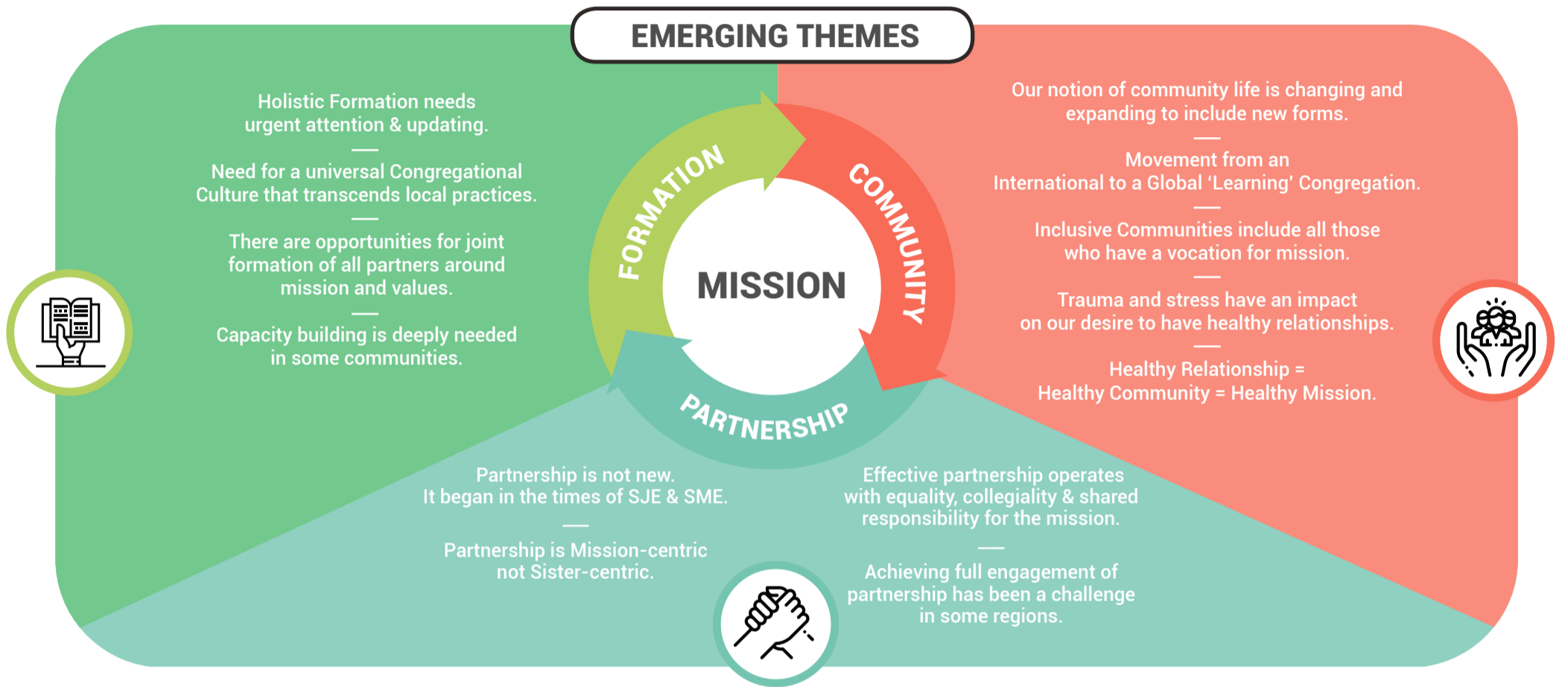
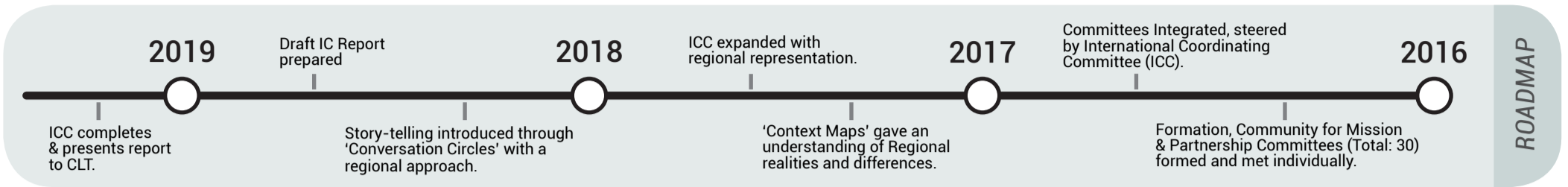


IC REPORT OF THE 30TH CONGREGATIONAL DIRECTION STATEMENT



CONGREGATION OF
OUR LADY OF CHARITY
OF THE GOOD SHEPHERD

The CLT set up three IC groups (Formation, Community for Mission & Partnership for Mission) to move the 30th Congregational Direction Statement forward in June 2016.



FOLD ALONG THIS DOTTED LINE

-
- 2017: RIMOA completed a joint formation process on accompaniment and discernment with 34 participants (Sisters and Partners-in-Mission)
 - 2018: Joint formation in Asia Pacific initiated.
 - 2018: Formation session in Angers for perpetual vows energized the Congregation.
 - 2019: Retreat in North America to collaborate on mission and values projects.
 - Eastern Central Africa Province ongoing meetings with Apostolic and Contemplative Sisters to build community.
 - 2019: The IC regional representatives met with 47 Partners-in-Mission via SKYPE, during the Columbia-Venezuela Assembly.
 - 2019: New musical 'Euphrasia' opened in Singapore-Malaysia.
 - Position papers are being discussed and translated in local units.
 - Increasing involvement of Partners-in-Mission in Unit and Congregational Chapters and are also continuing ministries where there are no sisters.

BRIGHT SPOTS

COMMITTEE CHALLENGES

-
- Group Size was too large.
 - Connecting via video conferencing with the whole committee was difficult.
 - Met only once a year.
 - IC workflow disrupted when CCPC was formed.
 - English was not the common link-language of communication.

GENERAL CHALLENGES

- How to involve the Contemplative Sisters?
- How do we heal and move ahead from the realities of Church / Congregational enquiries?
- How to address unresolved reunification resentments that surfaced during conversations?
- How to address the unresponsiveness in some Units to the Congregational call for participation?

CHALLENGES

-
- Address blocks and resistance to full engagement of Partners-in-Mission.
 - Develop a Global Congregational Culture that embodies mission and values that is used consistently across all Units.
 - Courageous honesty calls us to question our traditions and norms that no longer serve.
 - Review and evaluate current structures to ensure relevance in today's global reality.
 - 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.
 - Restructure the way we implement Chapter Directions and other recommendations, using a Regional approach.
 - Improve communication methods and structures to promote transparency, inclusion and accountability.
 - Address passive non-cooperation of some Units and work towards resolution.
 - Use inclusive language across the Congregation, such as Partners-in-Mission etc.

RECOMMENDATIONS