

Leadership Reflections and Our Communal Response

Reflections of our Journey since Chapter 2021

These are our reflections, what are yours...

In-House

Kathy Maire

Table 1

Gwen

These are some of my hopes for our future. What are yours?

A report of accomplishments, not a reflection on her experience of working as part of the Leadership Team. A defense of CARE as if it needed a defense. Sisters were hoping for a sharing of relationships among team members, frustrations, struggles, what her hopes were for future leadership.

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

Issue of marginalization and isolation needs to be considered in the composition of the Leadership Team.

Need for open communication within leadership team and with the entire congregation.

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

Melissa

I want to know going forward, what it means for us, to strengthen our common heart, our *Franciscan Heart*, in the midst of our diversity.

Need to recognize and repent sin of US domination.

Need to be more inclusive and utilize the gifts and talents of sisters in each region and not repeat past mistakes.

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

Need to develop a process of Congregational grieving together for loss of our sisters, ministries, and places we consider sacred.

Need for transparency and timely communication on the part of the Congregational leadership with the entire Congregation.

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These are our reflections, what are yours...

United States

Rosemary Higgins

Gwen

These are some of my hopes for our future. What are yours?

Searching for new ways of facing these new realities.

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

*We need to work on physical and alternate forms of presence.

*How are we perceiving other in actions and words.

*Importance of intentional communication.

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

*If you are in a roll, you must be conscious of the responsibilities and consequences.

Melissa

I want to know going forward, what it means for us, to strengthen our common heart, our *Franciscan Heart*, in the midst of our diversity.

*There is a need to focus on appreciating differences. It seems to be a very important aspect.

*Need to get to know each other. Through that knowledge, we will break down barriers.

*We need to grow in recognizing that what is good for me is not necessarily good for the whole.

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

*We are to become a community of consecrated women united in our charism and gifted in our diversity.

*To focus on living the Franciscan charism more intensely within the wounded world by attending to the needs that arise.

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In-House

Constance Chen

Table Table 6

Gwen

These are some of my hopes for our future. What are yours?

In the midst of the pandemic, CARE provided the avenue for helping the Leadership team to organize themselves, improve communication, and interpersonal skills. Gwen gave an excellent background presentation of the historical growth of the development of the team.

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

Perhaps, the team could live in close geographical proximity for more effective interaction and interpersonal communication. As a result of CARE, distant communication and understanding have improved.

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

Melissa

I want to know going forward, what it means for us, to strengthen our common heart, our *Franciscan Heart*, in the midst of our diversity.

Having a Franciscan heart is a sense of belonging, equality, a presence to one another, listening and empathizing with one another.

In reference to U.S. domination, there is the realization that we have the same Franciscan heart, the need to strengthen our diversity, and to speak up for what we believe.

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

What we are to become is a work in progress. It is a call for transformation. However, what we will become is yet unknown. It is a leap of faith.

We can be a prophetic voice in the world, a presence of the divine, being open to the spirit to lead us, and when all is said and done, we believe that it is TO LOVE.

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In-House

Pat Klemm

Table #3

Gwen

These are some of my hopes for our future. What are yours?

That we expand lay leadership.

Recover our voices.

Continue to have honest and open conversations.

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

Slow down - time is needed for deep conversations with reflection.

Look at different leadership styles that are more inclusive and take the pressure off of congregational Leadership.

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

Take individual personal initiative for communication.

Melissa

I want to know going forward, what it means for us, to strengthen our common heart, our *Franciscan Heart*, in the midst of our diversity.

Stay in the process of openness - celebrate diversity rather than tolerate it.
Let go of attitudes of 'colonization' or 'missionary' work to our sisters in non-US countries.

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

We want to be our best selves - Gospel women.
Become more sensitive and self-aware re our attitudes, etc.
Allow grace to support our grieving.
Live lives of passion, presence, and purpose.
Be the compassionate presence of Christ.

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In-House

Carole Ann Hoppe

Table 9

Gwen

These are some of my hopes for our future. What are yours?

Our hope is to continue to integrate CARE skills.

Our hope is to develop processes to vet and support partners in mission.

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

Small groups need to find ways to communicate

Practice with technology

Cards, notes, letters, email messages, phone calls

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

Courage, honesty, transparency, immediacy are important to strengthen our connections

Melissa

I want to know going forward, what it means for us, to strengthen our common heart, our *Franciscan Heart*, in the midst of our diversity.

Willingness to be open and vulnerable and stay in the conversation
Self-awareness and mutual responsibility

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

We are to become and share our authentic selves
Be mutual supports in utilizing the CARE skills

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In-House

Helen Roberts

Table

Gwen

These are some of my hopes for our future. What are yours?

We become people of interior conversion with discovering new realities.

Our sponsored ministries are more independent,

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

The newness of virtual communication is making our communication easier,

I have made many learnings from being left to own devices and not seeking help or clarification,

We need to learn to, ENCOURAGE ENGAGE and EMPOWER

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

By being present in all conversations and speaking with integrity,

Melissa

I want to know going forward, what it means for us, to strengthen our common heart, our *Franciscan Heart*, in the midst of our diversity.

The essence of affirmation is loving confrontation. Getting to the heart of the matter takes humility.

My journey of discovery was learning to embrace interculturality.

The confrontation with another Sister opened my eyes to reality and my heart to acceptance.

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

Inclusion of all countries and all sisters. Our first call to our life, our charism.

My question is What are we truly seeking?

The importance of grieving and grieving together.

Engage in conversations and keep moving forward. Choose life!

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Gwen

These are some of my hopes for our future. What are yours?

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

Melissa

I want to know going forward, what it means for us, to strengthen our common heart, our *Franciscan Heart*, in the midst of our diversity.

In order with the otherer to strengthen our common heart we need to have humility, understand the persons reality and to have compassion with the other person and suffer together.

To keep searching to know yourself and others in a new way.

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

We need to a become more generous, compassionate and forgiving, nonjudgemental person in order to be a presence to one another especially when an immediate need arises.

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In-House

Barbara Bartkowiak

Table 10

Gwen

These are some of my hopes for our future. What are yours?

It was good to hear of the 9 new projects that the sisters have experiences in the last 3 years. May more projects come forth with the help of the Spirit.

We need to continue the intimate sharing that we have started with each other into our future.

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

We suggest key regional meetings of leadership to continue. Real presence helps us to bond and understand the gifts and needs of the community.

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

We need real presence but must continue the use of technology. Perhaps a company can assist us in improving our skills. We need to improve the communication accessibility that we have.

Melissa

I want to know going forward, what it means for us, to strengthen our common heart, our *Franciscan Heart*, in the midst of our diversity.

We agree with the term "We have more in common than different". Franciscan share the same values for living out the gospel message with each other and with those we serve. In the past we were the dominant country however we have changed and need to continue to respect the voice of all our sisters.

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

Can we continue to swim together in grief, in loss, and in service through sharing intimately with each other?

In life and in our ministries, we need to have close relationships with each other.

We may be called to merge, partner, or join other Franciscan Congregations to continue our Franciscan call.

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In-House

Teresita DeSouza

Table Table #7

Gwen

These are some of my hopes for our future. What are yours?

Gwen's presentation was honest, open and expressed her feeling, especially that of trying to reclaim her voice.

Our hope coincides with hers--- that we integrate CARE skills in our relationships as we go forward.

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

Jo was very honest, and vulnerable in a good sense.

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

Apply techniques and skills from CARE especially that of Confrontation to the Leadership Team.

For the leadership to become mor involved in empowering Associates, partners in mission.

Melissa

I want to know going forward, what it means for us, to strengthen our common heart, our *Franciscan Heart*, in the midst of our diversity.

All of us have had experience of interculturality. It has broadened us, yet we have much to learn--openness, courage, change and accept one another as we are. As we go forward and into Chapter and the future, new learning of inculturation is important..focus on our common gifts etc.

walk in the path with new eyes.

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

Live our lives in our humanness together. Emerge together in our love.

Grieving together, as community and world..there are many levels of grieving... choose life.

Do not be closed in on self..have a world view.

Margaret Magee displays an energy and enthusiasm which enables her in her ministry of leadership.

Additionally, the Table has a positive outlook... there is no indication.. there is no indication that we are dying...

Choose to live.. not to die.

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United States

Dolores O'Brien

Table 2

Gwen

These are some of my hopes for our future. What are yours?

Sharing about the change in Leadership style was informative

Relationships deepen thru sharing deeply our life.

That we would let go of the fears we have and find our voice

Open to laity involvement

Open to differences

Invitation to be open to surprises

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

We admire Jo's Courage and honesty in speaking her truth.

Being more aware of Sisters where there are no physical communities nearby.

Utilize more fully what is available to us to improve communications. Ex. Allegany Newsletter, Congregation letters.

Cele

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

Included above

Melissa

I want to know going forward, what it means for us, to strengthen our common heart, our *Franciscan Heart*, in the midst of our diversity.

Need for sensitivity and dialogue especially in regard to dominance

Stay in the struggle with hard conversations with a sincere desire to work out the nature of the conversation.

Need to be active listeners focused on being more tolerant and collaborative

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

We are to become God's love in the world.

We have to make a conscious effort to continue to be Women of Hope

Our roots have been to respond to the needs of the time as exemplified in the life of Mother Teresa and Fr. Pamphilo,

We need to go back to the Gospel, recover our talents to love, to forgive, to reconcile.

We need to let go of whatever it is that holds me back from being God's love

We've always done what was ours to do and we will continue to do so "To be and to witness"

Important to listen

Paramount is sharing our presence

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United States

Mary Lou Lafferty

Table 12

Gwen

These are some of my hopes for our future. What are yours?

*That we are made aware of the works/decisions/successes of CL on a more timely basis and, that our insights are requested.

*Communication to the entire Congregation is essential.

*Our prayerful support would be beneficial throughout CL decision-making processes.

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

*Appreciate Jo's transparency

*Regardless of geographical spread communication within CL and, in turn, out to Members is essential for connectedness and unity.

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

*Listening, inclusion and communication are essentials

*Communication, Communication, Communication

Melissa

I want to know going forward, what it means for us, to strengthen our common heart, our *Franciscan Heart*, in the midst of our diversity.

*Increased awareness to celebrate and honor our differences.

*Be aware of our "mutuality" as FSA on our journey of transformation.

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

*Be our best selves, so as to give to others, which then returns to God.

*Deepen our Evangelical (communal) Life, so as to spread our Franciscan Spirituality to all whom we meet.

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United States

Bernadette Schuler

Table US breakout group on zoom

Gwen

These are some of my hopes for our future. What are yours?

Jo

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How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

Melissa

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Margaret

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We believe we are looking at a future together trusting that God will lead us as long as we are open and committed. From the song, we affirm: "It's not what we do but how we do it"

We will do it TOGETHER,

using the CARE skills to come to deeper understandings. We desire to participate in processes and decisions.

We acknowledge that visioning is needed which entails our letting go, which takes time and engagement of each sister. By TOGETHER, we mean partnering with others and becoming even more a loving presence, spreading our Franciscan joy, spirituality and charism/mission.

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Gwen

These are some of my hopes for our future. What are yours?

Jo

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Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

We are called to be presence. Ministry or work is not the major focus, as in the past.
Presence promotes mission.
Cure the wounds so we can work in unity, facilitating community to help others.
Visibility is very important, outside the house.
Let things die to allow new birth.

Leadership Reflections and Our Communal Response

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These are our reflections, what are yours...

In-House

Avril Chin Fatt

Table Table 4

Gwen

These are some of my hopes for our future. What are yours?

Question too open-ended and broad.

Engage laity and encourage them to participate more actively.

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

Grateful for Jo's honesty in voicing what is and has been. Took courage.

Will take extra effort to connect to the various entities in order to remain engaged and able to empower one another.

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

Determine ways we can better communicate at all levels so that we feel our voices are heard and that we feel involved and of value.

Lessons learned? Evaluate style of leadership midway in term and if not working then change and adapt style of leadership.

Melissa

I want to know going forward, what it means for us, to strengthen our common heart, our *Franciscan Heart*, in the midst of our diversity.

Appreciate Melissa saying how the CARE skills re loving confrontation allowed her to grow. Melissa's example with Marinez triggered past unresolved hurts in some members that now need to be addressed.

Also raises our consciousness in understanding and appreciating the richness of our various cultures, beliefs and practices in accepting our diversity. Valuing such richness makes us stronger. For some, it is the lack of the personal connection with those from other countries that hinders understanding.

Our common Franciscan heart is the glue that holds us together.

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

We continue to be Franciscan women of hope, witnessing to God's love and goodness , with all with whom we come in contact.

We believe we should immerse ourselves more deeply in our Franciscan spirituality, sharing and journeying together. Meeting in our groups/clusters to share and discuss on issues of importance to our Congregation. Engage with one another, continuing the journey of conversion and reconciliation.

Our heritage is rich in Franciscan spirit and charism. In living a life of prayer and listening to God, personally and communally, God will guide and direct our journey.

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United States

Bernadette Schuler

Table US breakout group on Melissa's talk

Gwen

These are some of my hopes for our future. What are yours?

Jo

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Melissa

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We thought in some ways we had moved beyond the US dominance, yet also saw it as superficially. We learned from Alba's experience of both difficult encounters, and also positive experiences with FSA in all cultures.

We acknowledged that we need to continue to use the skills to talk things through and come to better understanding of both cultural and personality/behavioral differences and attitudes. Look at prejudice again.

Margaret

And so, as I conclude this reflection I leave us with the question. Who are we to become and what is ours to do?

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Gwen

These are some of my hopes for our future. What are yours?

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Margaret

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Gratitude for Melissa's sharing her experience openly.

We can't change if we are not aware. Be open, listen & challenge with loving confrontation.

Get to know one another in order to respect.

Need to raise consciousness. Speak out and challenge when we experience disrespect and others being devalued.

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In-House

Margaret Magee

Table 13

Gwen

These are some of my hopes for our future. What are yours?

JA association took many years in to develop. Finally it is moving.

Need to be open, individually & communally, to the laity to be with us

Continue to educate laity & associates in Padua & CARE. Include sisters who are willing to engage more with laity.

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

It is a gift for Jo to share her vulnerability.

Focus on personal connections, sharing ourselves and getting to know each other better.

Need to look at the reality of leadership responsibilities, especially in terms of age & physical abilities.

Don't rely

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

Melissa

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In-House

Helen Roberts

Table 5

Gwen

These are some of my hopes for our future. What are yours?

Empower Partners in Mission and Associates to carry on the mission and charism.

Open to transformation with new hope for the future.

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

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In-House

Mary Ellen Tucker

Table

Gwen

These are some of my hopes for our future. What are yours?

To grow our relationship with the laity in order to keep them involved in our mission.

Jo

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How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

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United States
Dolores O'Brien
Table

Gwen

These are some of my hopes for our future. What are yours?

We moving toward the future.

We are open to the different or differences (e.g. the Jamaican Leadership model)

We are open to laity

We will continue to dwell in God's heart and manifest God's love in the world

We need to continue the work of growth and development about our relationships with each other. We enhance our trust with each other and do the best we can for each other.

Jo

How can we strengthen our sense of connectedness and unity when, because of our geographical spread or other circumstances, we cannot gather in person?

How will we as leaders, members, associates and partners in mission, mutually encourage, engage, and empower one another?

Melissa

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