

Lay Leadership Orientation

August 2020



Agenda

- Welcome
- Prayer and Introductions
- Pax Christi Catholic Community
- Our Call to Serve
- Lay Leadership
- Accountabilities
- Effective Meetings
- Strategic Plan
- Stewardship as a Way of Life
- Communications and The Leadership Tool Box
- Closing Prayer

A Prayer for All Good Gifts **Adapted from Macrina Wiederkehr,** ***Seasons of Your Heart***

Jesus, giver of all good gifts
On this barefoot journey
We stand in constant need of foot washing
Carrying your promise in our hearts
Pilgrims that we are, we plead for help along the way:

For the gift of *vision*
that we may see with heaven's eyes
So that people will be safe in our presence.
Give us your vision.

For the gift of *conviction*
that we become the song of the gospel
Your word made flesh in us
Give us your conviction.

For the gift of *compassion*
that we may always be a healing presence
bending low to wash feet and touch wounds
Give us your compassion.



A Prayer for All Good Gifts

For the gift of *poverty*
That we may be at home with emptiness,
A willing space for God.

Give us your poverty.

For the gift of *stability*
that we may be able to stay with the gospel
in times of discouragement.

Give us your stability.

For the gift of *hope*
that we may stand on tiptoe with the whole world
waiting for rebirth, growth, completion.

Give us your hope.

For the gift of *reverence*
that we may hold sacred the gift of each person,
ever proclaiming the value of all creation.

Give us your reverence.

Finally, we pray for the *grace*
to recognize each gift as it is given, receive it as a gift
and acknowledge it as ours to give away.

Give us your own self-giving.



Pax Christi Catholic Community

- Pax Christi was founded in 1981
- **Welcomes All** to Joyfully Experience God's Love and Mercy.
- Stewards a 25- acre campus with a sanctuary, chapel, gym, nursery, kitchen (2), classrooms, sacred art, walking paths, labyrinth, St. Francis Shrine, pollinator habitat, and solar panels.
- Offers almost 200 dynamic ministries.



Pax Christi Core Values

- We are called through baptism to be **Disciples**, and to work with moral imagination to heal the world.
- We **Welcome All**.
- We are a **Belonging** and **Believing** community.
- We are **Christ-centered**.
- We work for **Justice**.
- We accompany and are **Inclusive**.
- **We believe in Stewardship as a Way of Life**.
- We use a **Lay Leadership Model**.
- We engage in **Lifelong Learning** and **Spiritual Growth**.



Principles of Christian Hospitality



Welcome and Invite: All Are Welcome

Accept and Include: We accept and include all people as a gift and without judgement

Share, Love, Grow: Together we share, love, and grow by creating genuine relationships with all in our faith community

“Hospitality is a spiritual practice and spirituality and spirituality is about relationships”

Christ
is
Alive!
pax christi catholic community

Servant Leadership

- The servant leader is servant first, rather than leader first.
- A servant leader makes certain that other people's highest needs are being served.
- A servant leader is a coach and a teacher, helping those served to grow as persons, become healthier, wiser, freer, more autonomous, and more likely themselves to become servants.
- A servant leader is compassionate and sees the effect of actions on the least privileged in society.
- A servant leader exhibits integrity at all times.

"Whoever wishes to become great among you must be your servant, and whoever wishes to be first among you must become slave of all."

Mark 10:42-44



The Lay Leadership Model: The Role of the Pastor and the Councils

- The pastor is responsible to and for the parish community.
- The pastor consults the Community Council. As Archbishop Hebda stated at the Installation of Fr. Mike while addressing the Community Council: “It is the voice of your people that will assist and counsel you as you minister to this parish. Always be attentive to the needs they express.”
- The council is *representative* in that it “makes present” the wisdom of the community.

Leadership at Pax Christi

Community Council:

- Nine (9) Ministry Council Chairs
- Three (3) members at-large
- Two (2) Trustees
- Pastor
- Parish Director

Nine Ministry Councils – Nine (9) members and a Lead Staff Person

- Arts, Campus, and Gardens
- Care and Support
- Communications
- Finance and Development
- Hospitality and Community Outreach
- Lay Leadership, Development, and Engagement
- Justice
- Life- Long Faith Formation
- Worship

We welcome our Senior High Youth to serve on our Pax Christi Councils.



Council Values

Collegiality

The decision made by the group is more valued than a decision made by an individual.

Consensus

Group consensus is a goal in all decision making.

Subsidiarity

Decision-making at the appropriate level.

Generous Listening

All members are encouraged to listen and share.



Decision-making

- Councils have a consultative-only vote. This allows the freedom for the pastor to listen to the wisdom of the Councils from their perspective while still maintaining his administrative role to the faith community.
- A pastor seeks good advice; council members deserve to have confidence in their pastor's leadership.

Community Council

- Advisory role to the pastor
- Maintains awareness of and commitment to the fulfillment of the overall parish Purpose within the Mission and Values
- Facilitates the periodic formation/revision of the Strategic Plan

Ministry Councils

- Develops the vision for a Ministry Area in collaboration with Pax Christi staff
- Provides leadership and direction to achieve the vision and plan of the Ministry Area
- Works within the parish Mission, Values, and Purpose to carry out the Strategic Plan

Accountabilities and Expectations

- Inspire and lead with the heart of a servant
- Prepare for and fully participate in monthly meetings
- Share time and talent in relevant committee work
- Make positive contributions, and work towards Pax Christi community goals, setting aside personal agendas.
- Respect confidentiality
- Participate in opportunities for ongoing formation and spiritual enrichment
- Learn about the Ministry Area – Be curious, and ask questions when more information is needed.
- Be a good steward

How We Serve

- Be a joyful disciple
- Welcome, engage, and connect with Council members, staff and the Pax Christi community
- Keep informed: Read the Pax Christi magazine, eNEWS, bulletin, and website, councils' minutes and directors' reports
- Be part of our community by joining us for Mass, attending celebrations, and events
- Invite friends, neighbors, and family to join us
- Be flexible
- Wear your council nametag at community events
- Be open-minded
- Pray for us



Learning is Essential to Leadership

- Learn the history of the Ministry Area
- Understand needs and trends in the ministry area and the staffing resources available
- Follow current trends in the community that may impact Pax Christi
- Understand best practices in other parishes or non-profits
- Listen to Pax Christi community feedback
- Study the Pax Christi Strategic Plan
- Ministry Council members must understand Pax Christi's Purpose, Mission, and Values



Staff Relationships- Lead Staff

- Non-voting member of the Ministry Council
- Key learning resource to the Ministry Council
- Acts in partnership with the Ministry Council
- Shares knowledge of Ministry Area in light of the big picture of the parish
- Actively supports collaboration among the Ministry Council members in support of Pax Christi's Purpose, Mission and Core values

Chairing Effective Meetings

Chair responsibilities:

- Pre-assign responsibilities, such as scribe (use of recommended minute-taking template)
- Set up Zoom meetings, or ask a Council member to be the host
- Prepare and distribute agenda with time allotments and pre-assigned leaders by Friday previous to meeting
- Distribute and approve last meeting minutes
- Keep meeting focused on agenda and adhere to time available
- Encourage all members of the Council to participate

Preparing for Council Meetings

Member responsibilities:

- Read Council documents and be prepared to discuss agenda topics
- Prepare and distribute committee reports
- Prepare and distribute documentation for projects or tasks that require action
- Introduce agenda items to chair **one week** prior to meeting

Effective Meetings

- Come to the meeting prepared
- Everyone participates
- Listen with respect
- Be open to new ideas
- Keep confidentiality
- All are responsible for the success of the meeting

The Updated Strategic Plan

- Purpose
- Mission Statement
- Values Statements
- Two Overarching Goals: **Belonging** and **Believing**
- Key Challenges

“Stewardship as a Way of Life”

Prayer, Service, and Generosity are three virtues of Stewardship at Pax Christi.

“A good steward receives God’s gifts gratefully, who cherishes and tends them in a responsible and accountable manner, shares them in justice and love with all, and returns them with increase to the Lord.”

Pax Christi Community Endowment Fund and Justice Grants Board

- The Pax Christi Community Endowment Fund was established in 2017 to perpetuate support for the core values, mission and ministries of the Pax Christi Catholic Community.
- These are **FOREVER GIFTS**
- The funds are managed by the Catholic Community Foundation of Minnesota (CCF).
- As the Endowment Fund grows, grants will increase for Justice and Lifelong learning.
- The Pax Christi Justice Grants Board reviews grant requests, conducts research, and awards grants.



Generosity Report and Fiscal Year

- Fiscal Year (July 1-June 30)
- The Generosity Report to the Pax Christi community is published in October.
- The Pax Christi community operates from fiscal strength because of the generosity of its members and commitment to stewardship.
- Pax Christi is committed to integrity, transparency, and best practices in all stewardship.



How we get people connected: THE SERVE

- **The SERVE** is an online tool that is designed to connect Pax Christi members with their call.
- The SERVE helps our members become engaged in our Pax Christi community and serve the broader community through Outreach.
- Pax Christi offers almost 200 diverse ministries.
- It's member-centric, simple, and easy to use.
- Offers **Immediate Needs** to respond to requests for short-term ministry needs, special events, or projects.



Communications

Communications Council Member
Introduces:

- The Leadership Toolbox
- Video Presentation premiering on August 18, 2020



Pax Christi Responds to COVID-19

- Pax Christi Leadership will continue to work with staff to determine best practices and protocols and to respond to emerging information provided by the CDC, the Minnesota Department of Health, and the Archdiocese on COVID-19.
- Pax Christi will adhere to “social distancing” and require individuals to wear masks on campus (indoors) to ensure the safety, health, and well-being of our community.
- Pax Christi Councils will meet remotely by Zoom or other teleconferencing options until it is safe to return to campus.
- Pax Christi will continue to evaluate its ministries, respond to changing conditions, and work to meet the spiritual needs of our community.





Final Announcements and Closing Prayer