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In partnership with lay, ordained, and religious leaders and organizations across all sectors of the Catholic community in the United States and Rome, Leadership Roundtable seeks to elevate and implement best practices in management and leadership to establish a culture of co-responsible, servant leadership for a healthy, thriving Church in the U.S.

> 415 Michigan Ave NE, Suite 275 Washington, DC 20017 | 202.635.5820 summit@leadershiproundtable.org leadershiproundtable.org









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Partnershi

Living Synodal Leadership: Our Call to a Unified Church

Washington, D.C.



OUR MISSION

In partnership with lay, ordained, and religious leaders and organizations across all sectors of the Catholic community in the United States and Rome, Leadership Roundtable seeks to elevate and implement best practices in management and leadership to establish a culture of co-responsible, servant leadership for a healthy, thriving Church in the U.S.



OUR 2022 CO-HOSTS

CARDINALS AND ARCHBISHOPS



Archbishop Christophe Pierre

Cardinal Blase Cupich

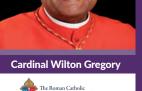
ARCHDIOCESE OF CHICAGO



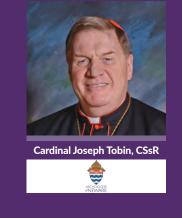


Cardinal Daniel DiNardo



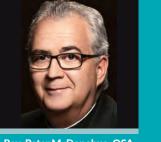






CATHOLIC HIGHER EDUCATION

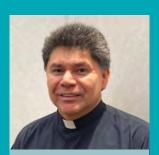




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Dear Friend,

On behalf of our co-hosts, Leadership Roundtable's board of directors, and the staff, we welcome you to the 2022 Catholic Partnership Summit!

Each year, the Catholic Partnership Summit brings together Catholic leaders to address the most pressing leadership and management challenges and opportunities of our times. This year, we answer Pope Francis' call to become a Synodal Church by focusing on a theme of **Living Synodal Leadership: Our Call to a Unified Church**.

During our time together, we will explore what it means to live synodal leadership, understand the innovative and creative approaches Catholic leaders are using to help the Church thrive, recognize the essential role of women in Church leadership and the benefits of women's leadership, and deepen our understanding of Pope Francis' call for greater unity within the body of Christ as we journey together.

For the past year, the global Catholic Church has been engaged in a Synod process of listening and discernment. Pope Francis has asked every Catholic to take part and ensure that each voice within the Church is valued and heard. We are grateful for each of you and your contributions so far to facilitate synodal discussions in your parishes and dioceses, promote co-responsible leadership, and further this Synodal work.

We hope that the discussions we will have together during these next two days will further the work you have already begun. We are eager to convene with you and create actionable recommendations for our Church to continue to heal, strengthen, and thrive.

We've compiled this program book to be a resource for you as you participate in the 2022 Catholic Partnership Summit. In this book you will find:

- Information on speakers and sessions
- Guides to prompt your discussions of these important topics at your table
- Draft recommendations to help you as you work to form recommendations
- And more.

As part of the Summit, we hope you will join us as we honor the 2022 recipients of the J. Donald Monan, SJ Distinguished Catholic Philanthropy Medal. The two families receiving the award have made significant financial and intellectual contributions to the Church. We are honored to recognize their impact on the Church and those whom the Church serves.

Thank you for your presence at the Summit and your ongoing support that enables us to equip Catholic leaders and elevate and implement best practices in management and leadership to establish a culture of co-responsible, servant leadership for a healthy, thriving Church in the United States.



Geno Fernandez

Co-chair of the Board



Elizabeth McCaul
Co-chair of the Board

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ack cover	Summit Sponsors & Co-Hosts

Guiding Principles

The 2022 Catholic Partnership Summit seeks to build upon the global work of the 2021-2023 Synod, as well as our 2020 and 2021 Catholic Partnership Summits. During our time together we will follow the guiding principles for establishing recommendations set forth below.

All recommendations put forth during the 2022 Catholic Partnership Summit will:

- Impact the Catholic Church based on three principles: accountability, transparency, and co-responsibility
- 2 Impact the leadership and management culture of the Church, in line with Catholic beliefs, ecclesiology, and canon law
- Restore trust in the Church based on measurable, visible outcomes
- 4 Engage lay, religious, and clergy members of the Catholic faith working together for the mission of the Church
- 5 Lean forward into new possibilities
- 6 Be realistic and able to be translated into practical strategy and implementation.

IN PACIF

of the 2021 Catholic Partnership Summit

The important work we do together has impacted Catholics across the globe

Shared Solutions

Implementing the Summit Recommendations

2,000+ copies of our 2021 Catholic Partnership Summit report distributed with recommendations to Catholic leaders for implementation



Engaged Catholic Leaders

270+ Summit attendees from74 Dioceses and 7 countries including:

40 leaders who gathered together in Rome



SUMMIT SPEAKERS INCLUDED:



53% women

20% young adults

20% people of color

93% lay leaders

Engaged Catholic leaders from

60+ ORGANIZATIONS

in three virtual

"Region 16" Synod consultations to introduce to and train these

national Catholic leaders in synodal leadership



Collaborated with the VATICAN and the UNITED STATES CONFERENCE OF CATHOLIC BISHOPS (USCCB) to

publish **TWO Synod Guides** that were shared across the world to assist leaders in facilitating and reporting on Synod consultations



As the pandemic continued to challenge the Church in unprecedented ways and the global Church prepared to embark on a synodal journey, the 2021 Catholic Partnership Summit highlighted a renewed sense of hope, determination, and commitment to the mission of the Church. Collectively, leaders affirmed the unique opportunities for healing wounds, re-imaging what is possible, and charting a bold future as we continue to build a culture of accountability, transparency, and co-responsibility in the Church.

Influenced the Conversation

Moving Forward Together



18 media reports published

featuring Leadership Roundtable's work and the work of our partner organizations



CONTINUED to

convene the **Coalition for Ethical Financial Management in the**

Church and its three working groups

Activated Catholics

Added **46 engagements** with dioceses, parishes, and Catholic organizations





Added 3 new ESTEEM sites at college campuses in the U.S. and Caribbean

LAUNCHED an online
National Catholic Leadership
360, which has hosted 3
national cohorts to date



Facilitated the launch of the

Association of
Diocesan Finance
Council Chairs
and CFOs bringing
together 13 leaders for



the Association's inaugural meeting

Established a **Bishops Advisory**Committee to



engage more bishops in the ongoing work of Leadership Roundtable

CHATHAM HOUSE RULE

As with all Leadership Roundtable convenings, we gather Catholics together to address the most pressing leadership and management challenges and opportunities facing the Catholic Church. During the annual Summit, we work to create a space in which people can share their ideas and experiences in dialogue with others and learn from one another. Through panels of expert speakers and table conversations, we hope to lift up the best ideas into actionable recommendations for the Church.

We ask that all participants read and follow the **Chatham House Rule**, stated below. In accordance with this rule, we hope you will use the ideas generated, but ask that you do not attribute specific thoughts to particular people. We find that it stunts the dialogue process and does not encourage people to change their minds as they encounter new ideas.

Your presence at this gathering indicates your agreement to abide by the Chatham House Rule.



The Chatham House Rule:

"participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed."

Synthesizers

Susan King (synthesizer) Board Member, Leadership Roundtable Board of Directors

Susan King is a member of the Leadership Roundtable Board of Directors and the John Thomas Kerr Distinguished Professor at University of North Carolina, Chapel Hill (UNC). Previously, she served as the Dean of the Hussman School of Journalism and Media at UNC. King received the Scripps Howard Administrator of the Year Award in 2020. King's professional career has spanned the school's two major disciplines — journalism and strategic communication. After starting her broadcast journalism career in Buffalo, NY, she spent more than 20 years in Washington, D.C. as an anchor and reporter covering politics, including serving as a White House correspondent for ABC News. She also reported for CBS, NBC, and CNN, and hosted the "Diane Rehm Show" and "Talk of the Nation" for NPR. She was a presidential appointee in the U.S. Department of Labor, where she served as the Assistant Secretary for Public Affairs, as well as the Executive Director of the Family and Medical Leave Commission. She also led public affairs for a short period at the U.S. Department of Housing and Urban Development. In 1999, King joined Carnegie Corporation of New York as Vice President for External Affairs, leading communications. King serves on numerous boards, including BBC Media Action, WUNC Public Radio, Carnegie Council on Ethics and International Affairs, Carolina Beacon and





the Leadership Roundtable. She is a founder of the International Women's Media Foundation and was recognized with the IWMF's Lifetime Achievement Award in 2019. King received the DeWitt Carter Reddick Award for Communication Excellence from the Moody College of Communication in 2015 and was inducted into The Buffalo Broadcasters Hall of Fame in 2014. King was awarded the Earle Gluck Distinguished Service Award by the North Carolina Association of Broadcasters in 2018.

David Gibson (synthesizer)

Director, Fordham University's Center on Religion and Culture



FORDHAM

David Gibson is the director of Fordham University's Center on Religion and Culture. He is a longtime journalist, author, and filmmaker who has covered the Catholic Church since he began working for Vatican Radio in the 1980s. He returned to the United States in 1990 and worked for newspapers throughout the New York area and has written for a variety of magazines and periodicals. Gibson is the author of "The Coming Catholic Church: How the Faithful are Shaping a New American Catholicism" and "The Rule of Benedict: Pope Benedict XVI and His Battle with the Modern World." He co-wrote and co-produced several documentaries on Christianity for CNN and the History Channel and co-authored a book on biblical archeology, "Finding Jesus: Faith. Fact. Forgery," the basis of a popular CNN series of the same name. Before coming to Fordham in 2017 Gibson worked as a national reporter at Religion News Service. A convert to Catholicism, he is a frequent media commentator and op-ed writer on topics related to the Catholic Church and religion in America.

Emcees

Patrick Markey (Emcee) Managing Partner, Leadership Roundtable





Patrick Markey, CPA, MBA serves as Managing Partner of Leadership Roundtable. Before joining Leadership Roundtable, he spent seven years as Executive Director of the Diocesan Fiscal Management Conference (DFMC). The DFMC is the association of Catholic diocesan finance officers for the United States and Canada. Besides support and educational opportunities for its members, it offers a unique certification in diocesan financial management. From 2003 to 2013, Patrick worked at the United States Conference of Catholic Bishops (USCCB). In 2007, the bishops entrusted him with starting the Office of National Collections, which oversees nine of the 13 national collections held in almost 18,000 parishes annually. His work involved creating more efficient and costeffective fundraising and grant making procedures as well as starting and developing the Solidarity Fund for the Church in Africa. The USCCB National Collections Office raises more than \$90 million per year, which it distributes through targeted grant programs. Before heading up national collections, Patrick worked many years of his career as an executive in Catholic publishing, including five years at the USCCB. His early professional years were in investment banking. He is a Certified Public Accountant and holds an

executive MBA degree from the University of Loyola in Baltimore. He also has done other graduate studies in theology at Fordham University. He has served many organizations including six years as a regional director of the Focolare Movement and on the boards of the Catholic Volunteer Network, the Center for Ministry Development, New City Press, and the John 17 Movement. He is a consultant to the USCCB's Committee on National Collections, Subcommittee on the Church in Africa, and Subcommittee on Aid to the Church in Central and Eastern Europe. His volunteer work has largely focused on ecumenism and leadership development, especially youth and young adult faith formation.

Kim Smolik (Emcee) Executive Partner, Leadership Roundtable

Kim Smolik, Ed.D, serves as an Executive Partner at Leadership Roundtable where she leads its convenings of national and international leaders to address the pressing challenges and opportunities facing the Church today. Kim joined Leadership Roundtable in 2016 as CEO and in 2020 helped lead the organization's transition to a partnership model that exemplifies the co-responsible leadership culture it advocates for the Church. Throughout her career, Kim has proven to be a dynamic and committed advocate for leadership development, community service, and social justice. Prior to Leadership Roundtable, Kim served as the Executive Director of Franciscan Mission Service and is the founder of the Nonprofit Servant Leadership Program, which offers Catholic young adults the opportunity to give back as they develop their leadership and nonprofit management skills during one year of full-time service in Washington, D.C. She also developed international service programs for Franciscan Mission Service in Kenya, Zambia, South Africa, Guatemala, and Jamaica. Kim received her Doctorate of Education from the University of St. Thomas in Minneapolis, MN and holds an MA in Curriculum Development and Cross-Cultural Education from the University of Alabama, and a



LEADERSHIP

BA in History and Education from Bethel University in St. Paul, MN. She is a Certified Intercultural Development Inventory Administrator, a certified Co-Active® leadership and executive coach, and an experienced facilitator in diversity and racial justice trainings. Kim has extensive cross-cultural expertise, having taught high school, college, and adult social justice advocacy programs in Cuba, Guatemala, Ecuador, and Mexico. She has worked in and traveled to over 65 countries.

Emcees

Michael Brough (Emcee) Executive Partner, Leadership Roundtable

Michael Brough serves as an Executive Partner of Leadership Roundtable, working with senior Catholic executives and Church leaders to promote best practices in Church management and leadership. Over his 30 years of professional ministry in the Catholic Church, Michael has worked with and trained lay ecclesial ministers, priests, and bishops in dioceses and parishes across the United States and in 13 different countries. He has also served as a consultant to Catholic nonprofits, boards, foundations, and other institutions. Previously, Michael was executive director of RENEW International, the parish renewal and evangelization process. Michael began his career as an educator in Catholic high schools and for SCIAF (Caritas Scotland). He received his MA in Social Anthropology from St. Andrews University, Scotland, his Masters of Pastoral Studies from Loyola University, New Orleans, and has further qualifications in clinical and pastoral counseling and education.





Kerry Robinson (Emcee) Executive Partner, Leadership Roundtable





Kerry Alys Robinson serves as an Executive Partner of Leadership Roundtable where she leads its work to expand globally and connect with Catholic leaders across the country and abroad. Kerry has been with Leadership Roundtable since its inception, serving first as founding Executive Director for 11 years, before transitioning to Global Ambassador and then Executive Partner. In addition to her work with Leadership Roundtable, Kerry serves as director of the Opus Prize Foundation, which awards an annual million-dollar prize honoring those whose ministry is dedicated to alleviating human suffering. Kerry is a trustee of the Raskob Foundation for Catholic Activities and a member of FADICA (Foundations and Donors Interested in Catholic Activities). She has been an advisor to grant-making foundations, charitable nonprofits, and family philanthropies since 1990. Kerry is a frequent writer and speaker on the subjects of philanthropy, development, and faith. She is the prize-winning author of "Imagining Abundance: Fundraising, Philanthropy and a Spiritual Call to Service," the founding editor of "The Catholic Funding Guide: A Directory of Resources for Catholic Activities," and has contributed chapters to five books, including "Leadership in A Pope Francis Lexicon," edited by Cindy Wooden and Joshua McElwee. Since 2017, Kerry has been a columnist for Chicago Catholic and

maintains a blog on spirituality called Love in Ordinary Time. A sought-after speaker, Kerry delivers numerous keynotes and featured addresses each year. Prior to joining Leadership Roundtable, Kerry served as the Director of Development for Saint Thomas More Catholic Chapel and Center at Yale University, leading a successful \$75 million fundraising drive to expand and endow the Chapel's intellectual and spiritual ministry, and construct its on-campus Catholic student center, designed by Cesar Pelli. She previously worked at the Directory of Social Change, an organization dedicated to providing information and training for the nonprofit sector in the United Kingdom and Europe.

Mass Celebrant

Archbishop Christophe Pierre (celebrant)

Apostolic Nuncio, Apostolic Nunciature of the United States

Archbishop Christophe Pierre was appointed Apostolic Nuncio to the United States of America on April 12, 2016 by His Holiness Pope Francis. Born on January 30, 1946 in Rennes, France, Archbishop Pierre completed his primary education in Antisirabé, Madagascar, and his secondary schooling in Saint-Malo, France, and in Marrakech, Morocco. He attended the Major Seminary of the Archdiocese of Rennes (1963-1969) and the Catholic Institute of Paris (1969-1971). He did the Military Service from July 1965, to October 1966. He was ordained a priest on April 5, 1970 in Saint-Malo, France and incardinated in the Archdiocese of Rennes. He was Parochial Vicar of the St. Peter and St. Paul Parish in Colombes, Diocese of Nanterre, France (1970-1973). He has a Master in Sacred Theology (Paris, 1971) and a Doctorate in Canon Law from the Pontifical Lateran University, Rome (1973-1977). He completed his studies at the Pontifical Ecclesiastical Academy in Rome (1973-1977), and started his service in the Diplomatic Corps of the Holy See on March 5, 1977. He was appointed first to the Pontifical Representation in New Zealand and the Islands of the Pacific Ocean (1977-1981). Subsequently he served in Mozambique (1981), in Zimbabwe (1982-1986), in Cuba (1986-1989), in Brazil (1989-1991), and at the Permanent Mission of the Holy See to the United Nations in



United States of America

Geneva, Switzerland (1991-1995). He was elected Titular Archbishop of Gunela on July 12, 1995, and received the Episcopal Consecration on September 24, 1995 in Saint-Malo, France. Archbishop Christophe Pierre was appointed Apostolic Nuncio to Haiti on July 12, 1995, where he served until 1999. He has been the Papal Representative to Uganda (1999-2007) and to Mexico (2007-2016). Archbishop Pierre speaks French, Italian, English, Spanish, and Portuguese.

Homilist

Msgr. Raymond G. East (Homilist)

Pastor, St. Teresa of Avila Catholic Church



Monsignor Ray East is the son of the late Thomas and Gwendolyn East. He was born in Newark, New Jersey. Raised in San Diego, he graduated from the University of San Diego. After attending Holy Trinity Seminary in Dallas, Texas and Mount St. Mary's Seminary in Emmitsburg, Maryland he was ordained in 1981 for the Archdiocese of Washington by Cardinal James Aloysius Hickey. Father Ray serves as pastor of St. Teresa of Avila parish in Southeast Washington, D.C. He is a board member of the Center for Ministry Development. In 2005 he received the Teacher of Peace Award from Pax Christi USA and in 2010 was the recipient of the Jubilate Deo Award from the National Association of Pastoral Musicians. He has worked in the areas of liturgy, youth ministry, and evangelization.

SCHEDULE Wednesday, September 21, 2022

DAY 1

5:00 p.m. Registration Opens

Ballroom Foyer

Participants are welcome to register and pick up materials at this time.

6:00 p.m. Welcome Reception

Roosevelt Room

Join with other Summit participants for a time of fellowship.

Dress is casual. Hors d'oeuvres will be served.

Graphic Recording Wall

We are excited to welcome **Katherine Torrini of Creative Catalyst** to the Summit this year to serve as a graphic recorder for the event. Throughout our two days together, Katherine will be capturing the high-level themes and recommendations from our panels and table discussions, and recording them in vivid graphics on the large wall you see in the foyer.

Add your thoughts to the wall!

We encourage you to check out the wall during breaks and contribute your answers to the two question prompts (below) by writing your answer on a transparent sticky. Your responses will be recorded on the stained glass of our wall.

QUESTION 1

What unique strengths do you bring to a synodal Church?

QUESTION 2

What will it take to move this work forward?

$SCHEDULE \,\,$ Thursday, September 22, 2022

DAY 2

7:00 a.m.	Registration Resumes Ballroom Foyer
8:00 a.m.	Mass Kennedy Ballroom Celebrant Archbishop Christophe Pierre, Apostolic Nunciature of the United States of America Homilist Msgr. Raymond G. East, St. Teresa of Avila Catholic Church
9:00 a.m.	Continental Breakfast Ballroom Foyer
9:30 a.m.	Welcome and Opening Keynote: Journeying Together Grand Ballroom Keynote Speaker Cardinal Mario Grech, Vatican Synod of Bishops
10:30 a.m.	Session 1: Our Synodal Roadmap Grand Ballroom Panel Cardinal Wilton Gregory, Archdiocese of Washington Patrick Schmadeke, Diocese of Davenport Rev. John Hurley, CSP, New Evangelization Strategies Moderator: Kerry Robinson, Leadership Roundtable
11:30 a.m.	Table Discussion and Process
12:25 p.m.	Plenary
1:00 p.m.	Lunch
1:30 p.m.	Synthesis (during the end of lunch)
1:45 p.m.	Announcement from Emcees
1:50 p.m.	Break

SCHEDULE Thursday, September 22, 2022

DAY 2 (continued)

2:00 p.m. Session 2: Being One Church

p. 32

Grand Ballroom

Panel

Dr. Shannen Dee Williams, *University of Dayton* **Bishop John Stowe**, **OFM Conv.**, *Diocese of Lexington*

Bob Bordone, Harvard University Law School; The Cambridge Negotiation Institute **Moderator**: **Amy Uelmen**, Georgetown Law School; Berkley Center on Religion, Peace

and World Affairs

3:00 p.m. Table Discussion

4:00 p.m. Refreshment Break

Ballroom Foyer

4:30 p.m. Plenary

4:50 p.m. Synthesis

5:05 p.m. Announcement from Emcees

5:10 p.m. Break (refresh for dinner)

EVENING PROGRAM

6:00 p.m. Cocktail Hour

Kennedy Ballroom

7:00 p.m. J. Donald Monan, SJ Distinguished Catholic

p. 40

Philanthropy Medal Ceremony and Dinner

Grand Ballroom

A special evening honoring the recipients of the 2022 Monan Medal.

Opening Prayer:

Betty Anne Donnelly, Mary J. Donnelly Foundation Trustee

Dress is semi-formal.

$SCHEDULE \,\,$ Friday, September 23, 2022

DAY 3

8:00 a.m. Continental Breakfast

Ballroom Foyer

8:45 a.m. Opening Prayer

Grand Ballroom

9:00 a.m. Session 3: The Vital Role of Women's Leadership in p. 46

the Church

Grand Ballroom

Panel

Dr. Carolyn Woo, Author; Catholic Relief Services (retired), University of Notre Dame

(retired)

Sr. Teresa Maya, CCVI, Sisters of Charity of the Incarnate Word

Kathleen McChesney, Author; Kinsale Consulting

Casey Stanton, Discerning Deacons

Moderator: Alexandra Carroll, United States Conference of Catholic Bishops

10:05 a.m. Table Discussion

11:00 a.m. Break

11:20 a.m. Plenary

11:40 a.m. Synthesis

11:55 a.m. Announcement from Emcees

12:00 noon Lunch

$SCHEDULE \,\,$ Friday, September 23, 2022

DAY 3 (continued)

1:00 p.m. Session 4: Emerging Models of Leadership and Faith p. 54

in Practice

Grand Ballroom

Panel

Krisanne Vaillancourt Murphy, Catholic Mobilizing Network

Vicente Del Real, Iskali Bruno Spriet, Porticus

John Cannon, SENT Ventures

Moderator: British Robinson, Barbara Bush Foundation for Family Literacy

1:50 p.m. Table Discussion

2:40 p.m. Break

3:00 p.m. Plenary

3:20 p.m. Synthesis

3:35 p.m. Next Steps, Evaluations, and Closing Prayer

4:00 p.m. Adjournment

COVID Precautions

We are committed to ensuring the comfort and safety of all who attend the Catholic Partnership Summit. We are following COVID regulations for the District of Columbia. Masks are optional and we have both masks and COVID-19 rapid tests available at registration. If you develop symptoms of COVID-19 during the Summit, we ask you to remain in your hotel room and contact our Convenings and Meetings Manager, Joanne Ruddy at 301.828.7848.

Hotel Information

VALET PARKING

Valet parking is available at the Fairmont Hotel for \$10 per hour, \$35.00 for 3-10 hours, and \$56.00 for overnight.

PARKING LOT

There is a parking garage across the street that offers parking: Colonial Parking, 2440 M Street, NW. Please note that this garage is closed on weekends.

WIFI

WiFi is available on the Ballroom Level. Select the "Fairmont_Meeting" network, enter the password "SUMMIT2022" (all caps) and click "connect."

QUESTIONS?

Please contact **Joanne Ruddy,** Convenings and Meetings Manager, at **301.828.7848 or**

Susan Hernandez, Event Planner, at 908.451.0725.

Hotel Map



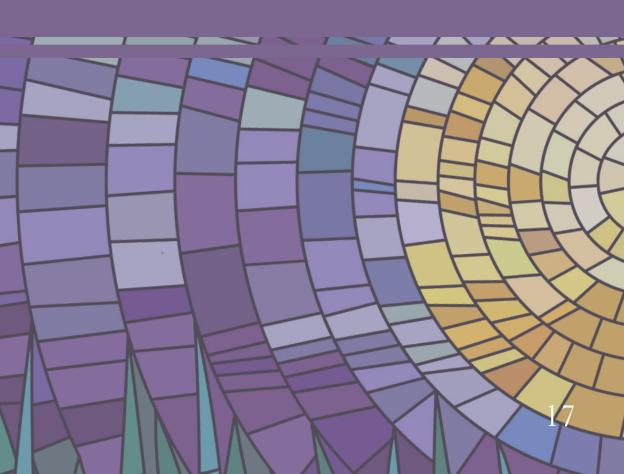
Map Notes

- All Summit sessions and the Monan Medal Ceremony take place in the Grand Ballroom
- Breakfasts and breaks will take place in the Ballroom Foyer
- Mass and the Monan Medal Cocktail Reception will take place in the Kennedy Ballroom
- Welcome Reception will take place in the Roosevelt Room.

16



Keynote Address JOURNEYING TOGETHER





Keynote Address

70URNEYING TOGETHER

In October 2021, the global Catholic Church embarked on a multi-year Synodal journey together to listen to one another and collectively discern the future of the Church. As we enter the reporting phase of the Synod — where all the bishops' conferences across the world compile the results of their diocesan and parish synodal consultations — we will hear from Cardinal Mario Grech who is leading the Synod about where we are, what we've learned so far in the synodal process, and what comes next for our Church.

SPEAKER

Cardinal Mario Grech | Secretary General, Vatican Synod of Bishops

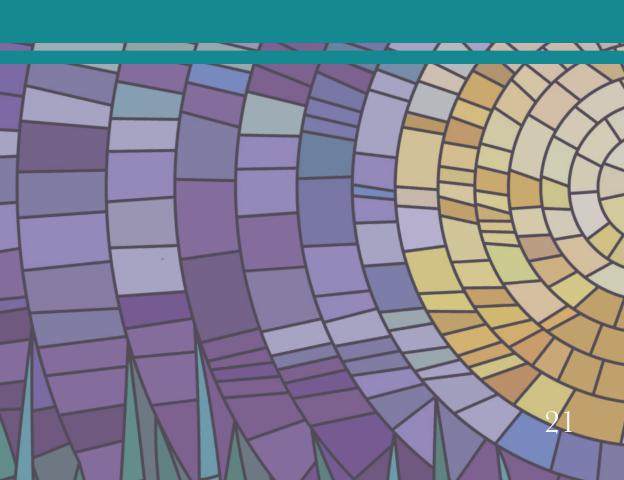




Cardinal Mario Grech is the current Secretary General of the Synod and Bishop emeritus of Gozo. He was born in Qala (Malta) in the Diocese of Gozo on 20 February 1957. He completed his primary and secondary studies at the Victoria Lyceum in Gozo, and studied philosophy and theology in the seminary of Gozo. Following priestly ordination on 26 May 1984, he pursued higher studies in Rome, obtaining a licentiate in Utroque lure at the Pontifical Lateran University and a doctorate in canon law at the Pontifical University of Saint Thomas Aquinas (Angelicum). Upon return to his home country, he exercised his ministry at the Cathedral of Gozo, at the national shrine of Tá-Pinu and served as pastor in the parish of Kercem. He held the offices of Judicial Vicar of the Diocese, member of the metropolitan tribunal of Malta, teacher of canon law in the seminary and member of the College of Consultors, the Presbyteral Council, and other diocesan commissions. On 26 November 2005 Pope Benedict XVI appointed him as Bishop of Gozo, where he served until 2 October 2019, when he was appointed by Pope Francis as pro-Secretary General of the Synod of Bishops. He received episcopal consecration on the 22 January 2006. On 15 September 2020 he was appointed as Secretary General of the Synod of Bishops.

He was then created and proclaimed Cardinal by Pope Francis in the consistory of 28 November 2020, of the Deaconry of Santi Cosma e Damiano. He is a member of the Pontifical Council for Promoting Christian Unity, and the Congregation for Divine Worship and the Discipline of the Sacraments and the Supreme Tribunal of the Apostolic Signatura.

Session 1 OUR SYNODAL ROADMAP





Session 1

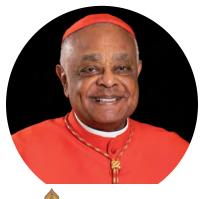
OUR SYNODAL ROADMAP

Synodality is not a new concept for the Catholic Church. For years, leaders have been successfully building and utilizing synodal structures of leadership. When Pope Francis met with the Jesuits in Canada, he made the point that, "The Church is either synodal or it is not Church." In our first session, we will explore synodal and co-responsible leadership and management, the best practices for leaders, and what synodal leadership looks like for a diocese; we will understand how synodal leadership is also rooted in the community at the parish level through schools and community life; and we will hear from a bishop about what is needed to prepare current and future lay, religious, and ordained leaders for leading in a synodal Church.

SPEAKERS

Cardinal Wilton Gregory

Archbishop, Archdiocese of Washington





Wilton Cardinal Gregory is the seventh Archbishop of The Roman Catholic Archdiocese of Washington (D.C.) and the first African American Cardinal in the Catholic Church. Cardinal Gregory has served in many leading roles in the Catholic Church including as President of the U.S. Conference of Catholic Bishops (USCCB) from 2001-2004, where he led the Church's response to its clergy sex abuse crisis, presiding over the adoption of the "Charter for the Protection of Children and Young People." The Charter is a binding national policy of zero-tolerance in addressing allegations of sexual abuse of minors by Catholic clergy. The Charter also includes guidelines for reconciliation, healing, accountability, and prevention of future acts of abuse. Cardinal Gregory is a leading voice in the Catholic Church for racial and social justice, immigration reform, ecumenical and interreligious affairs, and numerous life issues that challenge our unity in our shared humanity and ability to treat each other with dignity and respect. Cardinal Gregory currently serves as a Member of The Vatican's Dicastery for the Laity, Family and Life and on the Board of Trustees for the Papal Foundation. Additionally, he is the Catholic Co-Chair of the National Council of Synagogues Consultation for the United States Conference of Catholic Bishops (USCCB).

Cardinal Gregory is Chancellor of The Catholic University of America and Chairman of the Board of Trustees for The Basilica of the National Shrine of the Immaculate Conception.

Patrick Schmadeke | Director of Evangelization, Diocese of Davenport

A diocesan leader for the Synod, Patrick is the Director of Evangelization for the Diocese of Davenport, Iowa. Patrick worked to support local leaders who implemented the Synod, with their efforts resulting in over 470 listening sessions across the diocese. Efforts for the Synod in the diocese, including the 58,000 Cups of Coffee initiative, have been featured in Catholic News Service and L'Osservatore Romano. Patrick wrote reflections on the Synod for The Catholic Messenger throughout the diocesan phase and has contributed to webinars on the Synod hosted by United States Catholic Mission Association and Catholic Climate Covenant. He was also on the regional synthesis team for the dioceses of Region IX. A native of Iowa, Patrick is a graduate of St. Ambrose University and the Master of Divinity program at the University of Notre Dame.





Rev. John Hurley, CSP | Founder, New Evangelization Strategies



Fr. Hurley is a native New Yorker. He entered the Paulists in 1970 and was ordained priest in 1977. His leadership in evangelization began in his first assignment when he founded the Paulist Center for Catholic Evangelization in Portland, OR in 1979. After serving as pastor at historic Old St. Mary's Cathedral in San Francisco, his evangelization ministry went national. He served as Executive Director of Evangelization for the USCCB Secretariat for Evangelization, the National Pastoral Life Center in New York City, and the Department for Evangelization in the Archdiocese of Baltimore. In 2014, he launched a new Paulist ministry, New Evangelization Strategies which is based at Old St. Mary's Cathedral in San Francisco. As a consultant, he assists pastoral leaders, councils, staffs, and Catholic ministries in creating a new paradigm for the sake of the mission Jesus entrusted to us. In 2016, he coordinated a diocesan synod in San Diego on Embracing the Joy of Love (Amoris Laetitia/The Joy of Love). And, in 2019, he coordinated a second synod in San Diego on Christ Lives, A Time of Dreams & Decisions (Christus Vivit/Christ is Alive). The latter was a synod of young adults. He continues to serve as a consultant to the San Diego Synod Commission which will develop initiatives to respond to the issues

raised in the listening sessions for the universal synod. And, he is serving as a consultant to the San Jose Diocesan Synod in 2023. In his spare time, he is also a certified spiritual director and is a Papal Missionary of Mercy since 2016.

Kerry Robinson (moderator)

Executive Partner, Leadership Roundtable

Kerry Alys Robinson serves as an Executive Partner of Leadership Roundtable where she leads its work to expand globally and connect with Catholic leaders across the country and abroad. Kerry has been a lifelong member of the Raskob Foundation for Catholic Activities and FADICA (Foundations and Donors Interested in Catholic Activities.) Kerry is the director of the Opus Prize Foundation responsible for an annual international million dollar prize honoring people of faith whose ministry is dedicated to the alleviation of human suffering. She has been an advisor to and trustee of more than 25 national and international grant making foundations and charitable nonprofits. Prior to Leadership Roundtable, Kerry served as the director of development for Saint Thomas More Catholic Chapel and Center at Yale University where she led a successful \$75 million capital campaign with Fr Bob Beloin to expand and endow the Chapel's intellectual and spiritual ministry and to construct a Catholic student center, designed by Cesar Pelli, on Yale's campus. A frequent writer and international speaker, Kerry is the prize-winning author of Imagining Abundance: Fundraising, Philanthropy and a Spiritual Call to Service. Kerry has contributed chapters to five books, including Leadership in A Pope Francis Lexicon, edited by Cindy Wooden and Joshua McElwee and Rising: Learning from Women's Leadership





in Catholic Ministries, edited by Carolyn Woo. Kerry has been a columnist for Chicago Catholic since 2017 She is a graduate of Georgetown and Yale. She and her husband, Dr. Michael Cappello, have two children, Christopher and Sophie.

Table Discussion Guide

SESSION 1:

OUR SYNODAL ROADMAP

Synodality is not a new concept for the Catholic Church. For years, leaders have been successfully building and utilizing synodal structures of leadership. When Pope Francis met with the Jesuits in Canada, he made the point that, "The Church is either synodal or it is not Church." In our first session, we will explore synodal and co-responsible leadership and management, the best practices for leaders, and what synodal leadership looks like for a diocese; we will understand how synodal leadership is also rooted in the community at the parish level through schools and community life; and we will hear from a bishop about what is needed to prepare current and future lay, religious, and ordained leaders for leading in a synodal Church.

At your table

1

Drawing from the panel presentation, the questions and recommendations provided below, and your own experience, **consider actionable recommendations** that you think are most necessary and will make the most impact.

2

Dialogue with those seated at your table and prioritize your recommendations.

During this time of discussion, you will engage in a dialogue with fellow participants at your table on the theme of the first session: **Our Synodal Roadmap**.

The fruits of our discussion and discernment will be action. To help inspire our conversations to produce actionable solutions, we have compiled the following questions and recommendations. The facilitator at your table will use these to guide the conversation and a scribe will capture the comments and results to report back to the larger group and include in the final Summit report.

Table Discussion Guide

SESSION 1:

OUR SYNODAL ROADMAP

Reflection Questions

- 1. How have you experienced synodality in our Church?
- 2. What are concrete ways parishes, dioceses, or Catholic organizations can be synodal in their leadership, management, and activities?
- 3. Why is modeling synodal leadership important for the health and vitality of the Church and how might it contribute to healthier civic participation?

Recommendations

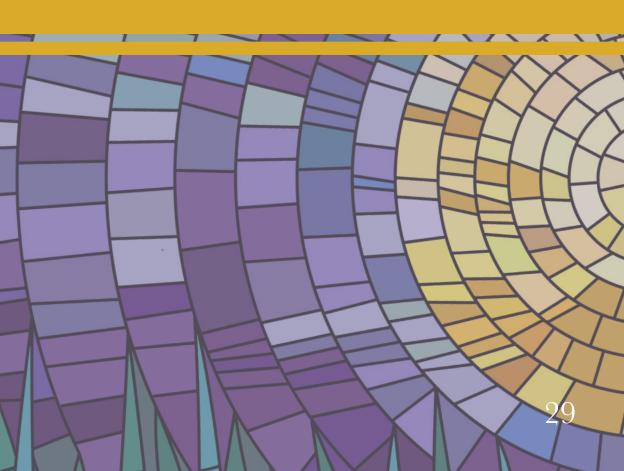
- Create a **variety of interactive spaces** for people to connect with one another and engage in dialogue and sharing about the parish, diocese, or organization.
- **Establish accountability** to utilize input from all members of the Church to generate and sustain more co-responsible leadership opportunities.
- Develop **channels of communication** that are open, accessible, frequently used, transparent, and engage all members of the Church.
- Commit to creating **multi/bilingual and culturally appropriate** ways of communicating as a parish, diocese, or organization.
- Evaluate where and how your institution's leadership culture can become more synodal.
- Conduct **outreach to people who have left** the Church or no longer engage in the life of the parish to learn about their experience.

Notes | OUR SYNODAL ROADMAP

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Session 2 BEING ONE CHURCH





Session 2

BEING ONE CHURCH

Our Church continues to face the challenge of divisions among the body of Christ. During this session, we will address some of the divides within our Church and explore ways where parishes, dioceses, and organizations are helping to successfully come together as Catholics. We will discern our collective call to build a unified Church and how we lead, manage, and build bridges that cross divides.

SPEAKERS

Dr. Shannen Dee Williams

Associate Professor of History, University of Dayton





Dr. Shannen Dee Williams is Associate Professor of History at the University of Dayton. She is a historian of the African American experience with research and teaching specializations in women's, religious, and Black freedom movement history. Her first book, "Subversive Habits: Black Catholic Nuns in the Long African American Freedom Struggle," provides the first full history of Black Catholic nuns in the United States. A Distinguished Lecturer for the Organization of American Historians and lifelong Catholic, Dr. Williams authors the awardwinning column, "The Griot's Cross," published by the Catholic News Service. Her work has also appeared in the Journal of African American History, American Catholic Studies, Religion Dispatches, the Washington Post, America Magazine, and the National Catholic Reporter. Dr. Williams received a B.A. in history with magna cum laude and Phi Beta Kappa honors from Agnes Scott College, a M.A. in Afro-American studies from the University of Wisconsin at Madison, and Ph.D. in history from Rutgers University.

The Most Rev. John Stowe, OFM Conv.

Bishop, Diocese of Lexington

Bishop John Stowe, OFM Conv. the third bishop of the Diocese of Lexington, is a Conventual Franciscan Friar originally from Lorain, Ohio. He studied Philosophy and History at Saint Louis University and Theology at the Jesuit School of Theology at Berkeley where he also obtained a Licentiate in Church History. Bishop John spent the first 15 years of his priesthood ministering in the border diocese of El Paso, Texas. The last eight of those years, he served as Moderator of the Curia and Vicar General of the Diocese. For five years, he served his Franciscan Province of Our Lady of Consolation as Vicar Provincial and as Rector of the Basilica and National Shrine of the same name in Carey, Ohio. Pope Francis appointed him Bishop of Lexington on March 12, 2015 and he was ordained to the episcopacy on May 5 of that year. Bishop John also serves as the Bishop President of Pax Christi USA and as an episcopal adviser to the Catholic Committee of Appalachia, Federación de Institutos Pastorales (FIP), and Fortunate Families. At the United States Conference of Catholic Bishops, he represents Region V on the Administrative Committee and serves on the subcommittee for the Catholic Campaign for Human Development.





Robert C. "Bob" Bordone

Senior Fellow, Harvard University Law School; Founder and Principal, The Cambridge Negotiation Institute



Robert C. Bordone (Bob) is an internationally recognized expert, author, speaker, and teacher in conflict resolution, negotiation, dialogue, and difficult conversations. Currently a Senior Fellow at Harvard Law School and the Founder and Principal of The Cambridge Negotiation Institute, he served on the full-time faculty at Harvard Law School for more than twenty years as the Thaddeus R. Beal Clinical Professor of Law, Director, and Founder of the Harvard Negotiation & Mediation Clinical Program before launching his consulting practice. He teaches as an Adjunct Professor at Georgetown University Law Center, and he has been a Visiting Professor of Clinical Practice at the Boston University School of Theology. Bob specializes in assisting individuals and groups seeking to manage conflicts in highly sensitive, emotional, or difficult situations and has a special interest in working with faith communities around their most difficult conversations. He is the co-author of two books: "Designing Systems and Processes for Managing Disputes," 2d. Edition (2019) and "The Handbook of Dispute Resolution" (2005) and is currently writing "Conflict Resilience: How to Change When You Can't Change People" (2024) with Joel Salinas, MD. He has also published articles in leading journals including the Harvard Business Review, the Harvard Law Review, America, & The National Catholic

Reporter. Bob is active in his home church community, The Paulist Center in Boston, where he is an elected member of the Pastoral Council. He also is a frequent speaker in the Toolbox for Pastoral Management program offered by Leadership Roundtable. In addition, he serves on the Advisory Board for the Catholic Common Ground Initiative, on the Board of Advisors for the Center for Empathy in International Affairs, on the Board of Directors for Seeds of Peace, and as a Senior Advisor to the National Institute for Civil Discourse. Bob earned his J.D., cum laude, from Harvard Law School, and his B.A., summa cum laude, from Dartmouth College.

Amy Uelmen (moderator)

Lecturer & Special Advisor to the Dean, Georgetown Law School; Senior Research Fellow, Berkley Center on Religion, Peace and World Affairs

Dr. Amy Uelmen is the Director for Mission & Ministry at Georgetown Law, a Lecturer in Religion & Professional Life, and a Senior Research Fellow at the Berkley Center for Religion, Peace and World Affairs. She is the author of numerous academic and popular publications, including Five Steps to Healing Polarization in the Classroom (New City Press 2018, with Michael Kessler). A longtime member of the Focolare community, Amy's grassroots work focuses on interreligious dialogue, projects for economic justice, and workshops to heal cultural and political polarization. Prior to her work at Georgetown, she served as the Director of Fordham's Institute on Religion, Law & Lawyer's Work (2001-2011). She is a graduate of Georgetown's College and Law School, and in 2016 she completed her doctoral studies with a tort law thesis on the legal and moral obligations of bystanders to an act of violence. She also holds a Master of Arts in Theology from Fordham University.



GEORGETOWN UNIVERSITY

Table Discussion Guide

SESSION 2:

BEING ONE CHURCH

Our Church continues to face the challenge of divisions among the body of Christ. During this session, we will address some of the divides within our Church and explore ways where parishes, dioceses, and organizations are helping to successfully come together as Catholics. We will discern our collective call to build a unified Church and how we lead, manage, and build bridges that cross divides.



questions and recommendations provided below, and your own experience, **consider actionable recommendations** that you think are most necessary and will make the most impact.

2

Dialogue with those seated at your table and prioritize your recommendations.

During this time of discussion, you will engage in a dialogue with fellow participants at your table on the theme of the second session: **Being One Church.**

As with Session 1, the fruits of our discussion and discernment will be action. To help inspire our conversations to produce actionable recommendations, we have compiled the following questions and recommendations. The facilitator at your table will use these to guide the conversation and a scribe will capture the comments and results to report back to the larger group and include in the final Summit report.

Table Discussion Guide

SESSION 2:

BEING ONE CHURCH

Reflection Questions

- 1. What did this panel discussion help you see differently? What roles do humility and curiosity place in building a unified Church?
- 2. What best practices have you observed in your or other organizations to bring divergent groups together?
- 3. What is one thing your organization could do, starting now, to unify individuals and groups in the Church?
- 4. Who is missing from the table, gathering, or conversation? How do we proactively work to include all members of the body of Christ in positions of leadership?

Recommendations

- Identify and implement processes that address division, promote reconciliation and healing, and move toward unity.
- Actively engage and listen to marginalized communities such as people of color, women, young adults, members of the LGBTQ community, immigrants, individuals with differing abilities, and individuals who've left the Church beyond the current Synodal process.
- **Create spaces of encounter** for individuals to share their experiences with the Church and dialogue about existing divisions, then **seek ways to bridge what has divided** them from the Church.
- **Evaluate organizational structures**, including leadership recruitment processes, to identify and root out discriminatory or exclusionary policies and practices.
- Train, encourage, and support leaders to exercise leadership qualities of humility, vulnerability, openness, and curiosity.
- Seek out experts in collaborative leadership and create avenues such as training and formation for leaders to learn from those experts.

Notes | Being one church

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Special Event

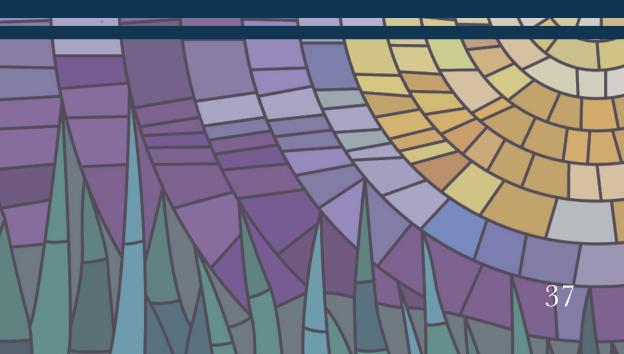
J. DONALD MONAN,SJ

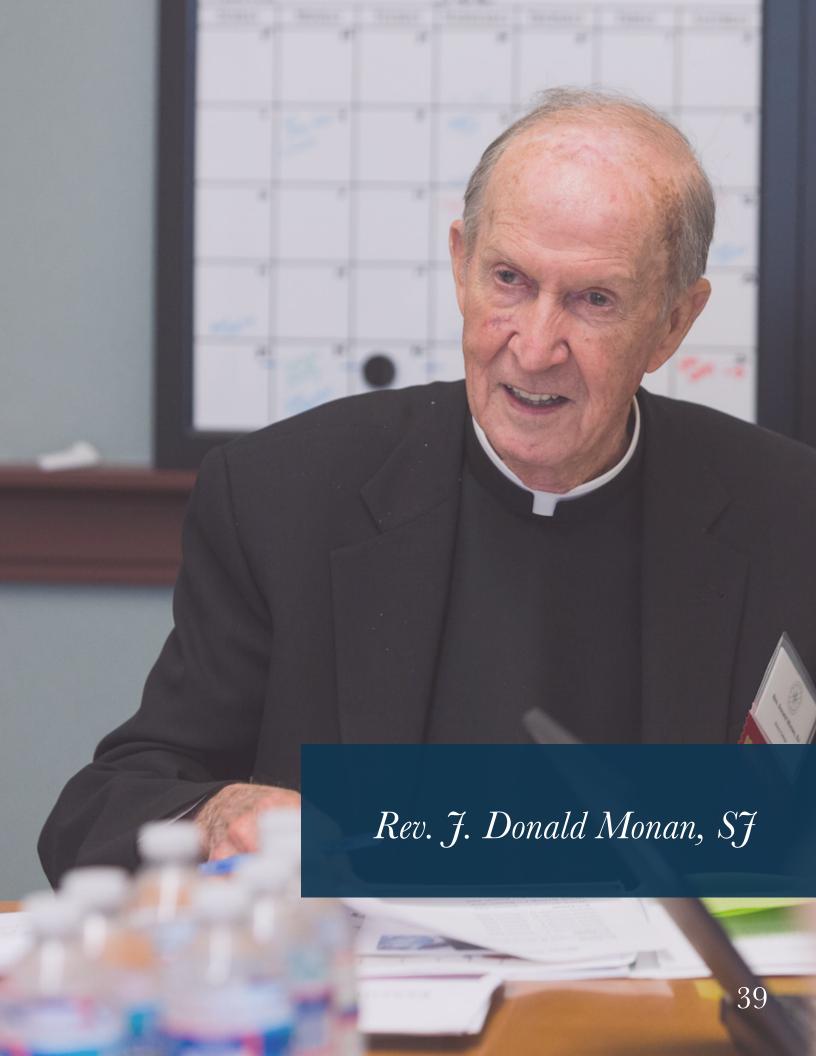
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ABOUT THE

J. Donald Monan, SJ Distinguished Catholic Philanthropy Medal

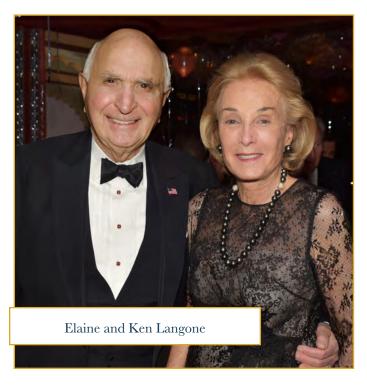
The J. Donald Monan, SJ Distinguished Catholic Philanthropy Medal seeks to inspire a culture of giving that promotes excellence in Church management and leadership. It recognizes outstanding Catholic philanthropists who exemplify the legacy of former Boston College President, Rev. J. Donald Monan, SJ. Rev. Monan's life was a living testimony to how best practices, implemented in collaboration between clergy and laity, can transform a Catholic institution to bring excellence to management and mission. The J. Donald Monan, SJ Distinguished Catholic Philanthropy Medal recipients are Catholic philanthropists who have collaborated with Church leaders to make a significant impact on a parish, diocese, or other Catholic ministry in the area of Church management or leadership.



2022 RECIPIENTS

Elaine and Ken Langone
The Rooney Family

Elaine and Ken Langone



Ken Langone is an American businessman, investor, and philanthropist, best known for co-founding The Home Depot. Ken was born in Roslyn Heights, NY to Italian-American working-class parents. He graduated from Bucknell University with a Bachelors of Arts in Economics and Political Science.

After graduating, Ken found work in the investment department of Equitable Life Assurance Company, where he worked full time while attending night classes at New York University (NYU) School of Business. He obtained his MBA from NYU in 1960. Ken went on to name the evening program the Langone Parttime Program as a reflection of his gratitude for the education he received.

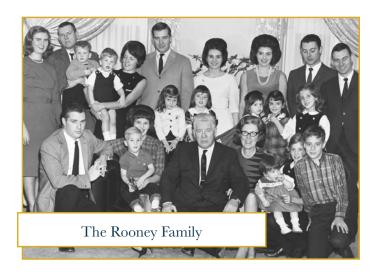
Faith has always been a cornerstone of Ken's life. He is on the board of St. Patricks Cathedral and is a dedicated supporter of both the Partnership Schools and the Inner City Schools Foundation. He was made a Knight of St. Gregory by Pope Benedict XVI — an honor bestowed upon Catholic men and women in recognition of their personal service to the Holy See and to the Catholic Church, through their unusual labors, their support of the Holy See, and the examples they set in their communities and their countries.

Ken and his wife Elaine are well known for their philanthropy and were among the original signatories of the Giving Pledge, a movement of philanthropists who commit to give the majority of their wealth to charitable causes, either during their lifetimes or in their wills.

Though they are very involved with, and are generous to, Catholic causes, the Langones are also renowned for their immense generosity to health care, education, children and youth services, and more throughout the New York metropolitan area and beyond. They are most notable for their support of NYU Langone Medical Center (namesake), NYU Medical School, The Animal Medical Center, Bucknell, The Boys' Club of New York, and Harlem Children's Zone.

They are both active board members of a variety of organizations and offer both time and monetary resources. Past and present organizations include: Bucknell University, NYU Langone Health, Harlem Children's Zone, the Robin Hood Foundation, the Center for Strategic and International Studies, St. Patrick's Cathedral, and more. Ken and Elaine have three sons and reside in Sands Points, NY and spend their winters in North Palm Beach, FL.

The Rooney Family



Like so many immigrant families, the Rooneys brought their faith with them out of Ireland.

When James P. Rooney left Newry in County Down in 1845, he took his rosaries and little else. After two generations of the family seeking a new life, Arthur J. Rooney, Sr. was born in Pittsburgh. He grew up on Pittsburgh's northside with the help of the Sisters of Charity. Art Sr. would develop his athletic skills in Catholic institutions, including Duquesne University's Prep school. He starred in baseball and the relatively new sport of football. He went on to accept a baseball scholarship at Georgetown University. He would also become a Golden Gloves Boxer, boxing at events throughout the Northeast, often sponsored by, or supporting, Catholic Charities.

After playing sports, Art decided to become a promoter, starting a professional football team, the Pittsburgh Steelers, in the fledgling NFL in 1933. Through this work, he continued his dedication to Catholic Charities, which would later name their largest annual fundraising event in his honor, the Art Rooney Awards Dinner. He became especially committed to the orphanage known as the Holy Family, now the Holy Family Institute of Pittsburgh.

Art's brother became a Benedictine monk known as Silas. Father Silas would serve as a chaplain under Patton in the Pacific Theater during World War II. Fr. Silas would come home to become a professor at St. Bonaventure College in New York. Fr. Silas taught the renowned Catholic scholar Thomas Merton while at St. Bonaventure.

Art passed his love of the Church to all five of his boys. They each attended St. Peter's grade school and North Catholic high school in Pittsburgh. From that launching point, each one has become a significant supporter of Catholic education and Catholic charity efforts throughout communities in Pittsburgh, New York, and South Florida.

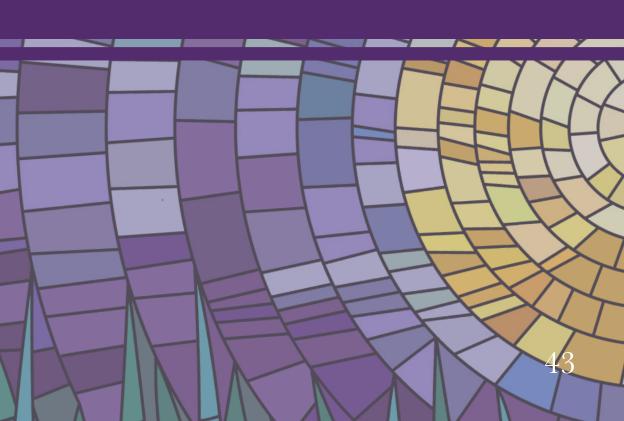
Dan, Art Sr.'s oldest son, would not only follow Art's footsteps as the president of the Pittsburgh Steelers, but, with the same commitment to Catholic education, would send his nine children to schools run by the Sisters of St. Joseph, the Brothers of the Holy Cross, and the Jesuits. Dan also institutionalized the work that his father had done with Holy Family, building strong ties between Holy Family, Catholic Charities of Pittsburgh, and the United Way, which Dan chaired for many years. The Rooney Foundation was founded in 1996 by Dan Rooney.

Beyond his philanthropic work, Dan is credited with spearheading the workplace diversity requirement, in which NFL teams must interview minority candidates. This policy has become known as the "Rooney Rule." Dan has talked of how he was inspired to lead this effort in bringing greater equity to American business through the sermons of Father Mark Glascow, regarding the role of Catholic faith in the Civil Rights movements of the 1960's. Outside of football, Dan Rooney served as the United States Ambassador to Ireland. He was also co-founder of The Ireland Funds, which raises funds for the support of peace and reconciliation, community development, education, and arts and culture in Ireland.

The current Steelers' president, Dan's son, Art II, attended St. Cyrils grade school and the Holy Cross Brothers Gilmore Academy in Ohio. He now runs the team, while his wife Greta leads the efforts with Holy Family Institute. Art II has continued the involvement in Catholic philanthropy through his work with the family foundation.

Dan's youngest son, Jim, attended Boston College and was able to learn many important lessons under the leadership of Father J. Donald Monan SJ. All three of Jim's children, Sarah, Jimmy, and Matthew, attended Georgetown University and have continued the family's commitment to social justice and serving the poor.

Session 3 THE VITAL ROLE OF WOMEN'S LEADERSHIP IN THE CHURCH





Session 3

THE VITAL ROLE OF WOMEN'S LEADERSHIP IN THE CHURCH

Under the papacy of Pope Francis, women have begun to serve in expanded leadership roles in the Vatican administration — from the first woman being appointed to a voting role for the Synod, to three women being elected to serve on the committee that elects bishops, and more. Those dioceses and Catholic organizations that have included women in leadership have benefited because of it. During this session, we will discuss how women's leadership is a best practice of synodal leadership and a key element of co-responsible management; discern what opportunities remain for expanding women's leadership; and highlight the vital role that women's leadership plays in a synodal Church.

SPEAKERS

Dr. Carolyn Woo

Author, "Rising: Learning from Women's Leadership in Catholic Ministries" CEO (retired), Catholic Relief Services
Former Dean, University of Notre Dame's Mendoza College of Business



Dr. Carolyn Woo is the author of "Rising: Learning from Women's Leadership in Catholic Ministries." Dr. Woo served Catholic Relief Services as CEO from 2012 to 2016. From 1997 to 2011, she served as dean of the Mendoza College at the University of Notre Dame and zeroed in on the quality of teaching, curricula innovations, placement of students, and embedding ethics in all business disciplines. She was elected the first female chair of AACSB International and led the launch of the Principles for Responsible Management program with the United Nations. Recently, Dr. Woo coordinated and facilitated the Vatican Dialogues for Energy Transition in 2018, 2019, and 2021. She currently serves on the corporate boards of AON (UK), Arabesque (Germany), and on the International Advisory Group of Equinor (Norway). Former corporate board service includes five publicly traded companies in utilizes, community banking, pharmaceutical distribution, electronic retail, and automotive manufacturing. Nonprofit boards, past and present, have included universities, K12 education, large health systems, faith-based media, and leadership development institutes. Dr. Woo received her

Bachelor, Masters, and Doctorate degrees from Purdue University. In 2013, Dr. Woo was cited by Foreign Policy as one of the 500 Most Powerful People on the Planet, and one of only 33 in the category "a force for good."

Sr. Teresa Maya, CCVI Sisters of Charity of the Incarnate Word

Sister Teresa Maya is a member of the Congregation of the Sisters of Charity of the Incarnate Word, San Antonio since 1994. Her education ministry has spanned several decades: she has served as teacher, history professor, administrator, and speaker. She has passion for formation of ministers for Hispanics/Latinas/os in the United States. She has a commitment to life-long learning and a strong conviction in the future of consecrated life. Sister Teresa got her B.A. at Yale University, her M.A. at the Graduate Theological Union at Berkeley and the Ph.D. in El Colegio de Mexico in Mexico City. She served in the leadership of her religious institute and on the Leadership Conference of Women Religious (LCWR) presidency from 2016-19. She currently accompanies other religious congregations as facilitator and consultant.



Kathleen McChesney

Chief Executive Officer, Kinsale Consulting Author, "Sexual Abuse in the Catholic Church: A Decade of Crisis"





Kathleen McChesney, Ph.D. has held unique leadership positions in the Federal Bureau of Investigation, the United States Conference of Catholic Bishops (USCCB), and The Walt Disney Company prior to establishing Kinsale Consulting. She served in many leadership positions in the FBI, heading its field offices in Chicago, Illinois and Portland, Oregon and the FBI's International Training Academy, before being appointed as an Executive Assistant Director — the Bureau's third highest position. Kinsale Consulting provides consulting services for executives in businesses and nonprofit organizations in the areas of risk identification, risk mitigation, ethics, and conduct. Dr. McChesney was selected by the USCCB to establish and lead a national office for child protection. She developed and oversaw a national compliance mechanism to ensure that all Catholic dioceses complied with civil laws and internal policies relative to the prevention, reporting, and response to the sexual abuse of minors. She coordinated a major research study into the nature and scope of the problem of sexual abuse in the Catholic Church and has published and lectured frequently on the issue of sexual abuse of minors in youth-serving organizations. Dr. McChesney is the co-author/co-editor of two

books: "Sexual Abuse in the Catholic Church: A Decade of Crisis;" and "Pick Up Your Own Brass: Leadership the FBI Way." She received her Ph.D. in Public Administration from Golden Gate University, and holds honorary doctorates from the University of Notre Dame, Catholic University, and Ana Maria College. She is the recipient of several prestigious awards including the President's Award for Distinguished Public Service, and the Lifetime Achievement Award of the National Center for Women in Policing and the Notre Dame Laetare Medal.

Casey Stanton | Co-Director, Discerning Deacons

Casey Stanton is the co-director of Discerning Deacons, a project serving the Church by engaging Catholics in the active discernment around women and the diaconate. She most recently served as Adult Faith Formation minister at Immaculate Conception Parish in Durham, North Carolina. She holds a BA from the University of Notre Dame, and a Masters of Divinity from Duke Divinity School where she graduated with a certificate in prison studies. Casey spent a decade working in the field of faith-based organizing where she witnessed the impact of the Catholic Campaign for Human Development as a key anchor in efforts to promote the common good and seek justice for those on the margins. Casey is proud to make a home in Durham NC with her husband Felipe and their two children Micaela and Teddy. She is inspired by Pope Francis' call for a listening Church of missionary disciples, and with her family has embarked on a year long synodal pilgrimage. As they journey together, they are on the lookout for hopeful signs of the Holy Spirit, stirring and renewing the Church for the third millennia. She also promised her kids they'd get to try the local ice cream specialty in every city.





Alexandra Carroll (moderator)

Communications Manager for Social Mission, Department of Justice, Peace and Human Development, USCCB



Alexandra Carroll is the Communications Manager for Social Mission with the Department of Justice, Peace and Human Development at the United States Conference of Catholic Bishops. Through her work at the USCCB, Alexandra engages Catholics in the domestic and international justice priorities of the U.S. bishops as well as the work of the grassroots organizations supported by the Catholic Campaign for Human Development, the domestic anti-poverty program of the U.S. Church. Alexandra was a member of the inaugural cohort of Faith Communication in the Digital World's "Young Potentials Program" with the Vatican's Dicastery for Communication and has also worked on projects for the Vatican's Dicastery for Promoting Integral Human Development; and is currently working with the General Secretariat of the Synod of Bishops on communications efforts for the 2021-2023 Synod on Synodality. Previously, she served as the Director of Communications for Catholic Mobilizing Network. She received a Masters of Theological Studies with a focus in Theological Ethics and Human Rights from Boston College, where she also served as a volunteer lay chaplain with the Catholic prison ministry at the Suffolk County House of Corrections. She lives and works in Washington, D.C., and is originally from Los Angeles, CA.

Table Discussion Guide

SESSION 3:

THE VITAL ROLE OF WOMEN'S LEADERSHIP IN THE CHURCH

Under the papacy of Pope Francis, women have begun to serve in expanded leadership roles in the Vatican administration — from the first woman being appointed to a voting role for the Synod, to three women being elected to serve on the committee that elects bishops, and more. Those dioceses and Catholic organizations that have included women in leadership have benefited because of it. During this session, we will discuss how women's leadership is a best practice of synodal leadership and a key element of co-responsible management; discern what opportunities remain for expanding women's leadership; and highlight the vital role that women's leadership plays in a synodal Church.



1

Drawing from the panel presentation, the questions and recommendations provided below, and your own experience, **consider actionable recommendations** that you think are most necessary and will make the most impact.

2

Dialogue with those seated at your table and prioritize your recommendations.

During this time of discussion, you will engage in a dialogue with fellow participants at your table on the theme of the third session: The Vital Role of Women's Leadership in the Church.

As with Sessions 1 and 2, the fruits of our discussion and discernment will be action. To help inspire our conversations to produce actionable recommendations, we have compiled the following questions and recommendations. The facilitator at your table will use these to guide the conversation and a scribe will capture the comments and results to report back to the larger group and include in the final Summit report.

Table Discussion Guide

SESSION 3:

THE VITAL ROLE OF WOMEN'S LEADERSHIP IN THE CHURCH

Reflection Questions

- 1. What makes the inclusion of women in leadership essential to a thriving Church? What is one thing your organization could do, starting now, to promote women in leadership?
- 2. What are some of the ways of leading that women predominantly offer and how do those benefit the Church and its institutions as it addresses current challenges?
- 3. The Vatican recently made a major change in its leadership structure by allowing women to lead a Dicastery (Department). How can parishes, dioceses, and Catholic organizations ensure their structures reflect similar co-responsibility?

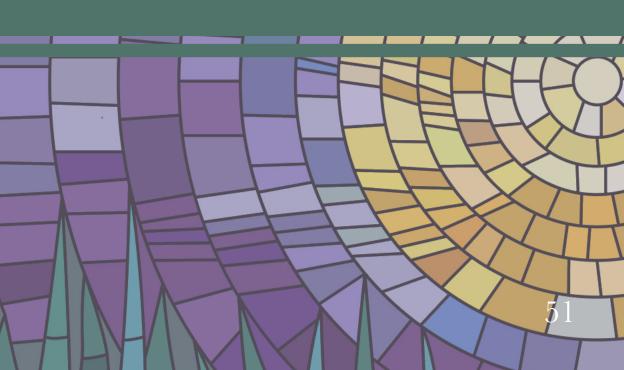
Recommendations

- Identify **leadership roles in your community** where women can serve but currently do not, and appoint women to those positions.
- Actively recruit women for leadership positions, to pastoral and finance councils, boards
 of directors and trustees, and to executive positions.
- Involve women in the **training and formation of new leaders**, including ordained leaders, as a **best practice to help build a new culture** of leadership in the Church.
- Acknowledge the unique challenges women face as leaders in the Church and create and support spaces that offer women leaders connection, information sharing, and community.
- Encourage, prepare, and mentor young women for senior leadership roles within the Church, and create and support pathways to those positions.

Notes THE VITAL ROLE OF WOMEN'S LEADERSHIP IN THE CHURCH



EMERGING MODELS OF LEADERSHIP AND FAITH IN PRACTICE





Session

EMERGING MODELS OF LEADERSHIP AND FAITH IN PRACTICE

Synodality is not passive, rather it is active and intentional. Every day, organizations are living the faith, building avenues for connection, and transforming the leadership culture of the Church through restorative practices, direct services, and community building. During session 4 we will hear from leaders about the creative and timely ways Catholics are practicing leadership and faith, and learn some of the innovative emerging models that are helping the Church thrive.

SPEAKERS

Krisanne Vaillancourt Murphy | Executive Director, Catholic Mobilizing Network



Krisanne Vaillancourt Murphy serves as the executive director of Catholic Mobilizing Network (CMN). In partnership with the board and staff, she has developed the last two comprehensive strategic plans which include an emphasis on partnerships, growth initiatives, and broadening CMN's impact. Krisanne brings more than 25 years of experience working in national level, faith-based policy advocacy organizations. She has been quoted in sources such as the New York Times, CNN, America Magazine, Crux, National Catholic Reporter, EWTN News Nightly, and featured on JustLove Radio on Sirius XM. Prior to CMN, for more than a decade Krisanne served as senior church relations staff at Bread for the World, a collective Christian voice urging our nation's decision makers to end hunger at home and abroad. Krisanne is co-author of "Advocating for Justice: An Evangelical Vision for Transforming Systems and Structures," published by Baker Academic. From 2003 to 2005, Krisanne served as the executive director of Witness for Peace, a politically independent, faith-based national grassroots organization committed to promoting peace, justice, and non-violence in U.S. foreign policy. In the late '90s, Krisanne worked at the Latin America Working Group, one of the nation's longest standing religious coalitions dedicated to a just foreign policy in the region. In 1994, Krisanne served

for one year in a faith-based domestic service program working alongside migrant farmworkers in Woodburn, Oregon. She has a Masters in Theology degree from Boston College (formerly Weston Jesuit School of Theology in Cambridge, Massachusetts). Krisanne, her husband Jay, and their three children reside in Washington, DC.

Vicente Del Real | Founder and Executive Director, Iskali

Vicente Del Real is the founder of Iskali, and has a Masters in Pastoral Arts from Catholic Theological Union. He teaches part time at the Institute of Pastoral Studies at Loyola University in Chicago. Vicente is recipient of the Bishop Quarter Award by the Archdiocese of Chicago for his work with young people and the impact Iskali's ministry in the Catholic community. Vicente was recognized as part of 2020's class of 40 under 40, by name by Negocios Now, a national award-winning Hispanic business publication that recognizes 40 leaders and entrepreneurs in the Hispanic community under the age of 40 in the Chicagoland. Over the past 10 years, Vicente has been able to impact the lives of hundreds of young Latinos who have benefited from Iskali's many programs including retreats, small-group communities, leadership development initiatives, scholarship program, and a mentorship program. Vicente believes in the potential of young people and is actively filling the gap in resources aimed at supporting first, second and third generation immigrants. He is passionate about helping these young people pursue

higher education and so recently launched a mentorship program and scholarship fund. Vicente desires that Iskali is a welcoming community where young people feel accepted, believed in, and encouraged to become transformative leaders.



Under his leadership Iskali today is one of the leading organizations in young adult ministry with Latinos in the nation.

John Cannon Founder, SENT Ventures



John Cannon founded SENT to fuel Catholic entrepreneurs to address pressing human and spiritual needs through integration of world-class business insight and deep spiritual practice. Prior to SENT, John founded and ran a boutique management consulting practice, where he advised for-profit and NGO clients in diverse sectors on growth and financial strategy. As an investment banker for Wells Fargo, he was part of the Leveraged Finance deal team that closed a \$1.2B financing for an energy client. He is a former Policy Advisor to the Governor of Alabama and also spent seven years in monastic life as a Carmelite, an ancient Catholic religious order, where he prayed, taught spirituality, and worked in a variety of ministries. John received a BBA (Finance) and BA (Political Science) from the University of Notre Dame, a Masters in Politics & IR from Oxford University, an MBA from Harvard Business School, an MA in Philosophy from Mount Angel Seminary and MA in Theology from Franciscan University Steubenville. He spent a year researching the lives of 50 renewal leaders in Catholic Church history to identify their common characteristics, about which he hopes to share with the SENT Community.

Bruno Spriet Global Programme Manager, Porticus

Bruno Spriet is a Global Programme Manager at Porticus and is based in Belgium. Porticus advises and manages the private philanthropic endeavours of the Brenninkmeijer family business owners, with headquarters in Amsterdam and 12 offices globally. The organisation supports systems change in societal and environmental challenges worldwide to create a just and sustainable future where human dignity can flourish. With more than ten years of experience in philanthropy, Bruno manages a global programme to Enable a More Synodal Church. This initiative is part of the Fostering Vital Faith Communities priority and focusses on supporting local Churches to learn how to practice Synodality and include marginalised voices, building up synodal leadership, and re-imagining the theological framework of a synodal Church. In previous roles, Bruno was responsible for designing and implementing Porticus' strategies for Catholic and Spiritual Formation as well as Interreligious Dialogue and Ecumenism, working with a team in 12 regional offices across the globe. Bruno holds an advanced Master Degree in Theology and Religion from KULeuven, a Master in General



Management degree from Vlerick Business School and a Post-Graduate Diploma in Grant Management, Philanthropy and Social Investments from Bayes Business School. He did volunteer work and studies in Peru and Bolivia and was the president of the NGO Suyana Peru, working for psychosocially vulnerable people in the slums of Lima, Peru. He was a member of the Academic Council of the KULeuven and won the Academic Oscar Romero Theology Award and the Best Student Award (Management). Bruno lives and works in Brussels, is married and has two children.

British Robinson (moderator) President & CEO, Barbara Bush Foundation for Family Literacy



BARBARA BUSH FOUNDATION for FAMILY LITERACY

British A. Robinson is a transformative, visionary leader and social entrepreneur with more than 20 years of experience spearheading initiatives in international and domestic health, corporate social responsibility, public-private partnerships, government relations, advocacy, and policy. In her current role as the President and CEO of the Barbara Bush Foundation for Family Literacy, Robinson leads the Foundation's efforts using technology and innovative programming to build a stronger, more equitable America through literacy. Robinson previously served as Founding CEO of the Women's Heart Alliance, and in key leadership positions at Women for Women International and Susan G. Komen. Her tenure at the U.S. Department of State included partnership building efforts for the U.S. President's Emergency Plan for AIDS Relief (PEPFAR) and Secretary Clinton's Office of Global Women's Issues. She also spent more than a decade in leadership roles at the U.S. Jesuit Conference, first as Deputy Director for Jesuit Refugee Services/USA, and then as National Director for the Office of Social and International Ministries. Robinson holds a Master's Degree in government from Johns Hopkins University and a bachelor's degree in public policy and business administration from George Washington University, and has received an honorary

doctorate from Fairfield University. She serves on the boards of the Jesuit Refugee Service/USA, Leadership Roundtable, and the Women's Foreign Policy Group; the advisory councils of First Book, Inter-American Foundation, and Worldreader; the advisory board of Arlington Partners International; and on the Brain Trust for the XPRIZE Racial Equity Alliance.

Table Discussion Guide

SESSION 4:

EMERGING MODELS OF LEADERSHIP AND FAITH IN PRACTICE

Synodality is not passive, rather it is active and intentional. Every day, organizations are living the faith, building avenues for connection, and transforming the leadership culture of the Church through restorative practices, direct services, and community building. During session 4, we will hear from leaders about the creative and timely ways Catholics are practicing leadership and faith, and learn some of the innovative emerging models that are helping the Church thrive.



1

Drawing from the panel presentation, the questions and recommendations provided below, and your own experience, **consider actionable recommendations** that you think are most necessary and will make the most impact.

2

Dialogue with those seated at your table and prioritize your recommendations.

During this time of discussion, you will engage in a dialogue with fellow participants at your table on the theme of the fourth session: **Emerging Models of Leadership and Faith in Practice.**

As with our all of our sessions so far, the fruits of our discussion and discernment will be action. To help inspire our conversations to produce actionable recommendations, we have compiled the following questions and recommendations. The facilitator at your table will use these to guide the conversation and a scribe will capture the comments and results to report back to the larger group and include in the final Summit report.

Table Discussion Guide

SESSION 4:

EMERGING MODELS OF LEADERSHIP AND FAITH IN PRACTICE

Reflection Questions

- 1. What examples of innovative methods of leadership in the Church have you observed, attempted, or are considering?
- 2. What supports innovation in the Church? What holds it back?
- 3. How do different leadership models engage people in communities of faith or turn them away?
- 4. What examples of innovative leadership have been successful outside of the Church that could be adopted for leadership within the Church?

Recommendations

- Support initiatives that encourage leaders to brainstorm creative ways to put faith into action.
- Practice **co-responsible and synodal decision-making** within your organization as best practices for creating a leadership **culture that values innovation**.
- **Involve all stakeholders in regularly evaluating** how your organization operates and in identifying **new, innovative leadership models** that can be adopted.
- Use **innovative leadership models and faith in action** to energize Catholics, support greater involvement, meet spiritual needs, and reconnect individuals with their Catholic communities.
- Identify what **fuels innovation** within your parish, diocese, or organization and **establish the structures that eliminate barriers** and provide ongoing support.

Notes | EMERGING MODELS OF LEADERSHIP AND FAITH IN PRACTICE

Summit Survey and Evaluation

An important part of our Summit and our synodal journey together is listening and providing feedback to one another. We ask you to consider offering your feedback on the Summit and your experience by completing an evaluation survey.

You can access the survey by scanning the QR code below or by going to:

summit.leadershiproundtable.org/2022survey



THANK YOU for your feedback!

THANK YOU

A special thank you to all of those who helped make this Summit possible:

Leadership Roundtable Staff

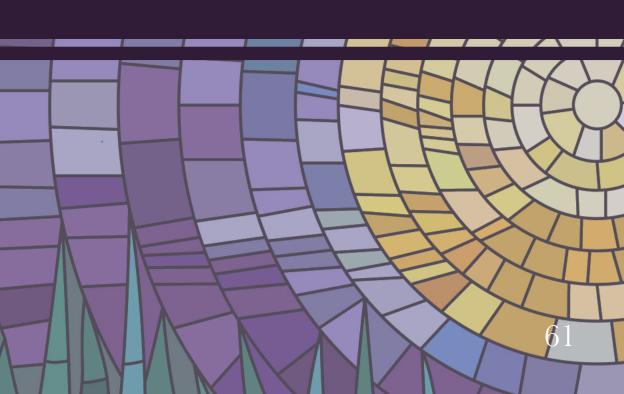
Mass

Rosio Gonzalez — Lector Katharina Acosta — Cantor Thomas Hochla — Accompanist

Logistical Support

Susan Hernandez and BE Event Productions
Katherine Torrini and Creative Catalyst
Maximilian Franz Photography
Storia Studios
Encore Productions

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Leadership Roundtable Board (above) and Staff (below)



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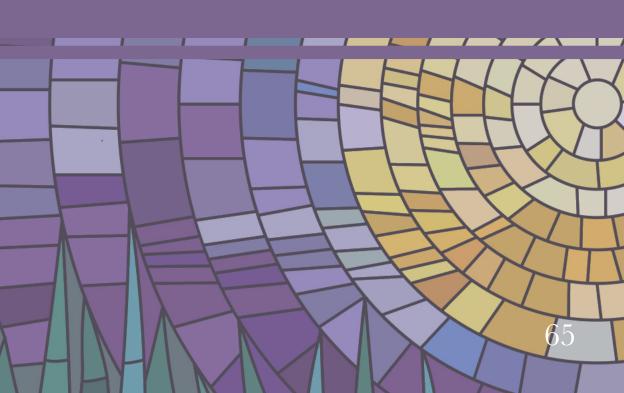
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OUR
SERVICE TO
THE CHURCH





Our Vision and Values

VISION

Leadership Roundtable is working with Church leaders to institutionalize the following for the Catholic Church in the U.S. in order to restore trust and credibility in the Church and its leaders.

- Public performance standards in key areas of management, finance, human resources, and communications to improve practices and functions.
- A variety of internal and external evaluative means to ensure the established performance standards are measured and to provide increased transparency and accountability.
- Greater participation of laity, particularly women, in senior management of Church institutions.
- A methodology for developing the next generation of leaders, lay and ordained, whereby those selected for key leadership and management positions have the professional skills to succeed.

VALUES

Leadership Roundtable is composed of faithful Catholics, called by the Holy Spirit and thinking with the Church, who put themselves at its service. We value:

Transparency

Co-Responsibility

Accountability





Supporting the Synod

Leadership Roundtable is inspired by Pope Francis' vision for the global Church and his call for all Catholics to engage in a synodal journey. Drawing upon a long-standing working relationship with many Vatican dicasteries, including the Secretariat of the Synod of Bishops, and the United States Conference of Catholic Bishops (USCCB), we endeavored to help dioceses and Catholic organizations implement the Synod process.

For dioceses, we produced and shared two documents throughout the United States and the world to assist in Synod consultations:

- A guide for Facilitating Synodal Consultations, available in English and Spanish
- A guide for Reporting Synodal Consultations, available in English and Spanish.

Additionally, we convened leaders from national Catholic organizations, movements, and institutions in three consultations to engage them in the Synod process.

We continue to be a collaborator with the Vatican and the USCCB in the ongoing Synod process.



Coalition for Ethical Financial Management in the Church

In response to a growing financial crisis within the Catholic Church, Leadership Roundtable convened leaders in Catholic finance in 2021 to discuss co-responsibility and ethical financial management in the Church. The convening facilitated a much-needed dialogue among leaders in Church finance to explore the roots of the financial crisis facing the Church, and led to identifying key areas where the response should focus, as well as recommendations for taking action.

Due to the overwhelming energy to formalize a joint effort to address the financial crisis, the **Coalition for Ethical Financial Management in the Church** was formed and established three working groups — Research and Benchmarks, Best Practices, Diocesan Finance Councils. The Coalition and its working groups continue working to build connections among financial experts, develop best practices and benchmarks, support the Association of Diocesan Finance Council Chairs and CFOs, and build momentum for action.

Catholic Financial Integrity: Best Practices

Develop, promote, and encourage the adoption and implementation of a set of financial and accounting best practices for Catholic dioceses in the United States.

Benchmark Dashboard of Church Finance and Management Best Practices

Assist the Church in its stewardship of resources by using benchmarks that can help to set priorities to support broader transparency, greater accountability, expanded engagement, and enhance ethical behavior.

Co-Responsibility & Accountability through Diocesan Finance Councils & Lay Staff

Create an Association of Diocesan Finance Council Chairs and CFOs for continued development and support.



Global Initiatives

Leadership Roundtable is proud to partner with ordained, religious, and lay leaders across the globe to help build a healthy, thriving Church. Our Executive Partners have had the opportunity to work with cardinals and other Church leaders in the Holy See for 17 years. We have been invited to keynote international convenings, address men's and women's religious communities and partner with international Catholic organizations from as far away as Australia and in many parts of the world. We are intentional about being part of an international faith community.

We serve as a resource for the dioceses, religious communities, and Catholic organizations who partner with us, but it is those our Church serves who are impacted most by the work we do. In our travels around the globe, it has become clear that in every corner of the world, the Church is facing very similar challenges, both managerial and financial. Though these challenges may impact a country at different times and in different ways, the health and future of our Church keeps its leaders up at night, regardless of nationality or country.

We believe that we are stronger in unity and this drives how we approach our work with the global Church. We prioritize collaboration and information and do not impose solutions on other regions of the Church, but rather share our stories and have meaningful conversations to help our partners see what is possible and that they are not alone. While there are no ready-made solutions, we believe there are proven models that leaders can turn to when facing challenges or opportunities. Our experiences and successes as a United States-based organization have served as an example, never a template, for best practices and solutions across the world.



Mission Management Model Proven Methods for Diocesan Leadership

The Mission Management Model is a system-wide approach for Catholic dioceses and other Catholic institutions to achieve management and leadership excellence in service of their mission. Its six stages provide an assessment and customized plan to assist Catholic leaders in creating a vibrant Catholic experience for the people they serve.

Our Mission Management Model is built on years of experience that show us that small steps are the building blocks for transformative change. At the pace they choose, dioceses move through the six stages — assisted by their trusted partner, Leadership Roundtable. One of the keys to success is for the diocese to only take on as much as is realistic for them to do at any given time. Ongoing evaluation of progress and benchmarking built into the Model allows dioceses to see how far they have come and to see the impact of their work on their mission.

6 STEPS OF THE MISSION MANAGEMENT MODEL



1. AWARENESS

The journey begins when diocesan leaders recognize the need for change. They may encounter resistance that limits effective action. There may be inconsistency between how diocesan leaders want to handle temporal management - such as accounting practices, parish fundraising, or communications - and how it is actually done. There may be growing awareness that the way parishes and dioceses are being managed is hurting the overall mission of the local Church.



6. THRIVE

At this stage, a diocese has met its goal to systemically embed best practices from diocesan offices to parishes to its extensive ministries. It is time to plan for the future of the diocese on a foundation of managerial excellence and a flourishing mission.

Providing Catholic institutions with a ROADMAP FOR INTEGRATING BEST PRACTICES into their mission



2. START

Diocesan leaders begin to take steps to address the dissonance between current practice and desired practice. It may include false starts and a variety of uncoordinated attempts at solutions. There is action, but without the four key elements of effective change management: 1) a clear plan that is understood by all involved, 2) structures, 3) skills, and 4) models to carry it out.



3. PLAN

Diocesan leaders clearly state the desired outcomes for management and leadership practices in the diocese and parishes and develop a comprehensive roadmap for progress. The plan includes a clearly articulated vision, benchmarks for progress, specific strategies, action steps, timelines, and accountability



5. EMBED

By this stage, best practices is an intrinsic value to the bishop and a critical mass of other diocesan and parish leaders. This value is clearly articulated and is embedded in expectations of all employees. The diocese has reached a turning point in its systems, policies, and procedures, and has allocated sufficient financial and human resources to ensure sustainability of best practices.



4. IMPLEMENT

Leaders at various levels of the diocese implement the roadmap with coordinated effort: timelines are met, metrics applied, and resources allocated. There is ongoing oversight and a systematic means for evaluating impact on a regular basis.



ESTEEM

Engaging Students to Enliven the Ecclesial Mission

Catholic leaders must create a seat at the table of leadership and a voice in decision-making for young adults in the Church today. Leadership Roundtable is committed to promoting young adult involvement and leadership in the Church.

The idea of ESTEEM began in 2008 with a deep concern about the future of the Catholic Church following the exodus of many young adult Catholics, many of whom would go on to lead in various temporal spheres. What started as a series of conversations about the future of the Church is now the primary leadership formation program for young adult Catholics at over a dozen college and university campuses across the United States and the Caribbean.

ESTEEM is a joint partnership between Leadership Roundtable and Saint Thomas More Catholic Chapel and Center at Yale University that supports, encourages, and affirms the leadership of young adults in the Catholic Church and assists in their transition into parish life through education, community, faith formation, and mentorship.





Latino Pastoral Leaders Initiative

The Latino Pastoral Leaders Initiative is a comprehensive formation program that provides Hispanic/Latino leaders access to critical leadership skills and addresses the complex pastoral environments where these leaders serve. Leadership Roundtable created the Latino Pastoral Leaders Initiative in response to the growing and unique needs of Hispanic/Latino pastoral leaders witnessed through our work with dioceses across the United States and the National V Encuentro process. It was developed thanks to generous funding from Lilly Endowment Inc. through their Thriving in Ministry Initiative.

In 2021, Leadership Roundtable launched this program working with Hispanic/Latino leaders in the Diocese of Joliet. The program expanded with a second cohort in the Diocese of St. Augustine, and grew again with a third cohort in the Diocese of Austin. The program will continue to be offered in partnership with dioceses throughout the U.S.



Toolbox for Pastoral Management

The Toolbox for Pastoral Management is a comprehensive program that introduces the key elements of pastoral leadership and management to priests, seminarians, and lay pastoral leaders. A residential program, the Toolbox offers a formational and education process that covers essential leadership and management topics critical to the pastoral role. Participants engage in a series of presentations that provide practical tools for the busy pastoral leader. Prayer, the sacraments, and fellowship round out this initiative

leaders seeking to further sharpen their skills in ministry.



Leadership Roundtable is pleased to announce Sacred Heart Seminary and School of Theology will be hosting a national Toolbox for Pastoral Management facilitated by Leadership Roundtable for recently or soon-to-be appointed pastors/administrators throughout the U.S. This program will be held June 5-9, 2023 at the seminary in Hales Corners, WI. For more information about this event and to register, please visit **www.shsst.edu/toolbox** or scan the QR code.







Catholic Leadership 360

Catholic Leadership 360 is a leadership development program that offers priests and lay leaders fresh insight into their effectiveness as leaders in the Church. The program provides a unique opportunity for growth in leadership using structured feedback from those with whom clergy and lay leaders interact. There are two 360-degree assessment tools, one for clergy and one for lay leaders, available in English and Spanish. Leadership Roundtable also provides coaching to participants as they move toward implementing the goals they prioritize.

In addition to cohorts in dioceses, Leadership Roundtable also offers online cohorts of Catholic Leadership 360, open to any Catholic leader in the U.S. Each cohort includes approximately 8 hours of training over a seven-week period.



2023 Online cohorts:

Bilingual (Spanish/English) — January 11 - March 1

Spring — March 15 - May 3

Summer — May 10 - June 28

Fall — September 6 - October 25



Bringing Catholic Leadership 360 to more leaders

Leadership Roundtable is collaborating with Catholic organizations across the U.S. to make our powerful Catholic Leadership 360 feedback assessment experience available to many more Catholic leaders.

For more than 15 years, Catholic leaders have been transformed by the feedback they've received through our Catholic Leadership 360 program. More than 21 dioceses in the United States have participated in the Catholic Leadership 360 program, including: Austin, Baltimore, Boston, Cheyenne, Chicago, Evansville, Galveston-Houston, Indianapolis, Jefferson City, Joliet, Lafayette-in-Indiana, Lansing, Louisville, Manchester, Metuchen, Milwaukee, Newark, Owensboro, Pittsburgh, St. Augustine, St. Paul, and Minneapolis. Participants have included 610+ Catholic priests, including 13 bishops, and 400+ lay ecclesial ministers — from school principals, Hispanic/Latino leaders, and parish life directors to chancellors and pastoral associates.

We know that meaningful feedback and a personal development plan can greatly improve a person's ability to lead more effectively and experience a greater sense of competence in pastoral ministry. That is why Leadership Roundtable is offering our custom feedback assessment experience to as many leaders as possible. We've scaled Catholic Leadership 360 so that dioceses, colleges and universities, seminaries, religious communities, Catholic organizations, schools, and other partners can now offer it to their faculty, leadership teams, students, and more.

If you are a leader with a Catholic institution and would like more information about partnering with Leadership Roundtable to offer Catholic Leadership 360 to the pastoral leaders you work with, please contact Executive Partner Michael Brough at michael@leadershiproundtable.org.



Bishops' Workshops

Leadership Roundtable convenes bishops to provide customized workshops on topics of leadership and management in their dioceses. These sessions provide a forum for bishops to discuss pressing issues, intended to be both practical and solution-focused. These workshops can be for new bishops, for a Province or Region, or on a particular crisis facing the Church. The sessions can also include a bishop's senior leaders. National subject matter experts and Church leaders offer their insights. Bishops and their senior leaders participate in facilitated small discussion groups where participants apply the topics to their own specific situation. An integration session helps bishops to identify specific action steps to benefit their own dioceses.

A sample of the topics addressed at these forums include:

- Best Practices in Diocesan Planning and Change Management
- Empowering Parishes as the Mission Delivery Point
- Identifying and Keeping the Right People in the Right Place
- How to Restore Trust in Your Diocese After a Crisis
- Emerging Best Practices in Accountability and Leadership Co-responsibility
- Diocesan Appeals What Works and What The Data Tell Us



Bishops Advisory Committee

To better respond to emerging needs and continue to promote a culture of co-responsibility, transparency, and accountability in the Church, Leadership Roundtable has established an advisory committee of bishops in the United States. Consisting of bishops who represent the breadth of the Church in the United States, the Bishop Advisory Committee provides advice to Leadership Roundtable's board and executive leadership, but does not have a governing or directive role. Leadership Roundtable created the committee to both tap the wisdom of the bishops and to offer an opportunity for bishops to further build collegiality and have candid conversations about matters of importance.

The Bishop Advisory Committee consists of 13 members who have been asked to read the signs of the times and identify critical leadership and management priorities facing dioceses and the Church in the United States. The Committee will also provide frank and even critical advice and feedback on Leadership Roundtable activities and plans for best serving dioceses; interact with lay experts on a variety of temporal topics; and serve as ambassadors, to champion and to promote Leadership Roundtable's mission and its resources.

Committee Members

Archbishop Borys Gudziak

Ukrainian Catholic Archeparchy of Philadelphia

Archbishop Bernard A. Hebda

Archdiocese of Saint Paul and Minneapolis

Archbishop William E. Lori Archdiocese of Baltimore

Archbishop Mitchell T. Rozanski Archdiocese of St. Louis

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Notes

