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| <p>PROJECTS</p> <p><i>PROJETS</i></p> <p>PROYECTOS</p> <p>Original : English</p> |  | <p>CHRISTIAN LIFE COMMUNITY</p> <p><i>COMMUNAUTÉ DE VIE CHRÉTIENNE</i></p> <p>COMUNIDAD DE VIDA CRISTIANA</p> |
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No. 132, August 2006

Link between the ExCo and the World CLC

Leadership in CLC

The Nairobi Assembly recommendations speak of leadership in CLC. *“Our Community continues to need leaders who facilitate the communities’ processes of discerning, sending, supporting, and evaluating our personal and communal mission. The capacities we seek in them include:*

- *Leadership skills (both as individuals and when working as a team);*
- *Spiritual growth through grounding in the Spiritual Exercises;*
- *An awareness of their own limitations and gifts as human beings;*
- *A willingness and ability to work collaboratively.”*

The world ExCo received this as part of our mandate and asked the national communities for input on leadership strengths and needs in a 2004 survey. In that questionnaire, we suggested the following specific leadership capacities (in terms of knowledge, skills, attitude and experience) would be help national, regional and world CLC effectively move to apostolic community.

- The capacity of enabling, empowering and challenging CLC membership to live the CLC charism;
- The ability to identify and call forth qualities in membership towards the service of others¹;
- The aptitude to encourage CLC members to take initiatives for getting things done by upholding the correlation between what is said and what is done;
- The competence to translate the World CLC General Assembly’s mandate into national and local level strategies/actions with tangible results;
- The desire of creating experiences/situations in which CLC members may take *risks* for mission, failing, and trying again as *“contemplatives in action”*;
- An understanding of the need to establish and offer a variety of training opportunities, resources and programs that focus on increasing the development of competent and mature leadership throughout CLC.

The National Communities that responded to the questionnaire agreed with these abilities and added the following:

¹ This can be done in a variety of ways e.g. inspired shared vision, challenging the process, enabling others to act, modelling the way, encouraging the heart etc.

- That our leadership ought to be leadership for service.
- That our leaders have the capacity to listen, to discern, and to collaborate with others.
- That our leaders be able to recognize the internal call to leadership and service as well as the external call from the community.

They also identified that the following desires and concerns related to leadership :

- Desire for a fuller understanding of discernment and inadequate formation in Ignatian Spirituality and the CLC Charism;
- A full appreciation of the World dimension of CLC;
- Greater experience in Discerning, sending, supporting and evaluating;
- Skill in social analysis;
- Greater clarity of roles and responsibilities;
- A stronger ability to involve the larger community in decision making;
- Greater skill in making decisions;
- A better balance of shared authority and leadership; (where leadership is collaborative and still decisive so that issues do not take a long time before resolution or aren't implemented when no one takes responsibility).
- Shared expectations and goals in the community;
- Skill and willingness to work through conflict;
- Better understanding and support of CLC leadership;
- A desire for more leaders to draw from and to address issues of lack of sufficient time devoted to CLC leadership, and/or overwhelmed leadership who are fully engaged elsewhere in their lives and work;
- High turnover of leadership and lost accountability;
- A perception that the leader has to do it all.

They expressed a desire for our Leadership to be able to translate the Nairobi Recommendations into the national reality and into workable programs. This implies leaders who are spiritually mature, deeply grounded in the CLC Charism and skilled in both individual and communal discernment. They also want their leaders to be able to address and manage crisis and conflict in the community, understand the communities' reality and have the courage to intervene. They wanted leadership to build a vision for the National Community, nurture and call forth the leadership of others and listen to and communicate with all members of the community.

To address these hopes and concerns, we are organizing an International Formation Experience (IFE) focused on leadership development. It will be held in Rome from November 25 – December 2, 2006 and has two primary goals :

- To develop a series of short workshop modules on the leadership topics mentioned above;
- To prepare the participants to work with CLC leadership development in their own Region and National Community.

Our desire is that the materials, processes and participants of the leadership program of the said IFE will be resourceful to National and Regional Communities. Our expectation is that participants will work with National and/or regional Leadership to offer leadership development programmes according to the respective national or regional needs.

The sessions are planned in such a way that they will first clarify the role of the CLC leader and then focus on the requisite leadership skills identified.

Topics include:

- The effective use of communal discernment in the national exco and other leadership forums;
- “Conception” (ability to perceive/deduct issues, concerns or actionable projects from observations, discussions or situations) and “Perception” (ability to extrapolate consequences of actions/events);
- Political and socio-economic and social reality analysis;
- Creating a balance in leadership between authority and service;
- Effective communication skills including; motivation, listening, and conflict management;
- Effective delegation; prioritization; and Ignatian meeting and facilitation skills;
- Basic fund development and management

Because the cultural reality and specific leadership priorities and needs vary from National Community to National Community, the modules will be flexible and adaptable to local need. The Modules and resource people will be available beginning early 2007.

We invite national communities to begin to assess specific leadership in your reality. We further invite you to begin to plan forums for ongoing leadership training programmes for your own leaders and potential leaders after the IFE. The following are suggested questions to trigger this process.

1. Which leadership needs do you perceive urgent in your
 - a. National community
 - b. Regional Communities?

2. Which ones of these needs do you consider immediate and which ones long term?
3. What are the signs that you see that indicate leadership needs and gaps? How can we fill these gaps?
4. How do you plan to benefit from the resources being made available for your community?
5. Which positive leadership experiences would you want to nurture in your community/region?
6. Which negative leadership experiences would you want to discourage in your community/region?
7. How can your National/Regional Community run leadership training courses for different levels of CLC leadership over time?

Finally, we invite you to support the International Leadership Course financially with a contribution from the National Community or solidarity from CLC members.

Friends in the Lord.

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