
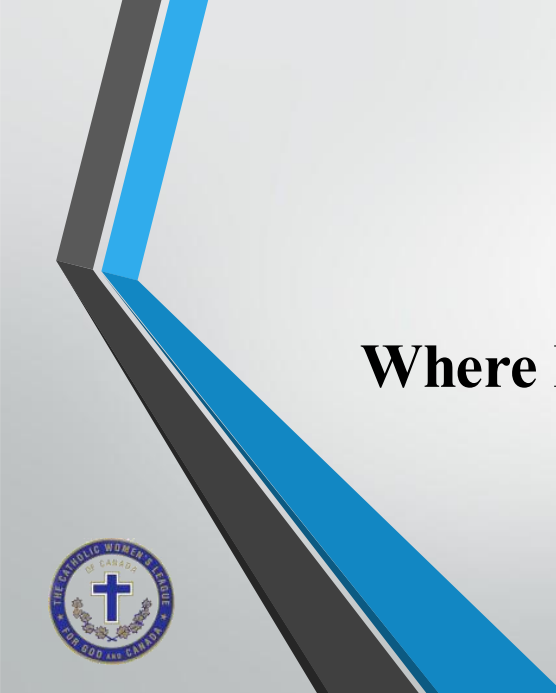


# Speaker Suggested Notes

Slide 1




## Reconnect

### Where Do We Go From Here?

Kingston Diocesan CWL Council  
Development Day  
November 19, 2022

*Welcome to: Reconnect – Where Do We Go From Here?*

Slide 2



## The League Prayer

We humbly pray You, O God our Father, to bless The Catholic Women's League of Canada.

Bless our beloved country, our homes and families.

Send Your Holy Spirit upon us to give light to our minds and strength to our wills

that we may know and fulfill Your great law of charity

Teach us to share with others at home and abroad the good things You have given us.

This we ask through our Lord Jesus Christ and the intercession of our patroness, Our Lady of Good Counsel.

Amen

Let us start by reciting our League prayer and truly **think about the words we are saying**



- † **Welcome** everyone and **thank you** for coming
- † **Introduce myself**
- † **Introduce others assisting in presentation**
- † Together, we hope to bring you an informative and fun morning

## Why Are We Here?

- Review recent changes in the executive structure in the League
- Focus on the reorganization of the 'Standing Committees' from 9 to 3 at parish level
- Recognize our council work as a call to ministry
- Encourage Leadership opportunities within non -executive members

- † Since its **beginnings**, the League has been a **parish-based, grassroots** organization, driven by its members' **faith, skills, resources, intelligence** and **passion**
- † The purpose of this workshop is **to inform councils** about **leadership** and to **encourage** and support members in taking on **leadership roles as service** and **ministry**
- † Leadership opportunities **involve members at all points** of their journey from the new member, to those reaching higher executive position levels
- † There are **two main types** of leadership in parish councils:
  - **elected** and **non-elected** positions
- † Elected positions are for **executive officers voted in for a two year term** to lead a council through the reoccurring work and projects of the League
- † **Non-elected** positions are all other leadership opportunities held by members. They **support the executive** and **help new** generations of **leaders**.
- † Today we will look at ideas and examples of leadership **activities** that can **energize** and **empower** members to grow in their **faith, relationships** and **personal development**.

Specifically, we will

- † **Review the new executive positions**, and how the transition will work
- † Talk about the **downsizing of the standing committee** and why that took place
- † Discuss the correlation between **ministry work** and what we **do already**
- † Propose ways for **every member to contribute** in ways they are comfortable
- † Look at what it **means to be a 'Leader'**

## Activity #1 Ice Breaker

At your table, introduce yourself including your parish and how long you have been in the League.

Then, discuss the following:

- What does the League mean to you?  
and / or
- What would you lose (or miss most) if your council ceased to exist tomorrow?

† Start by **getting to know each other** a little

*Read slide instructions - Provide 5 – 10 minutes then allow a few people to share if they choose (entire exercise no more than 15 mins)*

† Before we move on, would anyone like to **share anything** that stood out for them?



- † **Some parish councils** may have had **elections recently**, and be in the **process of transitioning** to the new structure
- † Other councils will be **working under the old** structure for another year
- † Let's first look back at some of the **Goals and Objectives in the Strategic Plan** for some of the reasoning for the change:
  - **Goal 1** – *Members of The Catholic Women's League of Canada grow in faith by sharing, witnessing and developing leadership skills to create positive change*
  - **3<sup>rd</sup> Objective** - *Remove structural impediments to participation and action by increasing flexibility throughout the organization*
  - **Strategies – Year 1** - *Reduce the number of standing committees to 3 to align with the core values of faith, service and social justice*
  - **Strategies – Year 4** - *Streamline executive officers at all levels and create distinctive roles for each level*
- † Some reasons include: **overlap and duplication** in responsibilities, **difficulty in filling** the positions, **realigning committees** with core values
- † Regardless of which model you're using, the League **has been focused** on the three new standing committees since inception.
- † This will be demonstrated in the next slide when we talk about our **guiding principles**
- † Note: **less positions should not mean more work** – today we will be discussing ways for **all members to contribute**
- † Before we get to that, are there **any specific questions** about this **new structure**, specifically the officers positions?

*(Refer to CWL New Council Executive Structure and Accountabilities document and Faith-Service-and-Social-Justice-Guidelines - 5 mins max)*

## The League's Guiding Principles

- **CORE VALUES:**  
FAITH – following Catholic teachings  
SERVICE – local, national and international  
SOCIAL JUSTICE – actively involved in society
- **CORE PURPOSE:** Uniting Catholic women to grow in faith, and to promote social justice through service to the church, Canada and the world.
- **MISSION STATEMENT:** The Catholic Women's League of Canada calls its members to grow in faith, and to witness to the love of God through ministry and service.

- † These are some of our **existing guiding principles**
- † Note how the words **Faith, Service and Social Justice** has long been part of the **fabric of the League**

## The League's Call to Ministry

- Ministry is faith and service in action; joyfully using members' God-given gifts for the common good of society
- Reorganize council activities by emphasizing the call to ministry; 3 ministries that reflect the core values of faith, service and social justice
- Ministry approach benefits both parish councils and members – takes into account their unique characteristics and qualities

- † There is **power in the name**.
- † The word “ministry” captures the **essence of the League** as an organization - it's **Christian focus** and work for “God and Canada”.
- † It resonates with members as it **conveys a sense of mission** and **awakens their baptismal promise** to spread the light of Christ by **ministering to the needs of others**
- † For more than 100 years, **women's ministry has blossomed** throughout the League
- † Members of all generations view **women's role as essential** to the well-being of the church and society
- † Yet parish councils have expressed **difficulty filling standing committee positions**
- † Strategy to **restructure standing committees** can be achieved in **every council** by reorganizing activities through **emphasizing the call to ministry**
- † Every member is **called to ministry** as expressed in the mission statement
- † Every council is **unique in its size, location and membership composition**. Their activities are influenced by attributes like that **council's age, number of members, age groups, cultural mix, language and urban or rural region**
- † Members are **equally unique** in their **varying ages, stages, cultures, traditions, education and lifestyle**
- † They are all **guided by their Catholic ways**, they have **varying skills** and interests along with **differing opinions on their councils activities**

## Key Components of Ministry

- The League celebrates every member for her strength and dedication to exemplify, support and defend Christian values
- Offers endless opportunities 'to make a difference'
- Empowers members to use their time, talent and treasure to bless their parishes and communities

- † Though **each ministry** is distinct, they are **interlinked and function as cohesive teams**
- † Every activity offers an **intrinsic element of faith** and is **blended** with an element of **service or action**
- † **Examples** used in the next slides were found in annual reports, communiqués, parish mailing, the Canadian League magazine and interviews with parish presidents



## Faith Ministry

*“And he said to them, ‘Go into all the world and proclaim the good news to the whole creation...’”(Mk 16:15)*

Examples of faith activities that offer leadership opportunities include

- ✓ Organizing bible study
- ✓ Providing clergy support
- ✓ Presenting bible and rosaries to youth
- ✓ Organizing ecumenical prayer services

- † Faith is the **core value** that **distinguishes** the League **from other women's organizations**
- † Members spiritual growth and renewal is the **heart of** the League and the **essence** of its existence
- † Councils are encouraged to **offer activities that enrich members spiritual growth** and promote evangelization in the parish and community

## Service Ministry

*"So if I, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet. For I have set you an example, that you also should do as I have done to you." (Jn 13:14-15)*

Examples of service activities that offer leadership opportunities include

- ✓ Providing outreach to members and parishioners (i.e. prayer shawl ministry)
- ✓ Organizing parish receptions (funerals, etc.)
- ✓ Offering breakfast and lunch programs to youth
- ✓ Planning highway and park cleanup events

- † Service is the **core value** that **exemplifies** the Leagues **reputation of extending a spirit of welcome, hospitality and fellowship** as a sign of love for one's neighbor and for each other
- † The **League Prayer**, written by Fr. Gabriel Schachtel in 1952, includes words that still resonate today, **"Teach us to share with others at home and abroad, the good things You have given us"**
- † Members are encouraged to follow **Jesus' model of servant leadership**

## Social Justice Ministry

*“Speak out for those who cannot speak, for the rights of all the destitute. speak out, judge righteously, defend the rights of the poor and needy.” (Prov 31:8-9)*

Examples of social justice activities that offer leadership opportunities include

- ✓ Hosting letter writing campaigns
- ✓ identifying issues and rating resolutions to address the issue

- † Social justice is the **core value** that **reflects members passion** for being actively **involved in the well-being of society** at the local, national and global levels.
- † This ministry is essential to achieve the League’s envisioned future to be “**A valued partner for social justice**” and “**A respected advocate at all government levels**”
- † Social justice is **about advocacy**
- † Members work to **defend** human rights, human dignity, the environment and equitable **access to life's essentials** like food, shelter, education and employment
- † They are called to be the **voice of the poor, the marginalise and vulnerable in society**
- † Members work **supports** pathways to a brighter **future for women, children and families**, especially those affected by **poverty, homelessness, domestic abuse, addictions, mental illness, human trafficking, incarceration** and more

## Benefits for Parish Councils and Members

- Emphasis on ministry is a call to action that can stimulate active engagement, teamwork and collaboration
- Participation options enable everyone to contribute anytime and anywhere their schedule allows – examples include:
  - Praying at home
  - Working at shelters
  - Connecting with other members outside of a meeting
- Members have input into council's annual calendar of events; are encouraged to take ownership of their ideas, which lightens the workload for executive members

- † More **responsibility is transferred to members** to choose and organize activities, which can stimulate collaborative ideas and participation
- † Though **every initiative has merit**, councils **can not realistically adopt them all**
- † They can choose to **focus on one**, two or all three ministries and **as many activities as members can practically achieve**
- † The number of activities in each ministry **does not have to be equally balanced**
- † Some councils **may prefer to focus on more service activities**, while others may prefer **faith or social justice**
- † Councils have the **flexibility to add, delete or modify** activities as issues and opportunities arise in their parish and community and as **new themes and initiatives are introduced** by councils at other levels
- † Members of **all ages** and councils of **all sizes** are **equally valued, needed and encouraged to participate** where and how **they feel called to serve**
- † Every member, council and action is welcomed, valued and celebrated

## ACTIVITY #2

### Parish Councils Activities from a Ministry Perspective

- 1) List activities done in your council – consider the past 2 years but also think back pre-pandemic to 2019.
- 2) Categorize activities under the 3 ministries using a simple chart like the following example – if an activity overlaps more than one ministry, categorize it where it fits best.

ACTIVITY	Faith	Service	Social Justice
Host a funeral reception		√	
Support seminarians and retired priests	√		
Organize a Pornography Hurts postcard campaign			√
Host a spiritual retreat	√		
Organize council fundraisers		√	

† Here is a short exercise to introduce the ministry approach to the councils projects and activities

*(handout #1 to everyone – read instructions on slide - ~15 mins)*

*Follow up after*

- † This is an **activity that should be done** formally at and **with your council**
- † Once complete with existing activities, **share the council's activity chart** and encourage everyone to choose activities for the year collaboratively
- † Invite everyone to **express their views** and to **suggest new ideas**, which promotes a sense of ownership, sisterhood and motivation to be involved
- † Consider asking the questions:
  - Which activities should **continue**?
  - Which activities should **be discontinued**?
  - Which new activities should **be started**?
- † Encourage members **to recognize each others talents** and to persuade each other to lead an activity
- † **Be mindful that some members like serving in a public role, some prefer working behind the scenes, and others prefer to pray for the success of their councils activities**
- † Regardless of their engagement and leadership choices, remind members their **individual and collective actions bless the council, parish and community**

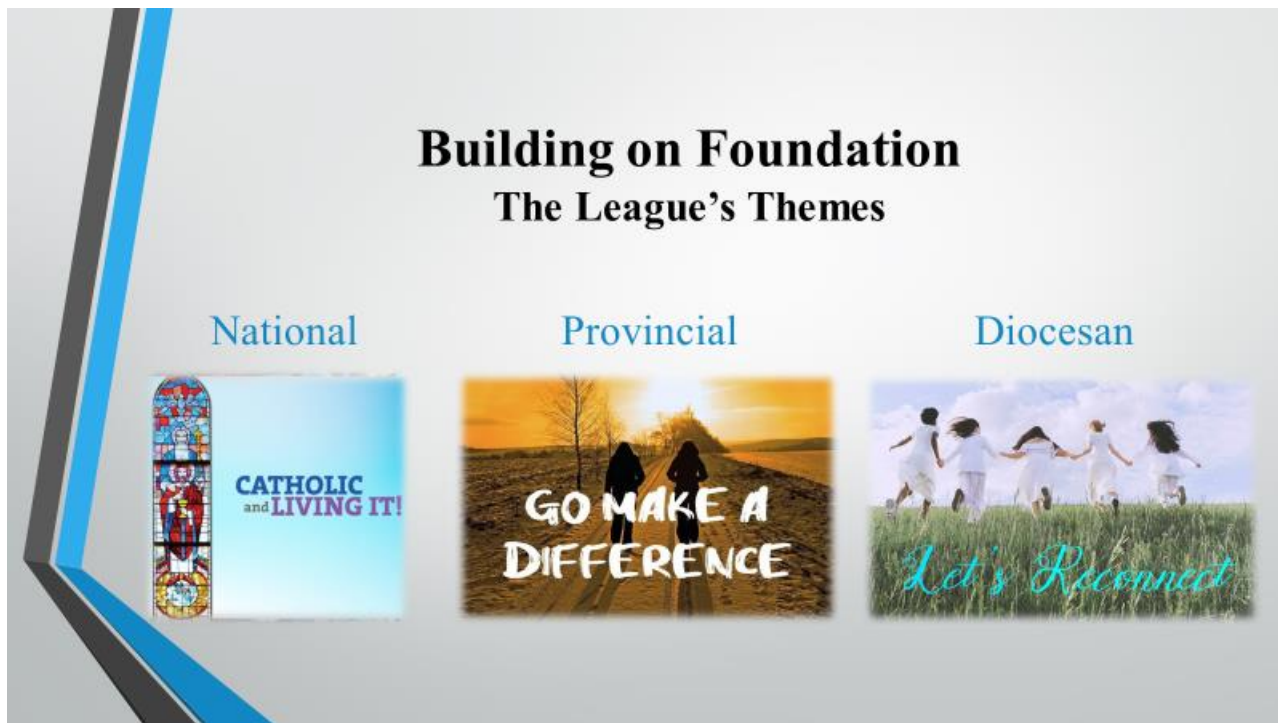
## Strategies to Engage Members

*“When people are financially invested, they want a return.  
When people are emotionally invested, they want to contribute.”  
(Simon Sinek)*

- Engagement builds an environment that enables members to thrive
- Promotes leadership habits and helps people to become emotionally invested in what they do
- Passion and dedication of these members will then motivate others to engage and serve

- † **Through engagement**, members are **actively involved** and are **motivated** by a personal desire to serve their council, parish and community
- † First, is to foster a genuinely warm and hospitable environment - **Positive attitude goes a long way**





- † The League has a basic structure
- † The structure includes a **national executive that sets the course** for the membership starting with a **national theme**  
This theme, chosen by the national president, reflects **her closest desires for the League** and **changes** every two years.
- † While **council activities are not confined to the parameters of a theme**, the theme gives councils a **starting point for activities** that they may wish to undertake
- † Under the national executive are provincial and diocesan executives, which may also establish **sub-themes** that can be **used for further guidance**
- † Themes can be **an excellent starting point to engage members**

### *Previous themes*

*National: Care for Our Common Home; Inspired by the Spirit, Women Respond to God's Call*

*Provincial: Loneliness; Homelessness*

## Knowing Council Members is Key

*“For as in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another.”  
(Rom 12:4-5)*

- Have each member, new and renewing, fill in the member information form from the *Welcome Program*, capturing what they enjoy doing, some of their talents and gifts and what they are passionate about
- Invite members to participate in what inspires them to fulfill the league's core purpose, “Uniting Catholic women to grow in faith, and to promote social justice through service to the church, Canada and the world.”

*Sample member forms are embedded in backup slides and can now be found on our website under Resources – Manuals & Forms*

† By getting to know members, a council executive can **help them decide where they can serve best**

### ***New Member Information Form***

- I. *Basic Information*
- II. *Category of Membership*
  - a. **Fully Active Members:** *These members pay dues, attend meetings, take part in business procedures with voting privileges, serve on committees and can take advantage of the many opportunities for personal and spiritual development offered by the League.*
  - b. **Partially Active Members:** *These members pay dues but cannot always attend meetings or functions. They are willing to help when needed, on a task-by-task basis. They want to be part of the organization and make a difference but have limited time to offer.*
  - c. **Financially Supportive Members:** *These members pay dues to support the national organization and their local council. They cannot be fully or partially active currently but may become more involved in the future. They wish to stay informed of events and educational updates through the League website and The Canadian League.*
  - d. **Prayer Partners:** *These members pay dues, taking part spiritually as prayer partners—either with a specific person or generally for all members. In turn, they are included in all League prayers.*
- III. *Interests*
- IV. *A little Bit More About You*

### ***Renewing Member Information Form***

*Reconfirm contact info – provide passion, gifts, talents, areas you want to explore*



## Cultivating Relationships and Teamwork

- Be open to new possibilities
- Be open to new ideas
- Invite members to speak at meetings and ask for their suggestions
  - *Not all members attend meetings, so have parish council executives call members and ask them for their input*
- Once an idea is offered, refer back to the member information forms to see if there are others who have similar talents, gifts and passions
- Pair up a first time project leader with a more experienced member in the council – opportunity for mentoring



*"Therefore encourage one another and build up each other,  
as indeed you are doing."*

(1 Thess 5:11)

*Therefore encourage one another and build up each other, as indeed you are doing.*

- † Even if a project or activity was unsuccessful at one time, it could **be tried again**. With new people and a project occurring at a different time, it can **take on a new life**
- † If members **want to try something new, that is fantastic** and could re-invigorate the council
- † **Meet people where they are** – this may involve organizing activities **during or outside of regular council meetings** where members get to **know each other personally**, but within the context of growing in their faith. Some ideas to develop informal relationships include:
  - book study club
  - coffee, prayer meetings
  - Fellowship evenings
  - prayer events; In person or virtual
  - spiritual retreats
- † It's helpful to have women **socialize outside of their regular friendship circles** to help new members find a place in the council and to make new friends
- † When members **feel comfortable and welcome**, the entire council will benefit
- † Try to **have members sit with different women** each time to **develop new friendships**
- † **Be joyful in your interactions with others**

## 5 Languages of Appreciation

Words of Affirmation

Quality Time

Acts of Service

Physical Touch

Tangible Gifts



### *How do you like to be appreciated?*

- † There are **many ways** to show appreciation to members, but consider that **not everyone likes to be appreciated in the same way**
- † Get to **know members** and **express the language** of appreciation that is **most meaningful** to each of them
  - **Words of Affirmation** – The member is thanked and acknowledged for her contributions. Some members like to be thanked publicly, while others prefer a private telephone call or conversation.
  - **Quality Time** – The member feels appreciated when people spend time with her on a personal level, such as being taken out for coffee or spending time with her in prayer.
  - **Acts of Service** – The member feels appreciated when people help her with her project or do something special, such as offering to drive her to a council meeting.
  - **Physical Touch** – The member may appreciate a hug or handshake more than public recognition or a tangible gift. Always ask if you can hug or touch someone before doing so.
  - **Tangible Gifts** – The national office has many gifts to choose from, such as rosaries, pens and notepads. Exemplary service, especially over many years, can be recognized with the maple leaf service pin or a pin acknowledging years of service. A gift does not have to be costly to show gratitude. It is possible to show appreciation with homemade gifts as well.



### **TIME**

- † Women's lives are busy!
- † Limited time to invest and want to ensure contributions add value and is time well spent

### **RESPONSIBILITIES**

- † Roles and routines have changed dramatically over the last century
- † Balancing personal and spiritual growth, along with home, family and work demands
- † Work outside of the home; may not feel they can take on activities with their council

### **TRAVEL**

- † Difficulty holding in-person meetings or taking on new projects due to distances members must travel, specially in rural communities

### **TECHNOLOGY**

- † Some members are not up to date on current technologies, such as using the Internet or Facebook or accessing virtual meetings

## Tips on What To Do

*“Women's ministry will need to be organized in small groups, focused on building relationships, and be made available at various times to meet the schedule demands today's modern woman.” (Dr. Barbara Parker)*

Every council will take a different approach . The key is to find something that works for the council's membership.

- Adjust meeting times and days to accommodate working women and families
  - Rural parish councils could adjust meeting times to before or after a weekend Mass to reduce the number of times members travel
- Recognize members can contribute to projects in their own way without the need to attend a meeting
- Hold information sessions on using the Internet and current technologies

- † A member who does not attend a meeting **may still want to participate in council projects**
- † Every member can become **more engaged, achieve satisfaction** and add **significant value** to the council **with flexible participation options**
- † These options are **crucial to attract and engage members of all ages**, preferences and circumstances
- † Not all women prefer formal meeting based participation - **some prefer casual meetings that focus on project based activities, independent contribution or specific initiatives**



- † Whether the council calls them **sub-committees, groups or teams**, the experience and developed skills of a **project-based leader** gives women the **confidence and courage** to step into **future elected leadership roles**.
- † **Companionship committee**: ensure no member is left behind
- † **Decoration committee**: decorate the church or hall for council or parish activities
- † **Fundraising committee**: take on various fundraising activities
- † **Green committee**: include activities that support the environment
- † **Hospitality committee**: welcome members at meetings and events
- † **Letter-writing committee**: take action on resolutions or other urgent matters as directed by diocesan, provincial and national councils
- † **Mentorship committee**: guide and assist members taking on leadership roles
- † **Parish activity committee**: liaise with the entire parish
- † **Pastoral care committee**: organize prayer services and reach out to members in need
- † **Reception committee**: organize refreshments for coffee Sundays, graduations, sacramental and funeral receptions
- † **Resolutions committee**: write new resolutions or take action on resolutions adopted by diocesan, provincial and national councils
- † **Social media committee**: set up and maintain a website, Facebook page or other means of communication
- † **Welcome Program committee**: assist in having members fill out information forms

## Leadership in the League

*“...whoever wishes to be great among you must be your servant.”*

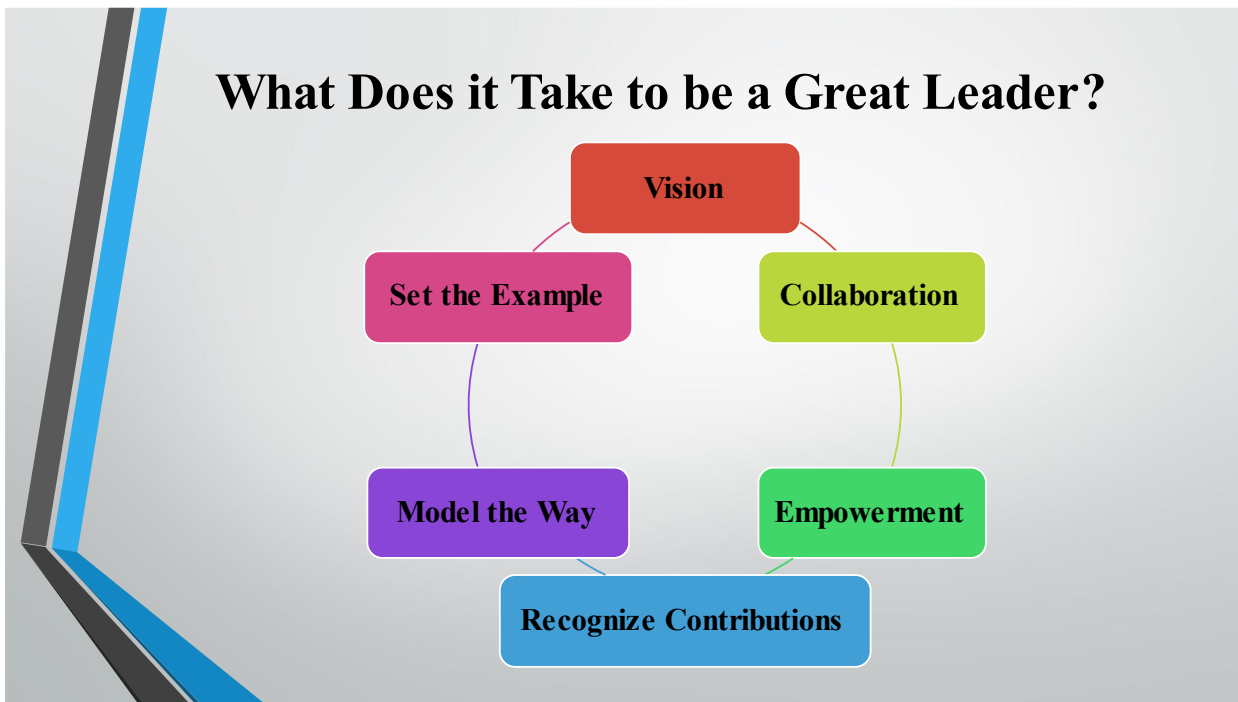
*(Mt 20:26)*



**Leadership is not a title – it is a behaviour.**

- † **Leadership is not a title—it is a behaviour.**
- † Leadership **qualities** or **attributes** can be **developed** and enhanced over time.
- † By knowing and **understanding the characteristics** and typical behaviours of leaders, members can **recognize these attributes in each other** and even **in themselves**.
- † It can lead to a greater **acceptance of the possibilities of embracing a leadership role** and being recognized as a leader.
- † A **successful leader** is someone who **strives to**:
  - **motivate** others
  - **communicate** effectively
  - be **joyful** and hope-filled
  - **encourage** participation
  - take **responsibility**
  - **listen** to others and put **people first**
  - be **empathetic** and **connect with others**
  - have a **positive** self-image and act as a **positive role model**





- † The following qualities are adapted from *Leading the League: A Comprehensive Teaching Manual* on the national website:
- **Vision:** Leaders **share their vision** with members so that all clearly understand the direction the leader is headed.
  - **Collaboration:** Leaders **encourage participation** in decision-making.
  - **Empowerment:** Leaders **encourage members to stretch and develop** their potential by learning and applying new skills to increase everyone's ability to make meaningful contributions.
  - **Recognize Contributions:** Leaders **achieve the desired results** by operating **effective and efficient councils** through fine-tuning best practices, **abandoning ineffective methods** and teaching members how to track and measure their contributions.
  - **Model the Way:** Leaders have **positive self-images** and take **pride in what they do** and the members they work with, supporting what they say with action to become positive role models. Leaders **take responsibility for themselves** and **hold others** equally **accountable** to strengthen trust among members.
  - **Set the Example:** Leaders **listen to all input** and are **unafraid to change direction or admit when they are wrong**.

## A Leader's Prayer

Leadership is hard to define.

**Lord, let us be the ones to define it with justice.**

Leadership is like a handful of water.

**Lord, let us be the people to share it with those who thirst.**

Leadership is not about watching and correcting.

**Lord, let us remember it is about listening and connecting.**

Leadership is not about telling people what to do.

**Lord, let us find out what people want.**

Leadership is less about the love of power, and more about the power of love

**Lord, as we continue to undertake the role of leader, let us be affirmed by the servant leadership we witness in your son Jesus.**

**Let us walk in the path He has set and let those who will, follow.**

**Let our greatest passion be compassion.**

**Our greatest strength love.**

**Our greatest victory the reward of peace.**

**In leading let us never fail to follow.**

**In loving let us never fail.**

(Jesuitresource.org)

We have covered a lot of material this morning.

The complete resource is from National and is called:

### **The Joy of Leadership Through Engagement in Ministry – A Practical Guide for Parish Councils**

It can be found on cwl.ca under TO ORGANIZE, 600 series #630.

Let us pray the Leader's Prayer together. I will start, please pray the indented lines.

*Can be said together or start it and have the participants say the indented parts*



## Conclusion

### *Where Do We Go From Here?*



### *Time for feedback*

- † How are you feeling about the **messages** presented today
- † Was it helpful? What **ideas** do you think you **might implement**?
- † What **more** would you like to see?

*Please record answers for our own evaluation*

## **CWL Prayer for Renewal**

God of new beginnings, ever faithful God, we thank You for your constant care for the women of The Catholic Women's League of Canada.

We have sought to serve You in faith by service to your people.

Under the guidance of the Holy Spirit and with the help of Our Lady of Good Counsel,

we continue to discern Your call to seek justice and build Your Kingdom on earth each day.

We ask your guidance as we plan the evolution of The Catholic Women's League of Canada.

Grant us wisdom, the grace of discernment, and strength.

May each of us open her heart and mind to Your will and welcome the new life You bring to the League.

We ask this through Jesus, Your beloved Son and Our Lord, Who lives and reigns with You and the Holy Spirit, God forever and ever.

AMEN.

Let's pray the CWL Prayer for Renewal in our parishes and the whole League

***Thanks for 'reconnecting' with us today!***

*Back up slides are for reference*

*Slide 29 has both member info forms*