

# Vision of Leadership

## Leadership Definition

Leadership at Pax Christi is  
setting direction  
that defines and meets the parish mission and vision  
and influencing others to follow that direction.

Leadership is related to discipleship. Through Baptism, all, regardless of age, are called to discipleship. We are disciples of Jesus and we are expected to provide Christian support and witness to others.

As disciples, all are called to use their gifts in service to others; many will use them in service to this community through one of the parish ministries; some will serve this community and use their gifts as members of the Community Council or a ministry council. We also use our gifts outside the community in numerous ways.

## Servant Leadership

There are many leadership styles, but Servant Leadership is the prevailing mode of leadership. Jesus is our example of the greatest servant leader.

*Jesus said to his disciples, "You know that among the Gentiles those whom they recognize as their rulers lord it over them, and their great ones are tyrants over them. But it is not so among you; but whoever wishes to become great among you must be your servant, and whoever wishes to be first among you must become the slave of all." Mark 10:42-44*

*After washing the disciples' feet, Jesus said, "Do you know what I have done to you? You call me Teacher and Lord – and you are right, for that is what I am. 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." John 13:12-15*

The servant-leader is servant first, rather than leader first. Some of the characteristics of the servant leader are: someone who makes certain that other people's highest priority needs are being served; someone who wants those served to grow as persons, becoming healthier, wiser, freer, more autonomous, and more likely themselves to become servants; someone who sees the effect of actions on the least privileged in society: will they benefit or at least not be further deprived?

## **Why would someone want to take on a leadership position on one of these councils?**

1. In the call to be a disciple of Jesus Christ and a steward of everything God has given you, you may feel called to give of your time and talent to help set a direction for the work of the community.
2. Your participation in helping the community grow into the future is important and you can give input as to how we get there.
3. Council membership is a personal opportunity to learn and grow, develop faith, and strengthen relationships with other members.
4. Engagement on a leadership level can be a fulfilling experience.

## **What are the qualifications for council leadership? Who should think about leadership?**

We do not have a “leadership test” that people need to pass in order to be on a council, but there are some things that it would be helpful to know. People’s backgrounds will differ so we will be offering seminars on these topics in order to “get everyone on the same page.” People considering council membership should think about attending these seminars, especially if they think they need to know more about any of these topics.

There are 4 areas of information:

1. **Gifts** - People bring their individual gifts to leadership, so it is helpful to know what your gifts are and how they apply to a leadership role.
2. **Basic Council Skills** – Our councils use certain leadership/management skills, such as consensus decision making, good communication, conflict resolution, and discernment in discussion and as decisions are made.
3. **Community** - In order to be a leader in this community, a person needs to understand the mission, values, and vision of this community.
4. **Faith** - We are a faith community. In order to be a leader in this faith community, a person needs to have a basic knowledge of the Catholic faith.

## **Ministry Council Member Eligibility**

1. Understands, accepts, and is willing to operate within Pax Christi's Vision and the vision of the Ministry Area.
2. Is a registered member of Pax Christi Catholic Community who has received the Sacrament of Confirmation and worships with the parish community on a regular basis.
3. Supports Pax Christi through active stewardship (active ministry, volunteering, financial giving, etc.).
4. Demonstrates commitment to a minimum level of active participation in the Ministry Council (attending and participating in meetings, etc.)
5. Staff members of Pax Christi shall not be eligible for membership on any Ministry Council, but shall become eligible twelve (12) months after termination of their employment.
6. For the Finance Council, at least one-half of the Ministry Council community members must have a background in accounting, finance, banking, or related fields.
7. Understands and accepts the role of parish lay leadership as advisory to the Pastor.

In order to broaden community representation in the Ministry Councils and/or avoid potential conflicts of interest, the following conditions are to be met:

1. The spouse or "significant other" of a Staff Person may not serve on the same Ministry Council as the Staff Person, but is free to serve on a committee of such Ministry Council or to serve as a member of any other Ministry Council.
2. Community members may not serve successive terms on any Ministry Council or the Community Council
3. No more than one member of an immediate family may serve on the Community Council at the same time. If two members of an immediate family are serving as the Chairs of two Ministry Councils, those persons shall determine between themselves which of them shall sit on the Community Council.

## Expectations of Council Membership

1. Use of the "Servant Leadership" Model

2. Time commitment

Councils meet once a month from August through June. Meetings are usually the **third Tuesday of the month** from 6:30 PM – 8:30 PM.

Members of the Community Council meet from 6:30 PM – 9:30 PM.

Meetings include prayer and dinner together.

Membership requires attendance of **at least** 75% of Council meetings.

Council members are also expected to attend:

- 2 Saturday mornings for ongoing formation and growth, one in the fall and one during Lent
- Involvement in the discernment process while on the council: 3 dates that need council member attendance and can be divided among members
- Ministry Fair weekend (Fall)
- Ecumenical Thanksgiving service (Nov)
- Community Nights when possible

There may be additional meetings if you agree to do (sub)committee work. Other Leadership Seminars may be offered.

3. Commitment to ongoing formation and education about your faith and about the ministry area of your council.

4. See the chart on the next page for more ideas of expected characteristics and behavior of council members.

## Typical Leadership Night Schedule

6:30 PM	Meet in the chapel for prayer
6:45 PM	Dinner together in Dorothy Day Hall
7:20 PM	Adjourn for individual council meetings
8:20 PM	Conclude meetings and go to chapel for prayer
8:30 PM	Community Council meets
9:30 PM	Community Council adjourns

## Discernment

We do not elect (decision of the parishioners) or appoint (decision of the pastor) council members. Discernment uses “self-selection.” Through prayer, trust, learning, and listening, you will decide if you should be a council member. Spiritual discernment is the process of making a decision about your life with the help of the Holy Spirit. It is the process of discovering God’s will for you.

There are four steps to the process:

- Step 1: Getting in touch with yourself – know your likes and dislikes, your fears and your dreams, your hopes and your interests, your gifts and your limitations. Get to know your level of commitment, what kind of leadership you respond to, and your time availability
- Step 2: Inviting God, and the Spirit into your life. Taking time to listen to God and to be honest with God. Letting God reveal preferences for you at this stage in your life
- Step 3: Discerning with others. Understanding their desires, gifts, limitations, etc... Ultimately, discovering together who is “right” for the position at this time
- Step 4: The decision-making process itself. This is a self-selection process. You and the others that gather will decide who will serve in the open positions at Discernment Night #2, **May 1, 2012**  
(If there are too few openings for the number of people who would like to be members, the discernment process will continue that night until council membership reaches the desired number.)

## Assistance in the Discernment Process

Can I Do This?	Responsibility	Impediments?
	Attend all Council meetings and functions, such as special events. All Councils will meet on the 3rd Tuesday of each month.	
	Be informed about the parish's mission, strategic plan, policies and various programs.	
	Review agenda and supporting materials prior to Council and committee meetings.	
	Serve on various sub committees (or task forces) and offer to take on special assignments.	
	Be an example to the parish through participation in Stewardship – Time, Talent and Treasure.	
	Help to inform parishioners of the mission and activities of the ministry area.	
	Keep up-to-date on developments in the ministry area.	
	Avoid rumors and gossip. Help promote honesty and unison as one Leadership Team in support of the Pastor and Parish.	
	Refrain from making special requests of staff and/or satisfying your own wants/needs.	
	Commit to grow in faith. Develop a routine of prayer and attend worship regularly.	
	Participate in decision making using a consensus model – different from parliamentary procedures in which many are familiar.	

### Discernment Process Dates: Spring 2012

Jan 17	Regular Tuesday Leadership Night <ul style="list-style-type: none"><li>• Recruit members to contact nominees by phone</li><li>• Recruit members for the 3 discernment nights (March 1; March 6; May 8)</li></ul>
Jan 22	Bulletin has article about Discernment Process
Jan 22 – Feb 13	Recommendation forms available
Feb 13	Recommendations (Nominations) due
Feb 14	Letters are sent to all those recommended
Feb 17 – 26	Phone calls are made to candidates
Feb 21	Regular Tuesday Leadership Night Reminder to have attendees at March 1, March 6, May 8
Feb 22	FYI: Ash Wednesday
March 1	(Thursday) Discernment Night #1, 7:00 PM
March 6	(Tuesday) Discernment Night #1, 7:00 PM – second offering
March 27	Exploring Discernment, 6:30 PM Additional information provided to assist those in the discernment process
May 1	(Tuesday) Discernment Night #2, 7:00 PM
May 27	(Sunday) Pentecost: Leadership recognized at Sunday Mass
June 19	Regular Tuesday Leadership Night Prayer for Outgoing members; Discernment of new Chairs New people invited as guests

People in the discernment process will be encouraged to attend a *Living Your Strengths* series to define their gifts and will be invited to some online learning opportunities.