



Finding Servant Leaders: Recruitment and Succession

Leadership 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.

Finding Servant Leaders: Recruitment and Succession



A Leader's Prayer (continued)

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.

Recruitment



Rule Part III Statute 12:

“For a specific period of time the Society chooses qualified members for the various Council and Conference leadership positions who will carry out their tasks with the same dedication with which they work within their own Conference. . . . The term of office of a Conference, District or (Arch)Diocesan Council President is three years, once renewable; for Youth Conferences the term is one year, once renewable. Once a President has served for two consecutive three-year terms, that person will not be eligible for re-election as President until a three-year term has elapsed under a different President.”





Succession Planning

What does succession planning really mean within the Society of St. Vincent de Paul?

Essentially it refers to Conferences and Councils being prepared, at the time that a President's term of office nears its end, to present to membership Vincentians who are qualified and willing to take on the role of Conference or Council President.

Succession planning also relates to all officer positions, as well as committee chairs, etc.



Succession Planning: Part 1

Achieving this goal requires preparation and training. To be more specific, it requires **three parts preparation and three parts training.**

Preparation Part 1:

Throughout the life of the Conference member, he/she should be exposed to regular reinforcement of the idea of growing into some role in Conference and/or Council leadership.

Training Part 1:

The Ozanam Orientation is the basic formation/training that all Vincentians need to experience. The National Council requires that all members not only attend an Ozanam Orientation at least once but recommends attending again every few years as a refresher.

Succession Planning: Part 2



Preparation Part 2:

Promotion for the election of President should begin when the newly elected President takes office. He/she should identify a few members of the Conference or Council with leadership potential and begin encouraging/coaching them so they will be ready and willing to put their names in as candidates for the election. One year before the next election, the election process and the need for a new President and officers should be promoted.

Training Part 2:

Throughout the term of the President, he/she should be coaching those selected for leadership roles. The greatest encouragement (or discouragement) comes from the personal example shown by the current President and officers. How they view and execute their roles will make those roles look enticing or frightening.



Succession Planning: Part 3

Preparation Part 3:

The election process for President should be moved back by at least six months. This gives time for the newly elected President and his/her appointed officers to shadow the current officers and become prepared to take on their new roles on October 1.

Training Part 3:

Before the new president or officers take office and soon afterwards, the President and other officers should take advantage of all training programs and resources available to help them understand their roles. There are many resources to help in this area that can be found on the National Council website.

Form a Committee to Execute a Recruitment Plan

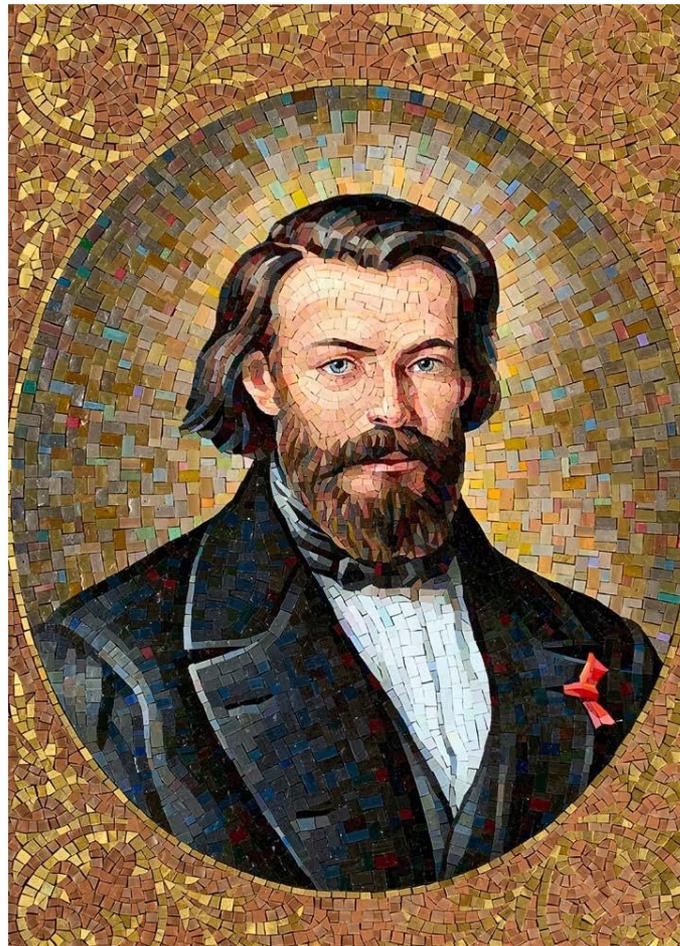




Define the Requirements for Leadership

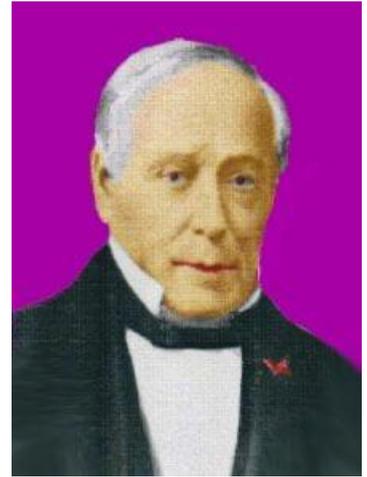


Blessed Frédéric Ozanam: Qualities needed for President





The President “must have **great piety** to serve as an example, and perhaps an even **greater affability**, so as not to frighten by virtues that are too rigid; ... must have the **habit of self-denial**, the **spirit of brotherhood**, the **experience of good works**; be one that unites to the **zeal** that creates, the **prudence** that preserves; one that knows how to keep the Society in the ways of **simplicity** and wise freedom for which God has led it to this point; one that does not discourage, nevertheless, well-inspired efforts that may arise. It is necessary, in short, . . . that [the president] **attracts trust and respect**, [and] at the same time . . . knows how to make friends with the youngest members of this large family . . .”

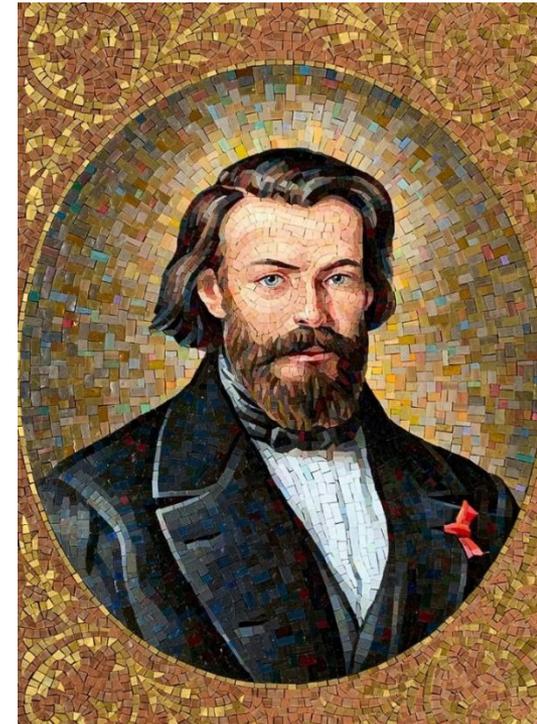


Frederic Ozanam, to the Society of Saint Vincent de Paul, June 11, 1844

Eight Qualities of a Leader defined by Ozanam in 1844



- **Great Piety**
- **Great Affability**
- **Great Self-Denial**
- **Spirit of Brotherhood/Friendship**
- **Experience of Good Works**
- **Zeal**
- **Simplicity**
- **Trust and Respect**





Rule Part I, 2.5.1 Essential Virtues

Vincentians seek to emulate St. Vincent in the five virtues essential for promoting love and respect for the poor:

- Simplicity – frankness, integrity, genuineness.
- Humility – accepting the truth about our frailties, gifts, talents and charism, yet knowing that all that God gives us is for others and that we can achieve nothing of eternal value without His grace.
- Gentleness – friendly assurance and invincible goodwill, which mean kindness, sweetness and patience in our relationship with others.
- Selflessness – dying to our ego with a life of self-sacrifice; members share their time, their possessions, their talents and themselves in a spirit of generosity.
- Zeal – a passion for the full flourishing and eternal happiness of every person.

CONFERENCE AND COUNCIL PRESIDENTS



Seven Duties of Conference and Council Presidents

- Commitment
- Comprehension
- Communication
- Cultivation
- Collaboration
- Chairperson
- Contributions/Compliance





Sample List of Responsibilities

- Positively and effectively communicate
- Create a welcoming and friendly environment
- Motivate and encourage others
- Delegate to other members
- Encourage reflection and faith development of the members
- Engage and work with a diverse group of people
- Respond to changing needs
- Ensure ethical and accountable decisions are made on behalf of the Society
- Ensure compliance regarding any legal or Society policies and procedures
- Encourage communication with other internal networks and external agencies where required
- Seek assistance and support from Society staff and members on human resources, financial, and administrative matters where required

Recruitment: Christ's Example



Christ Ordaining the Twelve Apostles, by Harry Anderson, © IRI

Attract Candidates





Benefits of Leadership

- Leaders have a unique opportunity to grow in spirituality and to help others grow, too.
- Leaders are in a unique position to provide help to those in need.
- In order to be effective our efforts need to be organized. It is through the efforts of leaders that our efforts are organized.
- Leadership provides the opportunity for a member to learn firsthand what it means to be an authentic servant leader.
- Leadership expands your friendships in the Society.
- Leadership develops your personal skills.

Ideas for Delegating Conference Responsibilities

Every active conference member should have his or her own special responsibility. This increases involvement and it spreads the work around. Every conference is unique, so your responsibilities will be unique too. Here's some ideas:

President	Coordinate overall activities of the Conference.
Vice-President(s)	Assume duties of President when President is not available. Can also chair a committee or project.
Secretary	Notify members of meetings, take minutes, and handle correspondence.
Treasurer	Handle conference finances. Work with Secretary on Annual Report.
Spiritual Advisor	Prepare and lead prayer, spiritual reading and reflection at each meeting. Plan retreats etc.
Assistant Secretary	Takes minutes when secretary is unavailable.
Assistant Spiritual Advisor	Lead reflections when Spiritual Advisor is unavailable. Help plan retreats and celebrations.
Assistant Treasurer	Assists treasurer with some portion of bookkeeping and making payments. For instance, if you pay utility bills at a kiosk, perhaps a second person could do that.
Pastoral Council Representative	Represent Conference on the Pastoral Council.
Youth Liaison	Coordinate parish youth activities in support of the Conference, work with Religious Ed staff.
Initial Contact with Friends in Need	Take phone calls, get contact info and the nature of the request. This may be a rotating responsibility.
Home Visit Scheduler	Match up requests with available home visit teams. This may be a rotating responsibility.
Home Visit Captain	Work with new home visitors, set up training, ensure procedures are up-to-date
Food Supply Coordinator	Coordinate food gathering to ensure adequate supplies are on hand.
Food Storage Coordinator	Set up and maintain storage for food in a safe and organized fashion.
Food Bag/Box Committee Chair	Organize people to pack food for delivery to those in need. If you have a walk-in food bank or food pantry, there will be additional roles.
Conference Records Coordinator	Maintains records of people helped.
Members Portal Coordinator	Assist President by updating National membership database and providing members with up-to-date lists of member contact information.
Conference Hospitality Coordinator	Coordinate ministering to Conference members when needed – get-well cards, sympathy cards, assistance for those who are ill.
Recruitment Chair	Organize annual (or more often!) recruiting efforts. Take potential new members out for coffee.
Sunday Bulletin Correspondent	Let the parish know what is going on via regular bulletin announcements.
Reminder Calls	Call every member two or three days before meeting and leave a message.
XXX Project Chair	Chair of a project such as Thanksgiving Baskets, Christmas Gift Tree, Bundle Sunday, Donut Sales, Prison Outreach, etc.
Resource Collector	Keeps referral sheets and resources up-to-date and available for members and those in need.
Voice of the Poor Chair	Keeps track of Council Voice of the Poor activities and brings issues to the Conference for consideration.
Information Liaison	Reads and reports in conference meetings on the e-Gazette, VOP newsletter, etc.



Discernment: Seeking God's guidance in our lives

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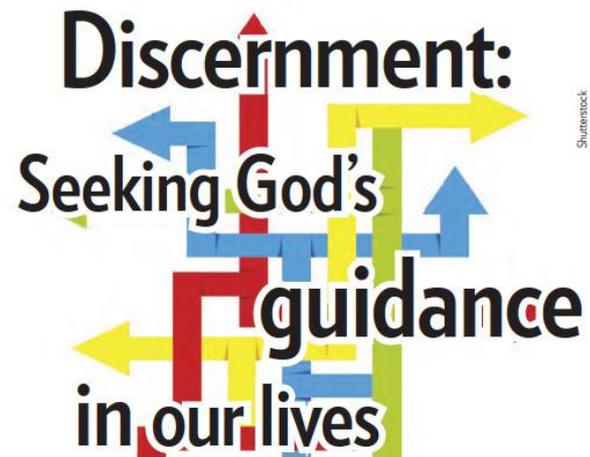
The Story of Jonah





What is Discernment?

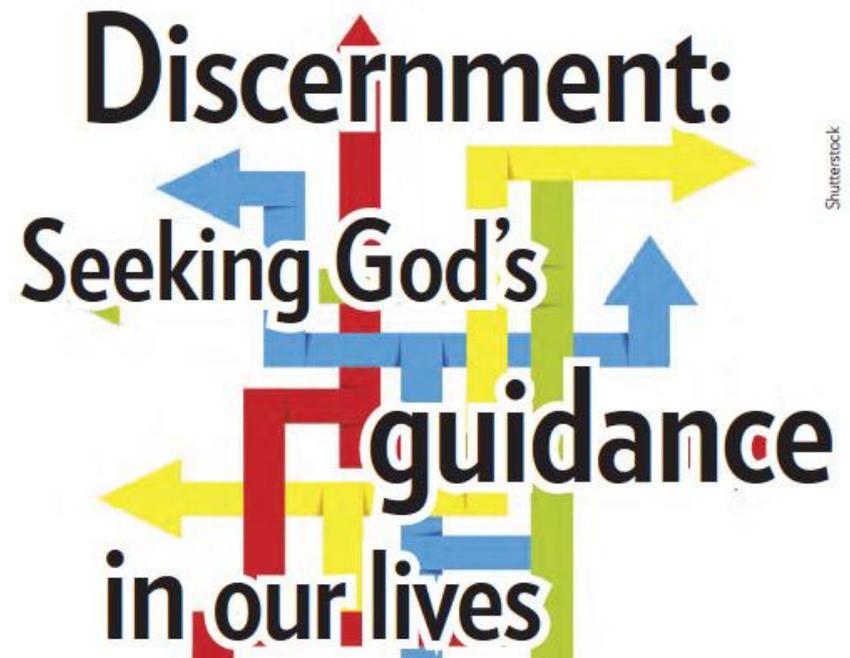
- **An Openness to God's Will**
 - In me, in a unique Conference, Council, the Society
- **To be Led by the Spirit in Freedom**
 - Free to be, act, go in a certain way without resistance.
(Getting “me” out of the way)





Vincentian Discernment

- **Discernment** is essentially a prayerful process through which, under the guidance of the Holy Spirit, we can come to discover the difference between what is our will and what is the will of God.
- **Vincentian Discernment** is simple and radical, it demands faith and trust, and it is rooted in honesty and openness to the Spirit in Prayer.





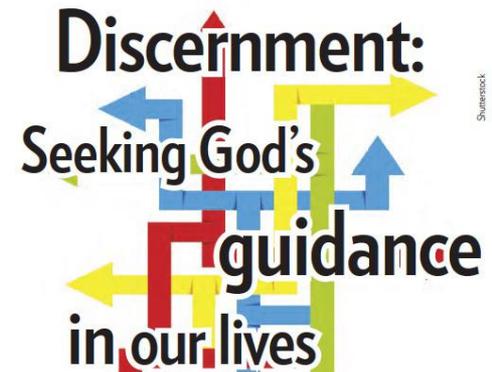
Vincentian Discernment

- **Two key components:**

We must be led by the Spirit

We must stand in complete freedom.

- The Spirit calls us, invites us in our freedom to go in a certain direction, to act in a certain way, to be in a certain way.
- Discernment is not simply a decision making process of the head.
- Discernment is not about negotiating a “good deal” with God.





Vincentian Discernment

Discernment:
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Discernment is essentially of the heart. It is about listening to what God is calling us to do. And this demands the inner journey to the heart; it must be rooted in our deepest way of being. Discernment is not a “thinking head” but a “listening heart”.



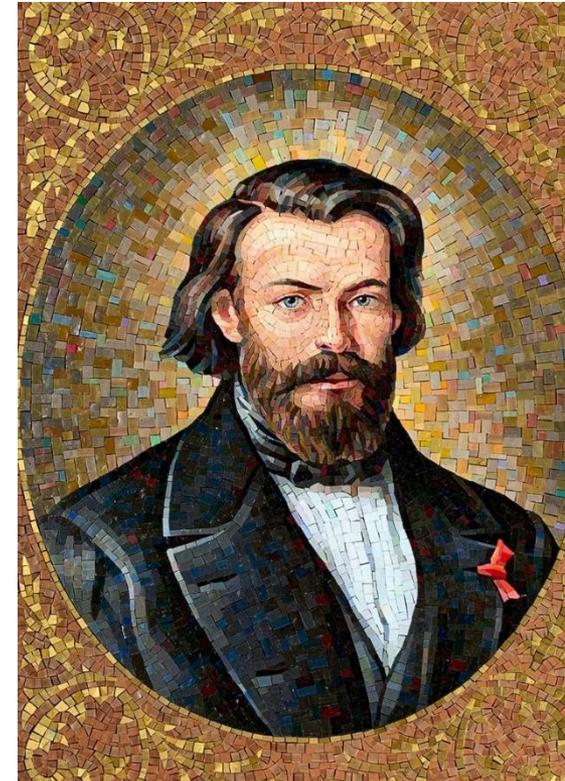
Lord where are you calling me within this Vincentian ministry during this coming year? Within the next 2 years? Within 5 years?



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A Process for Personal Discernment

1. Write a clear, simple discernable statement:
Examples might be:

- ***Good Example:*** I will make myself available to assume a leadership position in my conference/council. E.g. president, spiritual advisor, home visit coordinator etc.
- ***Poor Example:*** I will say “No” to the request of our council to assume the role of treasurer.
 - “No special conditions!”



Prayer

Lord God,

If it is your will that I desire to lead, guide me through the gift of your inspiration. I commit to have eyes to see and ears to hear the people and the events you may send me in my attempt to follow your holy will. I invite the intercession of our founding saints as I dedicate myself to have a listening Vincentian heart. Amen.



2. Pray and then make a list of pros.

3. Clear your mind, pray and next to the pros, make a list of cons.

4. Pray again and weigh carefully the two columns.

5. A sign of the Spirit in your decision is peace.



Frédéric to his cousin, Ernest Falconnet, Paris, January 7, 1834



“Today, as I approach the end of my law studies, I must choose between the two vocations, and put my hand in the urn. Which will I draw, black or white? I am surrounded in this regard by attractions of every kind. People persuade, they quarrel with what I decided on, they place me in an opposite situation, they urge me toward a career foreign to my studies. Because God and education have endowed me with a certain tact, a certain appreciation of ideas, a certain breadth of tolerance, they wish to make me a sort of leader of Catholic youth in this country.”



Frédéric to his cousin, Ernest Falconnet, Paris, January 7, 1834

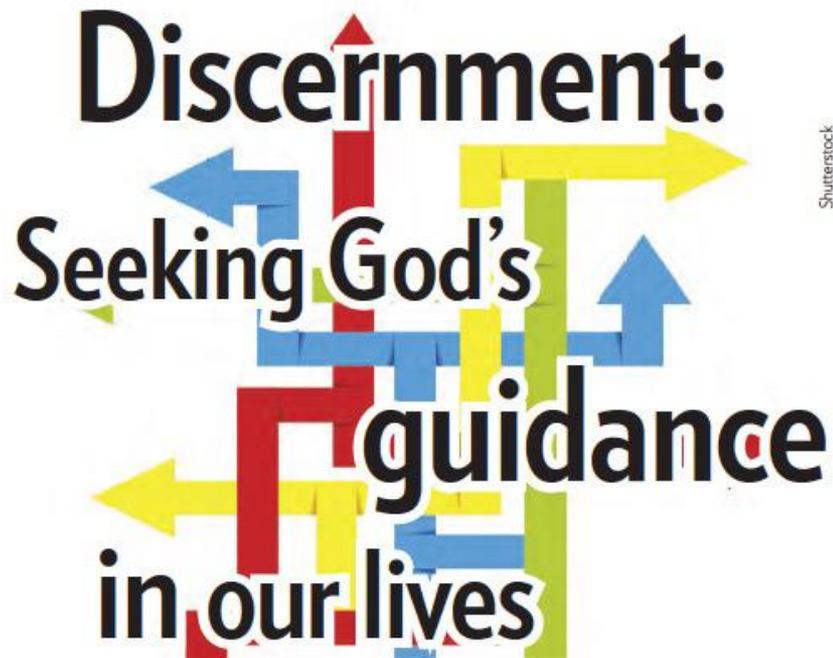


Numerous young people full of merit accord me an esteem of which I feel myself very unworthy, and men of mature years have approached me. I must be at the head of all endeavors, and whenever there is something difficult to be done it must be I who bears the burden. Impossible to have a meeting, a conference on law or literature unless I chair it. . . . **In a word, a crowd of circumstances independent of my will assail me, pursue me, turn me aside from the path I have laid out for myself.**"



The Decision

Discernment:
Seeking God's
guidance
in our lives

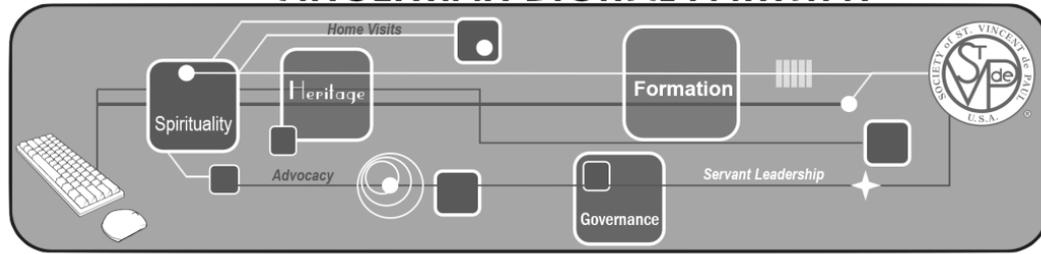


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- Is the decision reasonably clear?
- Is it rooted in peace?
- Is the decision just?
- Is the decision compassionate?
- If these conditions are not met, return to the steps for discernment.
- If these conditions are met, **ACT....and do not look back.**
- **Confidence in God**



VINCENTIAN DIGITAL PATHWAY



Vincentian Spirituality is Catholic Spirituality. It is our special way of living our Catholic faith, inspired by the words and examples of our saints and blessed.



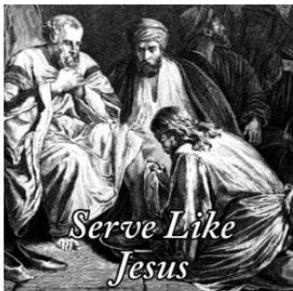
We are formed as people, as Catholics, and as Vincentians, throughout our lives. Formation includes prayer, reflection, training, and more.



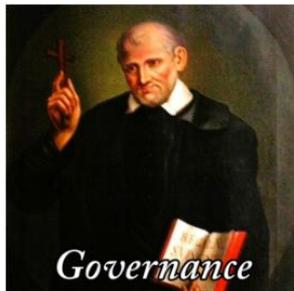
Our Vincentian heritage dates back more than 400 years. We follow in the footsteps of Vincent, Frédéric, Louise, Rosalie, and many other Vincentians who have walked this pathway before us.



With the words "Let us go to the poor!" this Society was founded in 1833. At the heart of our ministry is our commitment to serve the neighbor person to person, face to face.



All members are called to leadership, but ours is a special form of leadership; we are not bosses or commanders. We are, in the model of Jesus Christ, servants.



From St. Vincent to Bl. Frédéric, accountability to ourselves, our donors, the neighbor, and the law has been central to our works.



We are called to be a voice for the voiceless. Our unique perspective enables us to share the needs of the neighbors, and the communities we serve.

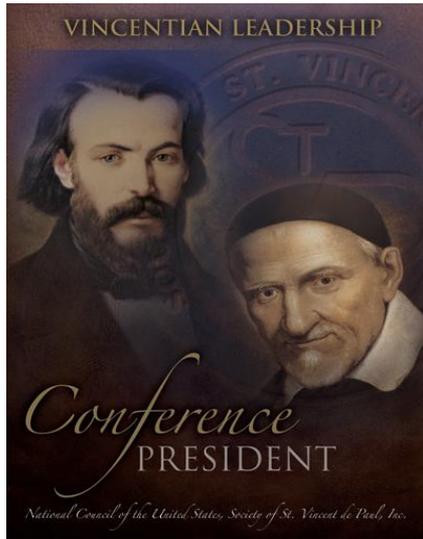


For Vincentians who wish to delve deeper, the Ozanam Institute offers self-paced, online courses on our history and spirituality.



When God spoke your life into the world, He spoke that once and forever, never to be repeated. God has said something special in each of you and each person you serve and in each person who comes into your life. We begin to see that each person is unique and of immense value and importance. *Hugh O'Donnell, C.M.*

Questions/Discussion



If you are viewing this on a live webinar with a facilitator, you will be instructed on how to ask any questions you may have.

If you are not viewing this as a part of a live webinar, please refer any questions you may have to Tim Williams, National Director of Formation at:

Tim Williams twilliams@svdpusa.org

Thank you and God Bless!