

# Notes from Table Discussions, CRS DD Meeting at 2016 CSMG

## **Table #1 Broadening Ownership, Building Teams & Training Leaders for Diocesan Engagement through the CRS Capacity Building Initiative**

Introduction CBI is a \$25,000 grant for 3 years. The key has been having the diocese work with the regional staff to form a strategic plan around a few priorities.

### Some learnings & Best Practices

- \* More bodies matter and get the right group around the table is crucial
- \* Coordinating diocesan offices works towards shared ownership.
- \* Leadership development is key. Awareness does not = engagement.

Reflections from CRS Diocesan Directors Joe Purello (Charlotte Diocese) & Kat Doyle (Archdiocese of Atlanta)

**Joe P** spoke about his receipt of a CBI grant. Strategic need: an extra push to reach areas of the diocese that were less accessible, (diocese is spread across a vast geographic location spanning a 6-hour drive). The CBI grant created an opportunity to reach parishes in the Western part, thus to engage the entire diocese in social ministry, and public advocacy.

By leveraging the CBI grant and funds from another source, Charlotte Diocese has brought on a 21-hour person/week. This new staff member facilitates training around local and global poverty and other justice-related initiatives (respect life, environmental, etc.). This position has really bridged the gap well to reach those groups.

Also thanks to a relationship with the Atlanta diocese about their experience, Charlotte was able to connect around the Syria refugee and Ethiopian drought crisis. Another value added is that through the CBI grant, recipients get priority staff time from regional and HQ CRS staff.

They learned that semantics mattered in NC's experience. When approached to join a team, those approached were more likely to avoid the effort. But when invited to an initial conversation or a first event, more people are brought in through an "incremental invitation." According to Joe: *This is a way to quietly build capacity for team.* Be sure to also specify that the invitation is not to bring energy away from a parish but to bring new resources to the parish. This approach also worked bringing in two women leaders who have been key to providing Spanish-speaking translation services to help broaden Hispanic outreach through dual-language trainings & presentations.

They strategically encouraged parishes in the diocese to apply for Rice Bowl grants, too. (JP) *For example, you have a food pantry. Why don't you apply for the grant?* It makes sense because the money is then returned back to benefit the pantry. This helps build ownership of Rice Bowl and visibility for CRS.

-Finally, the CBI grant was a way to bring the message of Catholic Charities into the parishes and has helped Charlotte connect more closely to the Atlanta diocese in partnership.

**Kat Doyle** – In the past, she didn't have time to do anything with Rice Bowl besides ensuring that the parishes received Rice Bowls. She was excited about hiring a Capacity Building Specialist that really drove this effort. They divided into key areas to increase Rice Bowl participation through the schools. They focused on schools that were heavily involved and asked them why and next investigated why uninvolved schools were not invested.


Forming Teams: having CRS and CCHD together with leadership teams was the best way to structure their group. Now they have 20 parishes on these two teams. Now she has someone (CRS Capacity Building Specialist) whose sole role is to make this happen.

The capacity-building specialist was able to kick-off their 40,000 person meal-packing program. The CRS rep even further segmented the event so that they were able to offer this opportunity in 5 different languages and for people with disabilities.

*Biggest Takeaway: be very intentional about how to use these funds.* They looked towards the Catholic Foundation to try to multiply these funds elsewhere. Bringing these grants together might help to make a case to the diocese the need to fund a full-time position in this work to make the pastoral plan more successful. They had to document their successes to further demonstrate this need.

In identifying the priority issues of focus in the diocese, Kat also said that they had 40 people initially interested in the conversation through the teams they assembled but didn't have a clear direction about how to identify the most critical issues. They offered to take ownership to bring this message back to 3-4 parishes in their local areas. They also surveyed the parishes to find out what they needed/wanted most. They planned to reconvene to share back and then pick 3 joint issues that emerged in a pattern. This helped to build organization to support a structure which could tackle these issues.

In response to a question about the Archbishop's Involvement, Kat replied that he was not initially involved, but then the superintendent heard about the advisory groups from a peer. She had them speak with the principals. Then their superintendent spoke to the bishop about RB. From there, they spoke about expanding RB into the schools. Now, schools do planning so



early and they incorporate RB from the beginning. The Catholic schools start planning Rice Bowl and Lent during Advent.

Kat recommended moving people away from calling the group or groups an “advisory board” – she said that semantics matter and highly recommended *teams* instead. That way, you building upon the empowerment and trust of the leaders so that they know that it’s THEIR WORK.

These teams have their own connections- the ladies auxiliary, the Knights- there are other groups that have money and people to bring into this work more deeply. The first few years, she would have very few success stories to share. It took her a few years to learn that other Archdiocesan staff would support her.

### Comments/learning from other Dioceses

Theresa Chamblee from the Archdiocese of Indianapolis: RB was not even considered a while ago. They could have gotten it started at the diocesan level through offices, but if the people in the pew did not know anything about CRS, then what is the point? Not until she used the CBI grant to recruit a group of parish ambassadors that this gap was bridged.

Now she promotes how the RB money was shared last year during Thanksgiving to gear people up for the spring. Marion University also has an Ambassador group that has really supported and raised this story. She really wants to get people involved in the Global to Local connections. She liked the You Did it for Me (but shortened it) – this is what gets the people in the pews excited. These activities encompassed the entire role of the Global Solidarity Coordinator, hired with CBI grant funds.

Question- Do ambassadors meet regularly? The goal is to meet quarterly but it’s only been in existence 5 months. They don’t want to have another meeting just for the sake of having a meeting but to really make them worthwhile, especially considering the drive.

Michael Jordan Laskey from Camden- Creating leadership opportunities for people in the parishes enlivens people. Many people have just been a part of church in the conventional /traditional sense. He’s started doing justice trainings to bring the people with great ideas together to coordinate efforts and so that they don’t take everything on all at once – it has helped to get some successes under their belts. It also helps to get things organized in a structured way.

CRS’ Annual Review of CBI work calls DDs to think about the first couple strategic steps ( e.g. recruitment of leaders, forming teams, convening and training parish leaders) what we think will work, then assess that each year. Taking the time to make the plan, break it out, and reflect about what we’re learning along the way is critical.



- Help them develop their faith life
- Broke into deaneries (they help to decide how to spend 25%)
- Go teaching all nations
  - Three traveling retreats
  - Wrap retreat into Year of mercy
    - Prayer Walk
    - Speaker of refugee
    - Rapid learning stations
- Learnings: need to constantly re invite people
- Trust in the Holy Spirit and Holy Father
- Build over time – need to take long term view

“Brainstorm: Overcoming the overwhelmed pastor”

- Getting enthusiastic priests (global fellows) to talk with other priests about global mission
- Empower lay people to do as much as they can do
- Invite people in poor parishes to help distribute the 25% of RB funds
- Focus on people who already has networks (Catechetical offices, youth office and pastors are key to any ministry)
- Do research and prioritize which parishes already interested in social justice; start with them
- Use language of different ministries - that meets them where they at
- Connect local and global

### **Table #3 Using CCGP / Advocacy to Develop Leaders in Global Solidarity in Your Diocese**

***Participants:***

Mark Bouchard (Louisville), Nick Haskell (Charlotte), Jean Hill (Salt Lake City), Warren Hoy (Monterey), Carolina Parrales (San Francisco), Greg Walgenbach (Orange) and Diane Zbasnick (Cleveland); with CRS personnel Jim DeHarpporte (participant), Matt Burkhart (CRS speaker), Carla Ortiz (Facilitator), and Anna Huth (Notetaker)

***Diocesan Presenters:***

Nick Haskell (CBI Animator Charlotte) and Greg Walgenbach, (Advocacy Office, Diocese of Orange)

***Preliminary notes:***

- We have a goal to engage people in advocacy.
- Advocacy at its best is relationship building in the public sector.

### **Best practices:**

#### *About involving Catholics through parishes:*

- Using already-set social mission representatives in parishes: Add advocacy to everything.
- Provide trainings and presentations
- Promote local office visits by Catholics who have been involved.
- Translation is possible, gets more people involved, and forges connections. Ongoing connections of trained people also makes it possible to call meetings so people can speak on their own behalf AND can draw others into working with them. (Example of 10 families in the Diocese of Charlotte... Nick Haskell can tell you about that.)
- Work with neighborhood networks and refugee networks to prepare people to testify, for the testifying itself, and for de-briefing and follow-up afterward.
- Show potential advocates the Representative's tic marks on an issue (i.e., the Rep's office's records of how many phone calls, e-mails, letters & other contacts came in on the "Pro" and the "Anti" side of the issue), to underscore the importance of taking a particular advocacy step.
- Dealing with "the intimidation factor":
  - The phenomenon is that, once people come to a meeting, they're hooked! How to get them there? This requires relationship building, establishing trust, and setting enjoyment into the experience.
  - Make sure each meeting is organized well and have clear talking points.
- Hook a call to advocacy into a major event. For example, for Pope Francis' visit to the U.S., a diocese created a "bouquet" of actions on behalf of the poor which included advocacy and the Bishop gave that to the Pope.
- Call people to stretch and to take their next step in the advocacy spectrum.
  - Examples of action-related stretch: if there is a canned food drive, invite people to write an advocacy letter. For someone used to writing letters, invite them to participate in an advocacy visit.
  - Regarding issue-related stretch: Generally speaking, people first recognize the need to advocate for local issues. Use local realities people are involved in on a personal level to help them stretch into advocacy; for example, from becoming aware of an individual's or family's needs for help with transportation, get them involved in addressing the city's transportation issues. Then broaden out gradually from there. Eventually, connect local with global issues via particular advocacy calls.
- Connect the dots more thoroughly in times of responding to emergencies (natural disasters, human-made disasters) by connecting a collection / donation to an advocacy ask. The CCGP website does this well but needs to be used more broadly. How can we involve someone involved in charitable giving to also be involved in justice-making through advocacy?

#### *Advocacy and Church leadership:*

- Attend meetings with catechists, youth groups, etc.
- Get a variety of ministries involved in naming local issues and coming up with steps to deal with the issues.
- See advocacy as a way to develop the community as a whole and to develop particular leaders.
- Advocacy stimulates leaders; there are results the leaders appreciate.
- Encourage parish leaders to use their networks to amplify their local Church's message into other parishes, other denominations, and the local community as a whole. Set up media events.

- Deliberately aim to have conversation with Church officials who do not support advocacy involvement.
- Often a pastor sees that he has a role in bringing people together. He doesn't want to create a divisive environment, and many pastors see advocacy as divisive. They need ways to start by uniting the community in celebration over a particular advocacy issue all can agree on (example: global hunger gathering in San Francisco; Carolina Parrales can tell you more about that).

*About State Conference Advocacy Day:*

- If you're faced with the question of choosing certain people to come to the state's Catholic Advocacy Day, bringing as many people as possible, or forging a combination of those 2, consider this possibility: Involve as many as possible in prayer and learning and a general advocacy action (signing, letter-writing) and train leaders / selected representatives of the Catholic community.

***Key questions // challenges:***

- The intimidation factor (mentioned above) and the need to overcome that.
- People simply not taking a step.
- "Advocacy is too political."

***Critical feedback on CRS tools:***

- The Relationship Manager's involvement in developing advocacy is a real plus.
- Resources for high school and university faculty supply an "international flair" for advocacy.
- Catholics are proactively using CRS resources in contexts broader than Catholicism itself, as they connect with interdenominational and secular networks.

**Table #4      Effective Diocesan Collaborations/Emphasis on Hispanic Leadership Engagement**

**Table Participants**

Deliz Romero – Charlotte, NC  
 Deacon Robert – Sante Fe, NM  
 Sergio – RM, CRS West  
 Tom Dobbins – New York  
 Lynn – Hartford  
 Kayla Jacobs – Joliet, IL  
 Beth Knobbe – CRS/Midwest  
 Fr. David – CRS/Clergy  
 Kent Ferris – Davenport, IA

**What Struck You From the Panel Discussion? General Impressions?**

Salt Lake City, Utah is a great example! Inclusive, bilingual, cultural sensitivity in their outreach and training approach.

Leadership is key. Having a supportive Bishop makes a big difference.

Challenge – when the Spanish speaking community in a parish is served by a “visiting” priest and not the pastor. (Priest only comes on Sunday to preside at the Spanish-speaking liturgy). Often in these cases, there is not an overarching vision or leadership that includes/involves the Latino community.

The balance of “being ONE church” and having people together. And the need for comfort/etc. when you split into individual language groups.

You don’t want two separate dioceses (or parishes) – English and Spanish.

When you switch over to a different a language, the culture also changes. The images, stories, words you use – need to be different! People understand the world differently if they are an immigrant. You cannot simply translate your English homily into Spanish. It doesn’t work.

Nuances of CRS in a bi-lingual/bi-cultural community, versus an English dominant community, versus a second-generation Latino/English speaking community. Know your audience!

### **BEST PRACTICES TO SHARE**

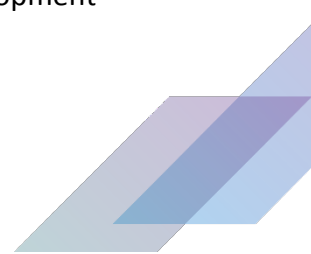
Parish Ambassador Corps as an opportunity include representatives from all the different “communities” within your parish Having a diocesan team with Hispanic Ministry Leaders from the start.

Simultaneous translation at meetings and conferences. And it goes both ways. When the Spanish speaking community hosts an event, have someone there who can translate into ENGLISH.

Partnering with Catholic Charities to identify local refugee families. Understanding the cultural differences, so that we do not offend in our desire to help - everything from food choices to body language (ie. looking someone directly in the eye is offensive in some cultures).

LYNN CAMPBELL (Archdiocese of Hartford) invited bi-lingual director of Hispanic Ministry to go on the CRS delegation trip, who can then speak to both communities (English/Spanish) about the work of CRS. Deacons Office has regular professional development offerings based on social justice issues (refugees, ..) Office of Religious Education / Office of Catholic Schools has the same requirement. Use these as opportunities to present or bring in a CRS speaker

Cultivate deacons. Until they are given an opportunity to learn about CRS through a deacon’s convocation or retreat, they will only know CRS peripherally. Use Global Fellows, Fr. David, and other clergy resources to educate and engage the deacons. Use it as Leadership Development and professional development opportunity







Homily resources online. Inviting Fr. David as a speaker. Seminary formation, which will hopefully translate into engaged pastors/parishes via Parish Ambassador Corps.

#### KAYLA/Joliet, IL - Social Justice Coalition

Encompasses all aspects of social justice, including global solidarity. Joliet is 46% Hispanic, and the goal is to have the Coalition represented in the same proportion. Having someone serve as a “translator” on the Coalition. Don’t let the language barrier be a roadblock to engaging both communities.

#### KENT/Davenport, IA – Justice and Peace Advocacy Team, Davenport

A dedicated community organizer (from CRS Midwest) who came out and did 100 one-on-ones, and Davenport continues to benefit from the connections he made throughout the diocese.

HARTFORD – utilized an intern, via a Capacity Building Grant. The challenge comes in Year 4 when the grant money is no longer available, and how do you make the work of an “intern” sustainable?

Connecting diocesan Hispanic ministry animators with our overseas programs.

Other thoughts/questions How do we bring the faces of RICE BOWL into our communities? How do we best engage/utilize the Catholics in our parishes who are from Argentina, Mexico, Honduras, Peru, El Salvador, Philippines, etc.??

#### **CRITICAL FEEDBACK:**

Often serving communities who do not necessarily have internet access. Most things are distributed via email. Having a way to order print material – or dioceses need to think about ways to print and distribute copies of material.

Rice Bowl DVD is great – for Rice Bowl training! Not all parishes have WiFi access or the ability to stream videos into their parish halls, etc. Can you make some of the YouTube videos (with highlights on country programs, global emergencies, etc.) available on DVD?

More bi-lingual resources on “CRS in general”. There are great bi-lingual resources for seasonal events (Lent, Advent), but we need more bi-lingual resources on the over-arching materials.