

Organizing a Diocesan CRS Team

1. Do a diocesan "global solidarity" scan...
 - Have a good idea **who** (*parishes, other diocesan offices, schools [especially Catholic universities], other community and church groups, Catholic Charities, etc...*) is **doing what** in the world of international justice and peace. **NOTE**: This is not a "scientific survey". It is an accumulation of knowledge and information as a result of intentional conversations with lots of people.
2. Based on the "Job Guidelines for a CRS Diocesan Director" have a vision of the team.
 - Be able to answer the question: "In 5 years, what will this team look like and be doing?"
3. Clarify the Mission and Function of the team.
 - Be able to describe to your mother, briefly, clearly and with confidence, the team's purpose and its work.
 - Be able to state why the team is organized.
4. Clarify the structure of the team:
 - How it is to operate (ground rules and decision-making);
 - Number of meetings, number of member and term lengths;
 - Leadership roles;
 - Sub-groups and working committees (Hint: Helpful to have "job descriptions")
5. Recruit members
 - This is intentional and strategic. Identify potential pools of leaders and select people you want. At an individual meeting (in person or by phone) describe the expectations and experience, then ASK!
6. Orient members to Vision, Purpose, Function and Structure.
7. Provide Theological formation on Catholic Social Teaching, especially global solidarity.
8. Develop an annual plan and implement it.
9. Evaluate the work:
 - What was and was not accomplished. Why.
 - What changes are needed and why.
10. Celebrate the effort and keep focused through prayer.