

## Resolution

Society St. Vincent de Paul, Inc.  
National Board of Directors Meeting  
January 14, 2011

### **A Resolution to approve the Vincentian Pathway - A Process for Ongoing Formation as a Vincentian...Growing in Vincentian Leadership**

*Whereas* the Society of St. Vincent de Paul National Strategic Plan calls for a program that emphasizes unity, increases membership, offers formation and opportunities to develop leadership at every level of the Society and,

*Whereas* the Society has long recognized the need to develop skills, attitudes and training to help members fulfill the roles and responsibilities necessary to efficient, effective and efficacious service to those in need and,

*Whereas* the Society envisions a membership engaged in spiritual formation and steeped in the Servant-Leadership model of St. Vincent de Paul, St. Louise de Marillac, Blessed Frederic Ozanam and Blessed Rosalie Rendu and,

*Whereas* the survey and focus groups conducted for the Society by the HAY Project Leadership Group at DePaul University indicated a strong desire on the part of the members for a program to enhance servant-leadership for members and leaders alike,

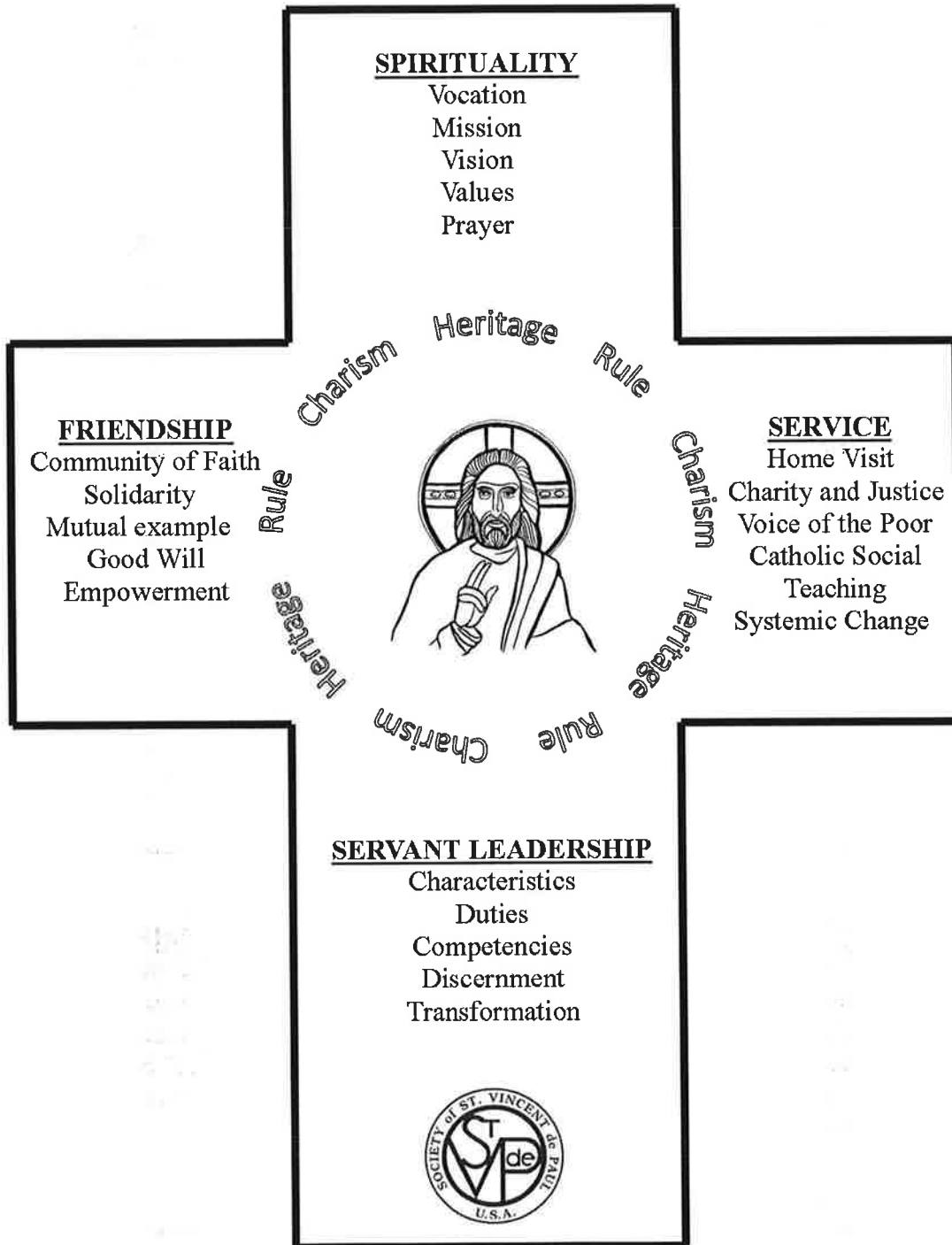
*Whereas* this is a Pathway which begins with Ozanam Orientation, Serving in Hope and Invitation for Renewal and allows members to design and implement the formation and training most important for their roles,

*Therefore be it Resolved* that the Board of Directors approves and recommends that the National Council members approve and adopt “The Vincentian Pathway – A Process for Ongoing Formation as a Vincentian...Growing in Vincentian Leadership” as the program to achieve the above stated goals.

Category of this Resolution is **Formation and Training**  
Resolution number: **01/14/2010/11 88**

# The Vincentian Pathway

A Process for Ongoing Formation as a Vincentian . . .



. . . Growing in Vincentian Leadership

# DRAFT

## Vincentian Leadership Pathway

**About This Pathway:** The Vincentian Leadership Pathway is an opportunity for every Vincentian to engage in an on-going process that is based on the Essential Elements of the Society (Spirituality-Friendship-Service) and Servant Leadership. This process will develop your Vincentian vocation and prepare for the many and different roles you are called to assume throughout their Vincentian life. The Pathway is:

- **A Guide** which each Vincentian may follow to the extent that it meets their individual needs and interests.
- **Organic** because it begins with your current level of involvement, interest, background and need and helps you move forward at your own pace.
- **Dynamic** in that your Pathway is unique to you, it changes as you change, and continually calls you to fuller, deeper and richer Vincentian life and leadership.
- **Interdependent and Interrelated** with each of the four components of the plan connected to and dependent on the others. As you grow and change through your efforts and activities in one component, you will also grow and change in each of the others.
- **Never-ending** since you can never know all that it is possible to know, or be all that you can possibly be. Continual learning and noticeable improvements are the hallmarks of this pathway.
- **Uncomplicated** as you simply identify your current need or interest and plug into the related pathway component.
- **Voluntary** but highly recommended. The Society takes its commitment to those in need very seriously. This requires high quality, informed and dedicated leadership. As the Society moves into the future, it will undoubtedly choose its leadership with greater and greater care and expect willing participation in its formation programs by all leadership.
- **Available** through the use of a wide variety of presentation methods and technology. Each program is offered in the format that best fits the material with attention given to the needs of the participants.
- **Supportive** of your leadership journey through the availability of mentors at key points as well as the participation of other Vincentians with whom you can share.

# Vincentian Spirituality Component

**PURPOSE:** To provide an ever deepening understanding and appreciation of the founding charism, mission, vision, values and Rule of life of the Society.

**EXPECTED OUTCOMES:** Your on-going participation in this component will:

- Deepen your understanding of the lives, spirituality and ministry of our founders and patrons.
- Enhance your relationship with Christ.
- Enliven your commitment to the mission and values of the Society.
- Enable the Rule to come alive and guide your daily activity.

**CONTENTS:**

- **Rule and Manual:** The fundamental documents of the Society.
- **Vincentian Reflections:** Weekly reflections on the Gospels as they relate to our Vincentian Vocation and Service.
- **Ozanam Orientation:** An orientation to the Society, its mission, essential elements, governance, and spirituality.
- **Serving In Hope—Module 1 Our Vincentian Vocation:** Allows you to explore the concept of your Vincentian work as a vocation given by God.
- **Serving In Hope—Module 2 Our Vincentian Spirituality:** Helps you to move more deeply into the rich spiritual life available to Society members.
- **Serving In Hope—Module 3 Our Vincentian Heritage:** Brings to life our founders and patron saints and puts you in touch with the history of our Society.
- **Serving In Hope—Module 5 Our Vincentian Rule:** Gives you a foundation from which to understand and appreciate our Rule as a way of life and work.
- **Vincentian Celebrations:** Resources to enhance the prayer, liturgical and para-liturgical life of the Society and its members.
- **Retreats, Workshops and Personal or Group Study:** Opportunities provided on line through FamVin and other websites, council/regional/national meeting workshops and retreats.

# Vincentian Friendship Component

**PURPOSE:** To find mutual support, growth in vocation and the experience of living the Rule together. Through Conference and other Vincentian meetings to share the challenges and blessings found in home visits and direct contact with those in need.

**EXPECTED OUTCOMES:** Your on-going participation in this component will:

- Bring lasting friendship with those sharing your Vincentian values.
- Avoid burnout, judgmental attitudes, and cynicism.
- Uncover and change hidden biases.
- Encourage continued growth in the Vincentian vocation through shared learning, and reflection on service.
- Provide support for living a Vincentian life and facing the challenges and opportunities for growth provided by home visits.

**CONTENTS:**

- **Rule and Manual:** The fundamental documents of the Society.
- **Spiritual Advisor Handbook:** A guide to produce Active, Trained Spiritual Conference/Council Spiritual Advisors. Your Spiritual Advisor helps the Conference to keep its focus, deal with difficult issues, and delve more deeply into what it means to be Vincentian.
- **Serving In Hope—Module 6 Our Vincentian Conference and Guide:** This new Module will help your Conference enrich its life of spirit, community and service. (Available—August 2010)
- **Conference Meetings:** Weekly or twice monthly times to share friendship, plan for the needs uncovered in home visits, and reflect on your service.
- **Council, Regional and National Gatherings:** Opportunities to make new Vincentian friendships, learn new ways to answer needs and be renewed spiritually.
- **Twinning opportunities, both domestic and foreign:** The means by which your conference can show its solidarity with Vincentians across the Council, Region or Nation as well as Internationally. Joining hands in spirituality, friendship and service with other Vincentians around the world.

# Vincentian Service Component

**PURPOSE:** To bring hope and tangible aid to those who are suffering or in need. To discover and strive to correct the root causes of this suffering through education, advocacy, Systemic Change. To reflect the face of Christ and the love of God to those you serve.

**EXPECTED OUTCOMES:** Your on-going participation in this component will:

- Deepen your ability to see the Face of Christ in those living in poverty.
- Help you advance in the capacity to provide efficacious as well as efficient service.
- Provide you with real life experiences of poverty and help you develop a more comprehensive understanding of the needs, strengths and challenges of those in need.
- Grow in your ability to recognize the root causes of poverty.
- Discover within yourself the courage and commitment to work together for needed change in systems and structures.

**CONTENTS:**

- **Rule and Manual:** The fundamental documents of the Society.
- **Home Visits:** Conference members making home visits and reflecting upon them.
- **Home Visit Training Videos:** Provide both the theory and the practical aspects of making home visits.
- **Serving in Hope—Module 4 Our Vincentian Mission:** Gives focus to the importance of both Justice and Charity, provides an introduction to Catholic Social Teaching, and prepares your conference to begin its role in advocacy.
- **Voice of the Poor:** This workbook provides concrete information and positions on specific issues which affect those in poverty. Taken from USCCB official church positions on these issues, there is ample background to truly understand and adopt these positions as your own.
- **Voice of the Poor Website( [www.voiceofthepoor.org](http://www.voiceofthepoor.org)):** This is the Society website for updates on issues, and additional background. The site offers the opportunity to connect with CAPWIZ, the church's legislative advocacy network and legislative contact site.
- **Systemic Change Training:** Learn what systemic change is and how you can be involved as an individual, Conference or Council. (To be developed)

- **Catholic Social Teaching:** Available through parish, and diocesan programs, on the internet and through a wide variety of books and articles.
- **Diversity/Sensitivity Training:** Grow in your understanding of the richness and depth of many different cultures and ethnic groups. Learn how you can be sensitive to the backgrounds and life situations of all your brothers and sisters. (To be developed)

# Vincentian Servant Leadership Component

**PURPOSE:** To develop individuals who fill the ministry of leadership in the model of Christ and Vincent dePaul.

**EXPECTED OUTCOMES:** Your on-going participation in this component will:

- Acquaint you with the duties required of your leadership role in the Society.
- Assist you to understand and appreciate the value of servant leadership, and to learn the characteristics of the servant leader and put them into practice.
- Enable you to evaluate and make changes in your leadership style, attitudes and behaviors and to gain the concrete skills needed to lead effectively.
- Discover and practice Vincentian discernment.
- Participate in the transformation of the Society as you transform yourself into an instrument of God for those in need and for those you serve as leader.

## **CONTENTS:**

- **Conference President Guide/Council President Guide:** These guides provide a practical understanding of the roles and responsibilities of these key roles.
- **Workshop for Conference/Council Presidents:** A workshop based on the Guides. (To be developed)
- **Workshop for New Council Members:** Provided at the Midyear meeting.
- **Documents on Governance:** Bylaws, policies, standards of excellence, etc.
- **Invitation For Renewal:** A five day, intensive retreat for existing and potential leadership held in Indianapolis, Indiana.
- **Servant Leadership In The Society of St. Vincent DePaul:** A DVD/facilitated workshop based on the program provided by James Davis for the Society. (To be developed)
- **Characteristics of the Servant Leader – Modules/Workshops:** Each of the 10 characteristics identified in the Servant Leadership program above will be explored in depth. (To be developed)
- **Skills Workshops for all levels of leadership:** A series of workshop type modules covering a wide variety of skills and knowledge which can enhance your leadership effectiveness. (To be developed)
- **Mentoring:** Pathway guidance. (To be developed)