



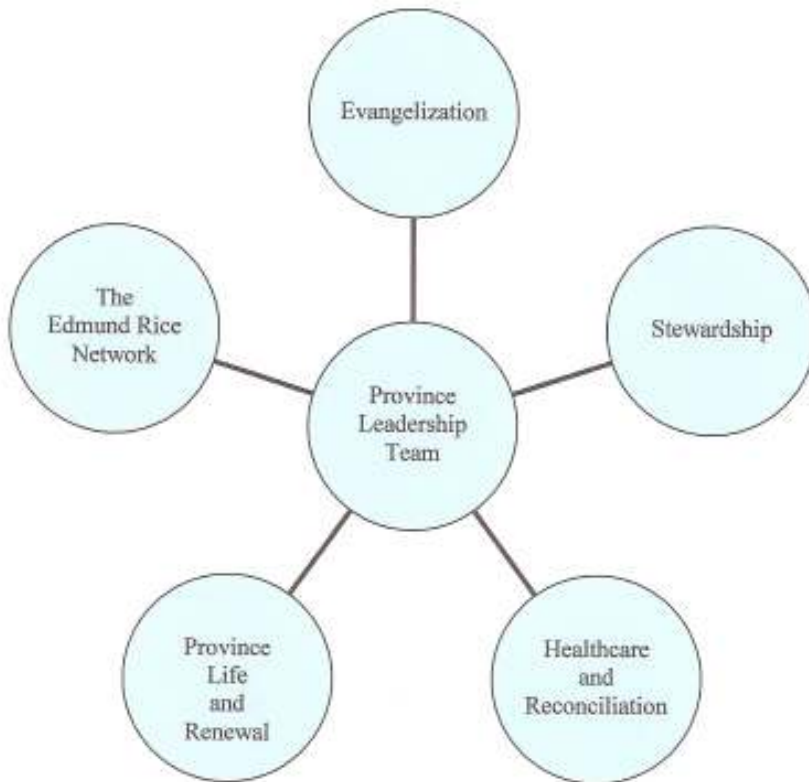
EDMUND RICE CHRISTIAN BROTHERS NORTH AMERICA
A PROVINCE OF THE CONGREGATION OF CHRISTIAN BROTHERS

North American PLT Model
2008-2014

Assumptions

1. The PLT will consist of 6 full time members who will serve a six year term through the 2014 Congregation Chapter. This is in keeping with the timeframe being employed in provinces throughout the Congregation.
2. The primary role and responsibility of the PLT will be:
 - To be prophetic and visionary
 - To attend to the pastoral care of individual brothers (including those Brothers on Exclaustration); particularly with regard to their health, spiritual, and ministerial needs
 - To attend to renewal and the development of religious life in the province
 - To be present to the brothers in community and ministry
 - To foster unity and community spirit throughout North America
 - To assist designated leaders throughout North America
 - To liaise with Province Offices and Directors of Province Offices
 - To perform Canonical Visitations in communities
 - To foster fidelity to the Constitutions and Statutes
 - To insure implementation of Province and Congregation Chapter Directives
 - To attend to the pastoral care of the Latin American Region
 - To collaborate with national conferences of religious
 - To interact and collaborate with diocesan and other Church organizations
3. The PLT will delegate management responsibilities to Province Offices and their Coordinators/Chairs, who may or may not be Brothers.
4. Province Offices will be delineated into five main areas of operation:
 - Evangelization
 - The Edmund Rice Network
 - Province Life and Renewal
 - Healthcare and Reconciliation
 - Stewardship

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5. A PLT member will liaise with each Province Office and Coordinator/Chair of a Province Office.
 6. Each Province Office will have a Coordinator/Chair Person to guide the ministerial activity of said Office. The PLT liaison to the Province Office will not serve as Coordinator/Chair.
 7. The Province Leader will not liaise with any particular Province Office. Rather, he will be freed from managerial responsibilities in order to attend to the pastoral care of the Brothers and Province.
 8. The PLT, in concert with the Coordinators/Chairs of Province Offices, will establish with each Province Office and Coordinator/Chair a chart of roles and responsibilities and a strategy for communication within and among the Province Offices. In addition the PLT will establish a protocol and chart of accountability for decision-making. Major decisions regarding mission and the lives of the Brothers will ordinarily remain with the PLT.
 9. The PLT will devise a schedule for appropriate meetings. PLT meetings will attend to personnel issues and other pertinent concerns regarding the pastoral care of the Brothers and Province. PLT meetings will encompass reports from Province Offices and Coordinators/Chairs of Province Offices. A system for reporting will be devised.
 10. After three years of their term, the PLT will ask the Brothers to evaluate their lived experience of the new structure.
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The Province Office for *Evangelization*
in the New PLT Structure

The Province Office for *Evangelization* takes responsibility for the educational and other outreach endeavors of the Province. These endeavors include:

- Justice, Peace, and Integrity of Creation (Kevin Cawley/Director)
- Consortium of Edmund Rice Schools
 - * Office of Educational Services (Sr. Pat Ells/Director – Matt Walderman/
Jim Finnegan/Mr. Al Widziewicz)
 - Catholic Identity and Charism
 - > ACTION Leadership Program for Students
(Team of Brothers and Lay Colleagues)
 - > Faculty Retreats and Faith Formation
 - > Called and Gifted I & II
(Chris Burns/Mrs. Melanie Anchukaitis/Tim Smyth)
 - > Pilgrims in Peru
 - > Orientation of New School Leaders
 - > Orientation of New Teachers
 - > Essential Elements Evaluation
 - Board Formation
 - > Recruitment and Interviewing of Prospective
Board Members
 - > Orientation of New Board Members
 - > Called and Gifted for Board Members
 - > Board Formation Programs
 - > Sponsorship
 - Educational Programs
 - > School Leader Meetings and Retreats
 - > Mentoring of New School Leaders
 - > Evaluation of School Leaders
 - > Summer Academy
 - > Faculty In-Service
 - > Consulting Services
 - > Dedicated Workshops
 - > Educational Support
 - * Mission Education (Jim Moffett/Coordinates)
 - * Governance
- Emerging Ministries
- Promotion of the Founder's Cause (Tim Smyth)

Raymond Vercruyssen will serve as the PLT Liaison to the Office for *Evangelization*
A Coordinator/Chair of the Office for *Evangelization* needs to be identified.

The Province Office for *The Edmund Rice Network*
in the New PLT Structure

The Edmund Rice Network encompasses all those individuals and groups who identify with, share in, or are in an intentional relationship with the charism of Edmund Rice. Members thus defined, either individuals or groups, can choose to deepen their commitment through formation opportunities, ministry activities, ritual and ceremonies, reflection groups, and formal commitments. (2008 Congregation Chapter, Munnar, India)

* The Province Office: *The Edmund Rice Network* consists of:

- 1) Vocation Promotion
 - Vocation Promoter (Raph McDonald)
 - Vocation Marketing Coordinator (Dr. Tom Lesser)
- 2) Initial Formation
 - Initial Formation Director/Novice Director (Peter O'Loughlin)
 - Assistant Initial Formation Director (Dave Lucas)
 - Residential Candidate in-house Mentor (Ed Pigott)
- 3) Christian Brother Lay Volunteers
 - Volunteer Director (Bob Koppes)
- 4) Associates of Edmund Rice
 - Co-Coordinator, Chicago (John Dornbos)
 - Co-Coordinator, NY (Jerry McCarthy)
 - Friends of Edmund Coordinator, Iona College (Ed Pigott)
- 5) Edmundian Society
 - Moderator (Jerry McCarthy)
 - Chairman (Mr. Vin Russo)
- 6) PLT Liaison
 - PLT Member (Dan Casey)

* Bob Koppes will serve as the Coordinator/Chair for this Office.

Additionally, the Province Office for *Evangelization* provides services and formation for members of the ERN who are partners in ministry with the Christian Brothers. These services are provided by the Office of Educational Services.

The Province Office for
Province Life and Renewal
in the New PLT Structure

The Province Office for ***Province Life and Renewal*** has been established to support the PLT in its implementation of Province and Congregation Chapter Directives and initiatives. Peter O'Loughlin has been identified to serve as the Province Coordinator/Chair for ***Province Life and Renewal***. Barry Lynch will serve as the PLT Liaison to this office.

The role of this office includes:

- Developing Province-wide prayer and spiritual experiences for the Brothers of the Province and other members of the Edmund Rice Network
- Establishing a Province-wide retreat program around heart-centered spirituality and the themes that emerge from the 2008 Congregation Chapter in India
- Assisting communities in creating and implementing yearly goals and objectives for the purpose of building quality community
- Reviewing the present system of Models for Community Leadership: the Designated Community Leader Model and the Shared Responsibility Model
- Accompanying new communities as they are formed
- Acting as a resource re: spiritual books, articles, music, retreat programs, etc. aimed at deepening the spirituality of the Brothers and others in the ERN
- Coordinating the annual Community Leadership Gathering
- Providing/Coordinating information for Brothers and others in the ERN re: sabbaticals, Province renewal opportunities, and Congregational renewal opportunities
- Coordinating communications within the Province

The Province Office for *Healthcare and Reconciliation*
in the New PLT Structure

The Province Office for *Healthcare and Reconciliation* is responsible for overseeing all health and wellness issues and healing and reconciliation issues for the province. These will include aging and health concerns; St. Joseph's Care Residence; Marian Village; brothers in other care facilities; implementing and updating the provinces Health and Wellness Policy; overseeing, updating, and implementing the provinces Ethical Ministry Policies; ongoing Praesidium accreditation issues; interventions; and any other issues so designated by the PLT.

A Director of Health and Wellness needs to be identified. Derm Bray will serve as the Director of Healing and Reconciliation for the Province.

- * The duties of the Director of Health and Wellness will include the following:
 1. Implement the provinces Health and Wellness Policy
 2. Assist the PLT with health and wellness issues
 3. Promote healthy living for the Brothers
 4. Work directly with brothers designated as Brother Liaison for Health and Wellness
 5. Be a resource for brothers designated as Brother Liaison for Health and Wellness and communities
 6. Aid communities when a health crisis occurs
 7. Provide administrative supervision and management assistance to St. Joseph's Care Residence and it's director
 8. Fulfill additional duties as outline in the Job Description for the Director of Health and Wellness and in the provinces Health and Wellness Policy
- * The Director of Health and Wellness will be aided by brothers throughout the province designated as Brother Liaison for Health and Wellness.
- * The duties of the Brother Liaison for Health and Wellness will include the following:
 1. Assist local communities in the care and support of members dealing with health issues
 2. Help with referral assistance to local communities
 3. Help the Director of Health and Wellness with developing appropriate referral sources in a given area
 4. The Brother Liaison function is to **assist** the local community, not **replace** the local community in the care and support of its members
 5. Fulfill additional duties as described in the position description for the Brother Liaison for Health and Wellness

Assumptions

1. Decisions regarding health and wellness issues for a particular brother are determined by that brother, his community, and the PLT.
2. Each community will designate a community member to serve as the “point person” to deal with health and emergency health issues for his community.
3. When a brother is unable to make decisions on his own this responsibility passes to his health care proxy and this responsibility of the health care proxy lasts until such time as the brother is again able to make decisions.
4. Issues regarding insurance and financing of health care options are to be made by the brother, his community, and with the guidance of the appropriate province finance office.
5. The Director of Health and Wellness will avail of opportunities to get to know the brothers throughout the province.

* The duties of the Director of Healing and Reconciliation (Derm Bray) issues will include the following:

1. Oversee Praesidium continual accreditation issues
2. Oversee the implementation of the provinces Ethical Ministry Policies
3. Ensure that brothers on safety plans are monitored
4. Be a resource for communities seeking interventions

Assumptions

The following will be PLT responsibilities:

1. Oversee the supervision of brothers on safety plans
2. Accompanying brothers in treatment
3. Accompany brothers on exclauration

A Coordinator/Chair of the Province Office for *Healthcare and Reconciliation* needs to be identified.

The PLT Liaison to the Province Office for *Healthcare and Reconciliation* will be Kevin Griffith.

The Province Office for *Stewardship*
in the New PLT structure

The Province Office for *Stewardship* encompasses Province finances, development/advancement efforts, legal concerns, corporate concerns, issues related to housing and properties, and Province archives.

The Province Office for *Stewardship* consists of:

- 1) Province Finances
 - Chicago Office (Director/Gerry Gremley)
 - New York Office (Director/Greg McNally)
 - CBI Staff
 - Toronto Office (Director/Bill Flood)
- 2) Advancement/Development
 - Chicago Office (Director/Don McGovern)
 - Development Staff
 - New York Office (Director/Dr. Tom Lesser)
 - Advancement Staff
- 3) Legal Concerns (Mr. Tony Dougherty)
- 4) Corporate Concerns (Greg McNally)
- 5) Housing Concerns and Properties (Greg McNally)
- 6) Archives
 - Chicago, IL (Jerry Messick)
 - St. John's, NL (Raph Bellows)
 - New Rochelle, NY (Eugenio DeLorenzo)

- * Gerry Gremley will serve as coordinator for Province finances.
- * Tony Dougherty will serve as legal counsel for Mt. Sion Community, Inc.
- * Eugenio DeLorenzo will serve as coordinator for Province archives.
- * Greg McNally will serve as Coordinator/Chair of the Province Office for *Stewardship*.
- * Mark Murphy will serve as the PLT liaison for this Office.