

“Co-Responsibility in Church Management: A New Culture of Leadership” Conversation Guide



This conversation guide consists of both questions for discussion and a list of resources referred to in the lecture. Facilitators may wish to make use of these other resources as a part of their presentation and discussion of the materials. In utilizing this guide, we recommend facilitators choose those questions most helpful to the purpose of their group.

View this lecture here: <https://www.youtube.com/watch?v=c4fUWI5MUvY&t=3337s>

Questions for Conversation:

- At both the beginning and end of her talk, Kerry discusses her love for the Church because it is the largest global humanitarian network in the world. She invokes a lesson learned from her spiritual director years ago, who taught her the importance of naming and claiming why you love the Church in order to banish cynicism and continue the work of renewal. Take a few minutes to think about and then name and claim why you love the Church.
- Kerry claims that “as Christians we are called to be generous and act as a catalyst of generosity in others, and that almost never has anything to do with money.” How do you think we might better encourage a culture of generosity within our Church?
- Leadership Roundtable focuses its efforts on healing and reconciliation through addressing particular issues of church management. Thinking about your own skills and insights and those of your local communities, how do you think you and your community are being called to address the abuse crisis or other issues of church leadership?
- Kerry discusses how the Church has historically failed to value “the radically underutilized resource of the laity,” whose various professional and personal skill sets are a wonderful asset to the church. Do you feel the Church has undervalued your skills and insights? What skills would you like to put to use for the Church?

- How have you personally responded to the renewed attention to the abuse crisis stemming from the 2018 PA Grand Jury Report compared to the revelations of 2002? How have the reactions of your families, friends, and church communities differed? What do you think are the reasons for these different reactions?
- Leadership Roundtable stresses that the Church is facing twin crises – the sexual abuse crisis and a leadership crisis. How do these two crises intertwine?
- Kerry discusses 13 steps (listed in resources below) for addressing the twin crises of sexual abuse and leadership failures. Are there additional steps you believe need to be taken in addressing these twin crises?
- Kerry names both barriers to implementing reform and renewal and reasons for hope. Where do you see the largest barriers? Where do you find hope?

Resources:

Survivor Support

If you have been the victim of abuse in the Catholic Church, please reach out to someone. Below are contact points that can help.

RAINN National Sexual Assault Hotline	800-656-HOPE (4673) or online chat
Survivors Network of those Abused by Priests	Assistance Line: 1-877-SNAP-HEALS (877-762-7432)
Victim Assistance Coordinators	Click here to contact a victim assistance coordinator in your diocese.

- For reports and documents on the abuse crisis, educational information, and steps on how to take action, visit <http://catholiclayresponse.com/>.
- Find out more about **Leadership Roundtable** by visiting: <https://leadershiproundtable.org/>
- Kerry discusses **13 suggested steps for addressing the twin crises of sexual abuse and leadership failures** that covered up the abuse. It can be difficult to remember all of these on first hearing the lecture, so we have listed them below. To find out more details on these steps, see the Leadership Roundtable report, **“Heal the Body of Christ: A plan to create a new culture of leadership and a new response to abuse in the Catholic Church.”** https://leadershiproundtable.org/wp-content/uploads/2015/09/CatholicPartnershipSummit_SummitReport_WithBoard.pdf
 1. Implement a new culture of servant leadership and management practices, and a new partnership of co-responsibility between lay and ordained members of the church.
 2. Victims/survivors must be at the center of all deliberations and plans, ensuring that in pursuing justice we do not re-victimize those who have already suffered. Leaders must continue to meet with victims/survivors.
 3. We need cultural change based on transparency, accountability, competency, and justice.
 4. Diverse lay people must be involved in leadership.
 5. In particular, bring into leadership lay people with financial and managerial acumen.

6. Coordinate a release of names of credibly accused priests with concomitant financial reporting of costs associated and where the money comes from. Coordinating the release is especially important in light of the fact that each new release of names re-wounds victims/survivors. Consider also a registry of the 96% of priests in good standing.
 7. Make clear bishops are no longer exempt under the Dallas Charter, but will be held accountable by a predominantly lay independent review board.
 8. Conduct a thorough review of clericalism embedded in the Code of Canon Law.
 9. Supplement the John Jay Report with a study that examines the misuse and abuse of power among Church leaders, particularly in light of the sexual abuse crisis and cover up.
 10. Review and overhaul the manner in which bishops are assigned, elevated and selected.
 11. Invests in an HR system for the Church that includes effective selection, training, assignment, evaluation, compensation, and continuing education for both the laity and ordained.
 12. Reform seminary formation.
 13. Address twin crises through the twin responses of recovery and reform.
- Kerry refers to the **Dallas Charter**, more formally titled the *Charter for the Protection of Children and Young People*, established by the U.S. Conference of Catholic Bishops in June 2002 for addressing allegations of sexual abuse of minors by Catholic clergy. That document can be found here: <http://www.usccb.org/issues-and-action/child-and-youth-protection/charter.cfm>
 - **The John Jay Report**, formally titled *The Nature and Scope of the Problem of Sexual Abuse of Minors by Catholic Priests and Deacons in the United States*, is a 2004 report by the John Jay College of Criminal Justice, commissioned by the U.S. Conference of Catholic Bishops. The report is based on surveys completed by the dioceses of the United States. It can be found here: <http://www.usccb.org/issues-and-action/child-and-youth-protection/upload/The-Nature-and-Scope-of-Sexual-Abuse-of-Minors-by-Catholic-Priests-and-Deacons-in-the-United-States-1950-2002.pdf>