

LASALLIAN LEADERSHIP

INSTITUTE

COHORT V

2009-2012



Nature and Purpose

The Lasallian Leadership Institute (LLI) is a Lasallian formation program in the United States/Toronto Region of the Brothers of the Christian Schools. Since its inception in 1997, over 700 Lasallians (Brothers and Partners) have completed this program.

The LLI is designed to empower participants to transform themselves and their ministries. At the completion of LLI, participants will have developed personal and professional skills to act as catalysts in their ministries. Through their influence and leadership, they will help deepen Lasallian mission and association in their ministries.

Lasallian Association for Mission

Lasallian teachers, educators, and administrators in 82 countries of the world are “associated” in the service of 905,000 youth. These young people vary in age, race, ethnic heritage, culture, language, and religion and live in a remarkable variety of political and economic situations. They are found in many ministries ranging from pre-school to university, childcare to outreach programs, which respond creatively and effectively to the particular needs of those who frequent them.

Lasallian teachers, educators, and administrators number some 79,000. Laymen and laywomen constitute 96% of this number; De La Salle Christian Brothers 3%; priests and members of other religious institutes 1%. In addition, countless numbers of board members, administrative and support staff, admissions and development officers, Lasallian Volunteers, former students, friends, and benefactors make important contributions



to the Lasallian mission. What unites these men and women in Lasallian Association for Mission is a story, the story of St. John Baptist de La Salle, a story his followers strive not only to know and admire, but to live today.

The Story

The story begins in 1679 in Reims, France. St. John Baptist de La Salle, a young, newly ordained priest from a wealthy family, responded to requests to found primary schools for the poor. He quickly recognized, however, that the schools could not succeed without dedicated, trained teachers. Moved by this realization, he involved himself actively in their formation. In time, De La Salle and some of these teachers decided to form an “association for mission,” an association they lived as an expression of their religious faith.

That creative action launched a movement leading to the establishment of the Institute of the Brothers of the Christian Schools. Over the next three centuries, that Institute grew and spread to all the continents. The Brothers lived their special



consecration to God by uniting themselves to conduct “together and by association” schools intended primarily for young people “poor, abandoned, and far from salvation.”

For some 250 years, the Brothers themselves lived this “association for mission,” conducting schools frequently called “Brothers’ schools.” Even when the number of lay teachers increased, both the Brothers and those teaching with them saw the role of the laity as that of helping the Brothers run the “Brothers’ schools.”

Living the Story Today

The last twenty years, however, have witnessed a dramatic change. The Institute of the Brothers of the Christian Schools no longer speaks of “Brothers’ schools,” but rather of “Lasallian schools.” In Lasallian schools,” lay teachers, priests, and religious of other congregations “associate” with Brothers as partners. They enter into Lasallian Association for Mission. Together they assume responsibility for the vitality and authenticity of the schools.

Recent General Chapters, the supreme authority of the Brothers, have made the development of this movement one of the highest priorities of the Institute. To provide the formation so vital to the success of the movement, the members of the United States/Toronto Region created the **Lasallian Leadership Institute**.

The Program and Participants

The Lasallian Leadership Institute is structured around three themes:

- Creative Fidelity to the Founding Story: 2009-2010
- Spiritual Leadership in Lasallian Ministries: 2010-2011
- Lasallian Leadership in the Educational Community: 2011-2012

The LLI is a three-year program, which meets three times each year—beginning with one week each summer, and a weekend in the fall and in the spring. For those in the District of Eastern North America (formerly the Baltimore, Long Island-New England, and New York Districts), summer sessions are held



at Manhattan College in New York City, while fall and spring sessions are held at Mt. Pocono, Pennsylvania. For those in the Midwest District and New Orleans-Santa Fe Districts, summer sessions are held at Lewis University in Illinois, while spring sessions are held at Our Lady of the Snows Retreat Center in Illinois, just east of St. Louis and fall sessions are held in the Minneapolis-St. Paul metropolitan area. Members of the San Francisco District are invited to participate in either the Midwest or Eastern sessions.

Lasallians, Partners and Brothers who have the potential to be catalysts in their ministries, who are currently in leadership positions, or may have the potential for leadership in their ministry are invited to participate in LLI. Other criteria are commitment to Lasallian mission and association, as well as availability to complete the three-year program.

The formation of community with the other participants at your location is an important outcome of LLI. Therefore, participants are expected to attend all nine sessions of LLI. Should there be a scheduling conflict, provisions can be made for a person to participate at another site. A participant is allowed one absence in the three-year cycle.

Presenters will assign pre-reading well in advance of most sessions. It is suggested that ministries sponsor teams of two to five participants, since they will be asked to create and implement a practical site-based project for their ministries.

The curriculum of the Lasallian Leadership Institute, originally devised in 1997, has been modified over the course of the intervening years to meet emerging needs as well as certain academic standards of La Salle University in Philadelphia, PA, the institution that grants graduate credits and Continuing Education Units to LLI participants.

The overall theme of LLI is *Creative Fidelity to the Founding Story*.

Year I focuses on the founding story and its current reality. Participants will learn about John Baptist de La Salle and the historical context of the founding of the Institute. The current reality of the Institute of the Brothers of the Christian Schools is then explored, with emphasis on the participants' personal journeys in the Lasallian mission, on service of the poor and how this is lived today, and on modern pedagogy in the Lasallian context.

Year II explores spiritual leadership in Lasallian ministries. Participants will learn about De La Salle's spirituality. They will examine their own educational vocation, lay spirituality within the Lasallian tradition, and contemporary theology. Specific emphasis will be given to the integration of spirituality and mission, the experience of God, practical ways to pray and meditate, and to the understanding of the Gospel message. Special attention will be given to the Meditations of John Baptist de La Salle.

Year III examines Lasallian leadership in the educational community. Participants will learn not only about their roles as leaders and persons of significant influence in their Lasallian ministries, but also about their roles as followers and collaborators. Mission-centered leadership will be stressed, and participants will work with real-life scenarios, which highlight practical aspects of decision-making.

Year III ends with a powerful and moving capstone spring weekend.

The curriculum for each theme addresses the following frameworks related to the Lasallian tradition. The LLI analyzes that tradition through courses in contemporary theology, spirituality, Christology, and ecclesiology, as well as new approaches in educational theory and effective management techniques for creating a genuine Christian environment in the everyday running of a Lasallian educational community.

The Personal

1. Personal vocational journey
2. Stages of development
3. Sources of meaning in one's life
4. Understanding one's call in the Lasallian context
5. Balance in one's personal and professional lives

Theology/Spirituality

- An appreciation of the life, death, and resurrection of Jesus. The spirituality of a Christian Brother was and is centered on Christ. Lasallian spirituality is Christ-centered.
- An experience of the sacred and spiritual hunger in today's world, especially among the younger generation. How does God speak to them? How does Jesus speak to them?
- An understanding of the cumulative wisdom of the Christian traditions in light of scripture, and in light of the social issues of our third-millennium world.
- The role of the lay person in Christian life today and the spirituality of the lay-vocation within the Church.

Social Responsibility

1. Compassion for the marginalized/disenfranchised
2. Institutional work on behalf of structural justice
3. Attention to issues of world peace and ecology
4. Attention to ethnic, gender, social and cultural diversity
5. Make the connection between faith and one's social milieu

Lasallian Spirituality

1. The life of St. John Baptist de La Salle
2. Characteristics of Lasallian spirituality and the mission of education
3. The history of the international Institute and the Institute in the U.S.-Toronto Region
4. Familiarity with contemporary Institute documents
5. The historic emergence of Association for the Lasallian Mission

Tools of Communication

1. Interpersonal and Intrapersonal
2. Small group discussions and reports
3. Public sharing of goals and outcomes
4. Use of media and technology

Organizational Skills and Practical Implementation

1. Task: Development of specific applications in local ministries
2. Human relations: Facilitation of tasks in groups
3. Create a site-based project
4. Teamwork



OUTCOMES: The following are curricular outcomes for each year:

FRAMEWORK	Year I Creative Fidelity to the Founding Story	Year II Spiritual Leadership in Lasallian Ministries	Year III Lasallian Leadership in the Educational Community
Personal	To understand and appreciate one's journey as a Lasallian educator.	To understand and appreciate one's spiritual journey as a person and as an educator in the life of the Spirit.	To assess and acknowledge one's management and leadership styles as a person and as an educator at different stages of life.
Theology/ Spirituality	To experience a stronger realization of one's educational vocation, one's depth of spirituality within the Lasallian tradition, and a solid theological base for this way of life.	To develop a stronger theological grasp of the Christological centering of Lasallian spirituality and how this vision of Christ the Teacher can be more operative in a Lasallian ministry	To connect one's spirituality to the Lasallian mission of one's ministry and to understand how one's Lasallian spirituality helps a person deepen his or her role as teacher, administrator, or staff member.
Social Responsibility	To discover contemporary developments in education that have led to a new understanding of the teaching/learning process.	To discover contemporary developments in theology that have led to a new understanding of spirituality, vocation, and ministry.	To discover contemporary developments in organizational and communication theory that have led to new management and decision making styles which encourage more effective educational management and community.
Lasallian	To identify central features of the Lasallian tradition of educational ministry and its relation to the mission of Catholic	To identify central features of the Lasallian tradition that assist to connect faith and the work of education.	To identify central features of an association for ministry in the Lasallian tradition with regard to leadership.

	education.		education. management, and community.
Communication	To develop skills, as professional educators, which critique our educational praxis and catechetical ministry in light of the Lasallian tradition and emerging social and educational needs in today's world.	To develop skills to identify our own spiritual hungers as well as spiritual hungers in today's world.	To develop leadership and management skills to help us advance our common Lasallian mission through effective management of the ministries under our care.
Organizational and Practical Implementation	To find ways of incorporating the principles of the Lasallian tradition with contemporary educational development in our teaching/learning communities.	To find practical ways to integrate scripture, prayer, liturgical practices, professional demands, and our own spiritual needs.	To find practical ways of applying the principles of Lasallian association with contemporary leadership and management practices to address daily challenges that arise in our educational community.
Constants Contexts/Structural	To establish context by creating structures, rituals, and practices that will enable us to learn from one another and our students, and sustain the ongoing development of ministerial communities in the workplace.	To establish context by creating structures, rituals, and practices that will enable us to learn from one another and our students, and sustain the ongoing development of faith communities in the workplace.	To create structures that will enable us to initiate and celebrate our association for mission.

**For more information on the Lasallian Leadership Institute,
Contact the District Education Office.**

Constants

1. Community building, faith sharing, common prayer
2. Appreciation of practices within Districts, Regions
3. Responding to the expressed needs and diversities
4. Access to resources

The Project

Each team of participants will develop and implement a site-based project that applies what is learned in LLI to addressing—in a practical manner—a real need in their ministry. Examples of past projects include the creation of a Lasallian formation program for athletic coaches at Totino-Grace High School in Minnesota and at Central Catholic High School in Pittsburgh, the development of a collaborative effort between the child care agencies in the Eastern District, and the implementation of faculty service programs at Christian Brothers High School in Sacramento.

The Tuition

Districts and/or sponsoring institutions or ministries assume responsibility for the tuition of each participant each year. The tuition covers room, board, books, and all educational expenses. Not included is the cost of transportation.



In 2005, members of the Regional Education Board (REB) crafted the following document identifying the important characteristics of a Lasallian apostolate. This document was approved by the Visitors of the U.S.-Toronto Region.

In creative fidelity to the charism of our Founder, St. John Baptist de La Salle and to our mission to provide a human and Christian education to the young, especially the poor, according to the ministry entrusted to us by the Church:

The Lasallian Ministries of the U.S.-Toronto Region respond to the needs of those entrusted to our care. While the nature of these ministries may vary across the region and evolve in response to the signs of the times, they possess the following general goals.

We instill Gospel values. Therefore, we:

- Establish and review institution policies and culture in light of Christian principles.
- Instill in the students of all our institutions a sense of caring and love for all persons rooted in the Christian belief that all persons are made in the image and likeness of God.
- Create programs that prepare members of our community to be of service to others and to be responsible stewards of our world.
- Witness to the example of Jesus Christ and the heritage of the Church.
- Promote personal and communal spiritual growth and reflection.
- Provide students and clients opportunities for decision-making in light of Gospel values.

We are animated by and foster a spirit of faith and zeal. Therefore, we:

- Recognize the presence of God and respond accordingly in all our actions.
- Understand our life and work as a calling and ministry, and deepen that through our ongoing formation.

We exercise a preferential option for the poor. Therefore, we:

- Provide programs specifically designed to meet the needs of the economically deprived, the victims of social injustice, and those neglected by the rest of society.
- Actively seek and welcome students and staff from diverse economic, religious, academic, racial, and ethnic backgrounds.
- Provide specialized programs within our institutions for those most in need economically, academically, and emotionally.
- Advocate on behalf of the poor and marginalized in our society, specifically by graduating students acutely aware of social justice issues and committed to creating a more fair, just, and equitable society.

We develop and maintain diverse programs meeting recognized standards of excellence. Therefore, we:

- Focus on needs that are relevant to the evolving social context of the specific ministry.
- Design programs addressing the developmental needs of the whole person.
- Adjust our programs to reflect the range of learner and client needs.



- Provide ongoing professional development to faculty and staff.
- Reflect critically, collaboratively, and strategically on our programs' effectiveness.
- Manage in a fashion that is mission driven and accountable, professionally, ethically, and fiscally.
- Involve our programs with relevant professional and regulatory processes of accreditation.
- Commit ourselves wholeheartedly to our ministry with compassion and care and give special attention to those who are most in need.
- See all things through the eyes of faith and act with a realization that what we do is God's work.
- Appreciate our specific vocation as lay persons in the Church and promote that vocation as an authentic way to be of service to the Kingdom of God.

We create and sustain respectful human relationships in community. Therefore, we:

- Promote a collegial style of governance, administration, and decision-making.
- Associate parents, students, alumni, and friends with the Lasallian family.
- Expect the ongoing formation and sustenance of vital educational communities of faith.
- Recognize the pivotal role of relationships among students, among staff members, and between staff and students.
- Value politeness, good social skills, and respectful human behavior.
- Treat each person as a unique individual created in the image of God.
- Recognize the transformative power of personal example and the educative power of modeling values.
- Promote collaboration, mutual support, and an approach of accompaniment.

Registration

- Work together with others locally and in association with others in the Region and around the world.
- Are aware of our involvement with the local and the larger Church.
- Are united in a common vision that is the foundation of our relationships.

Materials on the Lasallian Leadership Institute, Cohort V 2009-2012 will be sent to chief administrators of each Lasallian ministry in the U.S.-Toronto Region in early January 2009. Please contact your chief administrator, or refer to the Christian Brothers Conference website at www.lasallian.info for a copy of the LLI brochure and registration form.

Since Districts have different procedures for selection of participants, registration, and payment for LLI, please keep in touch with your District representative listed below.

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