

NADD NEWS

WINTER, 2004

THOUGHT-PROVOKING KEYNOTES & WORKSHOPS, INTERESTING TOURS PLANNED FOR CONVENTION 2004

Pre-Convention Workshops

Deacon Loris Sinanian, Pre-Convention Workshop Coordinator

As the time for the N A D D N a t i o n a l Convention approaches our calendars should be out and we should be blocking off the dates. In doing so please consider also attending one or more of the Pre-Convention Workshops scheduled for Wednesday, April 21, 2004.

These workshops are specifically designed to address areas of interest for both Directors of Formation and Personnel. Separate workshops are, once again, planned to provide a forum for the exchange of information and to learn more about the operation of diaconate offices throughout the United States and Canada.

The format for each of the workshops is similar, namely, there will be a short presentation to introduce the topic for each workshop, followed by

open discussion and exchange of ideas. Those who attended the NADD Pre-Convention Workshops last year found this new approach to be most helpful. At each of the workshops the presenters will also provide handouts to those attending.

This year, on Wednesday morning, we will have a workshop dealing with *Serving in a Multicultural Parish*. This workshop will be a combined session for both Formation and Personnel Directors and will address issues involving parishes in which multiple cultural backgrounds pray together and how we can best share one vision in the multicultural Church. Several cultures will be discussed, including Asian, Hispanic, Native American, African American, etc.

The afternoon workshops have been established specifically for either Formation or Personnel.

The Formation Workshops will address the process of *Selection of Candidates* for acceptance into

formation programs and the *Comprehensive Aspirant/Candidate Evaluation Process*. How do we get qualified men to come forward and how do we assure the Church that they are, in fact, prepared for the ministry of deacon?

The Personnel Workshops will address *Post-Ordination Formation and Deacon Councils' Organization & Operation*. Formation does not end at ordination.

How do we best continue with the unending formation process and assure that all of our deacons benefit from programs being offered? Are we providing a mechanism for deacons to meet periodically to help them with their needs and those of their wives?

The Pre-Convention Workshops are a vital part of the information being offered at the NADD Annual Convention and it will be worth your while to consider spending Wednesday attending one or more sessions.

INSIDE THIS ISSUE:

Convention 2004	1
Directors Institute	1
Treasurer's Message	2
Executive Director for Secretariat/BCD	3
Lilly Grant Update	4

CONVENTION NOTES

Early Bird Special: Ends March 1, 2004

Travel Discount: American Airlines: Meeting attendees can receive 5% off any published fare or 10% off full coach, business or first class. Call American Airlines Meeting Services Desk at 1-800-433-1790. The discount code is 6344AR.

Tours: Tuesday, April 20: New York City or Washington, DC. John Paul II Museum will be a choice for those going to Washington.

Saturday, April 24: Battleship New Jersey tour including lunch, with ferry crossing to the historic section of Philadelphia. The second tour will go directly to historic Philadelphia and after lunch, tour three shrines, ending with Mass at the St. Rita of Cascia Shrine. Lunch and dinner for all tours (except Battleship New Jersey) will be on your own. There will be a minimum number required for all tours. If that minimum is not met, all tour fees will be returned, or you can switch to another tour that is acceptable to you.

Directors Give Thumbs-up to Bold Institute

By Dan Peterson

The founding of a world class, standalone new directors institute is on the table. A standalone institute is not a new idea. A similar initiative has been seriously considered more than once in the past, but failed to gain enough support to see it to fruition. This discussion has begun again in response to a brainstorming session of the Regional Representatives and Board at our last meeting in Winter Park, Florida.

The discussion quickly surfaced aspirations for an expanded, thoroughly professional institute comparable to those available to such diocesan leaders as directors of vocations, new pastors, and youth directors. The vision was for an institute faculty with high levels of expertise, a fully articulated curriculum that was carefully crafted to address both substantive theory and practical application, and a highly professionally planned and managed educational experience. There was such strong support among the Representatives that the Executive Board formed a committee to begin a feasibility study in regard to creating such an Institute. This committee currently has the following members: Deacon Daniel L. Peterson, Ed. D., Chair; Sr. Grayce Ross, Dr. Kate Wiskus, Deacons Jim Flannery, Tony Detje, Tony Duvernay, Leon Bechet, George Miller and Math Prom. *Continued on page 2.*

From the Treasurer

Deacon Math Prom

Well, it's that time of year when we need to begin to plan the budget for 04/05. Although the NADD convention, when the budget will be presented, is still months away, the budget planning process has begun. As I see it, there are two ways to approach a budget. One is to figure out how much money will be coming in and then prioritize the needs accordingly. The other is to figure out what needs to be done and then try to come up with the needed revenue. I tend to lean toward the second method, even though it involves more time and effort.

At the board and regional rep meeting last fall it was decided that the one-day workshop for new directors was not adequate. The idea of a new Directors' Institute was discussed and a committee was appointed to study the issue and make recommendations to meet the needs of new directors. After discussing this issue with Deacon Dan Peterson, committee chair, we decided that the

Institute would eventually need to be self-supporting. However, seed money would be needed at the outset. Another need that the Board believes should have our support is the Deacon meeting in July at Baltimore. Those in charge are having difficulty raising adequate funds and are requesting financial assistance.

So here is our challenge. How do we raise the necessary revenue to meet these needs?

- Raise the dues? Due to budget constraints, many dioceses that have multiple memberships are finding they may have to cut back.
- Raise convention registration fees? Some dioceses are attending every other year, because of financial considerations, and this may be a trend.
- Grant applications? We could really use your assistance in this endeavor... Do you have a grant writer in your diocese? Do you know of any possible

grant sources?

- Wills and Memorials? How about encouraging and getting the word out that NADD would be an appropriate place to remember loved ones through memorials and wills.
- More Publications? Do you know of any appropriate writings that NADD could publish, or how about you writing for publication?

Thanks to the foresight of past boards, we do have a reserve fund, and with the recent stock market turnaround, we are in fairly good shape. However, we do not want to reduce our reserves and leave the future boards without adequate resources.

Trusting in God, and His faithful people, we hope to present an acceptable budget at the convention in April.

Towards Shalom...

Directors Give Thumbs-up to Bold Institute...

Cont'd from page 1

Deacon Bill Ditewig, Ph. D., Executive Director, Secretariat for the Diaconate, United States Conference of Catholic Bishops has since graciously agreed to serve on the committee.

Of course, NADD has had a new directors workshop since the founding of the organization. Historically this has been a one day affair that typically focused on formation in the morning and life and ministry in the afternoon. Four years ago the NADD Board expanded the training to a full day for formation and a concurrent full day for life and ministry. These changes included recency training for experienced deacons who wanted refresher training.

The first step was to get a sense of the NADD membership. On behalf of the Executive Board, Deacon Greg Urban, sought each director's input in regard to NADD facilitating the creation of such an "Institute" and their willingness to promote it if and when it comes into being. A survey was sent via email to each director who has an email address on file with the office. The results have now been tabulated.

Greg received 80 responses from our membership. The overwhelming majority (82.5%) are in favor of creating a stand-alone

institute. The majority of members feel that it should be 2-3 days in duration. There was a tie as to whether it should be "before or after the convention" or at a "different time." Also, 61% of the membership feels that NADD should fund the start-up costs, with most recommending we spend whatever it takes to create a professional institute. Greg will post the detailed results on our web site at www.nadd.cc in the "Member's Only" section. He will also be sending me the actual survey hard copies so I can review your individual comments and your desire to participate.

The directors have spoken and have been heard. The results of the Directors' Institute Survey demonstrated a high resolve by the membership to take a bold step forward in the support of bishops, their newly appointed deacon directors, and their experienced directors.

As a next step, the Executive Board has directed the committee to prepare a proposal for the development of a new director's institute reflecting this input of the membership.

One marker of the maturation of a profession is the extent to which the members organize and assume the responsibility for the formation and education of those admitted to membership. This movement towards a professionalized institute is one more sign of that unfolding growth in NADD.



Lilly Grant — Markers of Excellence...

1. Collaborative - Collaborative leaders empower the gifts of all the baptized while working together toward a shared mission. They bring the fullness of the Catholic tradition to the community: communal, sacramental, pastoral, and prophetic. They respect the Spirit that is present and active in the community and in its members.
2. Ethical - Ethical leaders respect the dignity of the person. They are faithful to the Gospel and the mission and ministry of Jesus. They exhibit appropriate behavior in both the personal and professional arenas.
3. Inclusive - Inclusive leaders invite, support, and animate diversity in the parish, paying particular attention to diverse cultures, languages, ethnicities, generations, abilities, and beliefs, in ways that are respectful and mutually enriching.
4. Pastoral - Pastoral leaders are called to be faithful to the mission of the church and to the building of the Kingdom. They must be able to care for the overall welfare and needs of the community, while empowering the members of the community to care for one another.
5. Prophetic - Prophetic leaders move the parish in a direction that is faithful to the Gospel and into mission. They are ecumenical, evangelistic, justice-focused, and mission directed, providing outreach to the community. They are servant leaders, concerned about being faithful to the ministry of the church while at the same time building the Kingdom.
6. Welcoming - Welcoming leaders ensure that all who desire a closer relationship to God are genuinely received and welcomed, in a spirit of heartfelt hospitality, openness, and eagerness both to give and to receive.

Update from the Secretariat for the Diaconate

By Deacon William T. Ditewig

Greeting once again from Washington, DC. I hope you all had a peace-filled and joyous Christmas, and that the New Year continues to shower blessings upon you.

There is still no word on the final *recognitio* from the Holy See on the revised *National Directory for the Formation, Ministry and Life of Permanent Deacons in the United States*. No one here is all that concerned, however, since we sent it over in July, but with the August vacation season in Rome, plus all of the major events that took place in October, followed by Advent and Christmas, it was unlikely that we would hear anything until 2004. We're still confident that we'll hear something relatively soon; I will be in Rome in February and hope to check on its status while there.

The BCD has not been idle, however. During its November meeting here in Washington, the BCD approved the release of the video on the wives of deacons, *Ordinary Women, Extraordinary Lives*. Our Publications Department here at the USCCB is in the process of reproducing the tape and preparing the Study Guide that will accompany the tape. It should be available for purchase in March. I'll make sure there are some available at the Convention in April! The national advisors to the BCD, including the NADD leadership, saw the video twice (once at our own meeting in the morning, and again that evening during their meeting with the bishops), and the reactions were uniformly positive. The video is approximately 17 minutes in length and should be very helpful, especially for informational sessions, parish catechesis, and other similar opportunities.

The other documents approved during the November BCD meeting were an updated "Visitation Protocol" to be used by dioceses requesting an assessment of their formation program. Ann Healey, who led the effort to update this Protocol several years ago, graciously gave of her time and extraordinary talent to do it again. Keyed to the revised

National Directory, the new *Protocol* will be released concurrently with the *Directory* once the *recognitio* is received. Similarly, the text of the national "Basic Standards" (competencies) for the various phases of diaconal formation, which will have explanatory comments and suggestions for their use, was also approved in outline form. Steve Graff, who has been working on these competencies from the beginning of the *Directory* process (and for years before with the National Association for Lay Ministry), is assisting with the development of this text. As with the *Visitation Protocol*, the basic standards will be released once the *National Directory* hits the shelves.

Finally, just another reminder about the fourth National Catholic Diaconate Conference, to be held in Baltimore 1-4 July 2004. Fr. Patrick Carrion and Deacon Tony Norcio are the primary coordinators of this project, which is co-sponsored by the Bishops' Committee on the Diaconate and the Archdiocese of Baltimore. Given the legal landscape these days, we must be very careful how registrations are handled, so I have just signed a contract for a professional "registration service" that has been approved by our General Counsel's office. This service will include online registration via a website that should be online by the time you read this article. I will make sure you get the information as soon as possible.

The overall theme of Conference is: "The Deacon in His Relationships." Given this theme, please give some thought to encouraging your deacons and wives to attend, and to "bring your pastor!" For that matter, encourage them to bring parochial vicars, pastoral associates, DREs and so on. There's nothing in the rule book that says NCDC is just for deacons and their wives; come to think of it, there are no rules!

If I can be of assistance to any of you on anything, please don't hesitate to contact me at 202-541-3038 or wditewig@uscgb.org. The Secretariat exists to serve the bishops and you!



CONVENTION REGISTRATION EARLY BIRD SPECIAL
ENDS MARCH 1, 2004

MAIL YOUR
REGISTRATION TODAY

Executive Director's Report

By Deacon Greg Urban

Now's the time to register for the 2004 convention! It will be held at the Clarion Hotel in Cherry Hill, NJ from April 21-24. With this issue of the newsletter you will find a convention registration brochure. Judy and I have worked hard to be sure it is easy to read and understand. It includes the daily itinerary (subject to change) and information on the speakers, workshops and tours that will be available. Let us know how you like this new format... And be sure to make your housing reservations directly with the hotel. Tell them you are with NADD for the special rate of \$90 per night.



By the time you read this, you will also have the ability to register to attend the convention over the Internet from our secure web site. You will only be able to register over the Internet if you intend to pay by credit card. If you are paying the registration fees by check, please mail-in the registration forms with the correct amount of payment. You can also use a split registration if you desire. For example, if you want to register for the convention and pre-convention workshops and pay with a diocesan check, but you'd like to register your spouse and pay for tours with a credit card, you can do this too. Mail in a form with your check and use the Internet for the rest. To help us keep things straight, please manually write on your mail-in form that you are using split registration.

If you have questions, please call us at 815-965-2100 or e-mail Judy at judy@nadd.cc.

I look forward to seeing and serving you at the convention!

NADD CALENDAR

1/22/04 - 1/24/04	Board/Convention Chair Meetings	Oblate Renewal Center San Antonio, TX
4/21/04 - 4/24/04	Convention 2004	Clarion Hotel & Conference Center Cherry Hill, NJ
4/20/04	Board/Convention Chair Mtg. Reps Arrive	
4/21/04	Board/Rep/Convention Chair Meetings	
4/25/04	Board/New Officers Meeting	
6/3/04 - 6/5/04	Board Meeting	Bishop Lane Retreat Center Rockford, IL
9/15/04 - 9/18/04	Board/Convention Chair/Rep Meetings	Bishop O'Connor Pastoral Center Madison, WI (tentative)
1/20/05 - 1/23/05	Board/Convention Chair Meetings	Redemptorist Renewal Center at Picture Rocks Tucson, AZ
4/20/05 - 4/24/05	Convention 2005	New Orleans, LA

The National Association of Diaconate Directors

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**2004-05
ELECTION OF OFFICERS**

Officers to be elected at Convention
2004 will be:
President-Elect for 2004-05
and
Treasurer for 2004-06

A nomination form is included in this
newsletter. According to NADD By-
Laws, nominations may be
submitted only by full members and
only full members
may hold office.

Nominations may be submitted to:

Deacon Michael Berstene
Chair of the Nominations Committee
2 Grandview Terrace
Rockville, CT 06066-3411
or
FAX to the NADD Office at
815-965-1569

We're On the Web!
www.nadd.cc



Excellence in Catholic Pastoral Leadership Project – A Lilly Grant

By Deacon Michael Berstene

At the request of the NADD Board of Directors, I am serving as the NADD representative to the Excellence in Catholic Pastoral Leadership Project which is a joint project of six national Catholic associations. This project is funded by the Lilly Endowment in their Sustaining Pastoral Excellence Program.

The project focus is to identify and promote pastoral leadership models which nurture and sustain vibrant and empowered Catholic parish communities in the United States. Several initial markers of pastoral excellence have been identified. See *"Markers of Excellence"* on page 2.

Grant Partners

The Project Partners are:

- National Association for Lay Ministry (NALM)
- Conference of Pastoral Planners and Council Development (CPPCD)
- National Association of Church Personnel Administrators (NACPA)
- National Association of Diaconate Directors (NADD)
- National Catholic Young Adult Ministry Association (NCYAMA)
- National Federation of Priest Councils (NFPC)

Background

Lilly has approved a \$2,000,000 grant over five years. The National Association of Lay Ministry is the overall leader of the project and has hired Marti Jewell as the overall grant director. The grant is studying collaborative models for pastoral leadership with a focus on sustaining pastoral excellence in the Catholic Church. There are five areas of focus:

1. Focus on the impact of:
 - a. Lay ecclesial leadership – especially parish life coordinators and pastoral associates
 - b. Ordained leadership – especially priests and deacons
 - c. Leadership of parish members – specifically, pastoral council leaders
 - d. Faith communities – which must sustain and nurture quality pastoral care of their members
 - e. The organizational life of the Church – from attention to implementation of just personnel policies to compensation systems and due process procedures.
2. Focus on articulating a theology of ministry that undergirds pastoral excellence and a vital community life.
3. Focus on a continuum of activities for pastoral leaders include attraction, training/formation, placement and support.
4. Focus on integrating regional workshops with significant research and national conference activity with the six participating organizations.
5. Focus on diversity, both cultural and generational.

Timeline

The general timeline for the project calls for the completion of the project in 2007 or 2008 with a national ministry summit on excellence in pastoral leadership.

In 2004 the project will begin with an analysis of current research, the identification of parishes where different leadership models are being used. Regional conferences will be held to develop models of pastoral leadership, collect data and conduct focus groups. The project will also begin a study of leadership in mega-parishes. Each of the partner organizations is being asked to include workshops on pastoral leadership at their 2004 conferences to raise awareness and collect information.

In 2005 and 2006 the project will conduct additional regional conferences to tap into pastoral leadership experiences and refine the pastoral leadership models. The issues of pastoral council leadership, multicultural implications and next generation leaders will be explored. The project will also pilot mega-parish leadership models in targeted dioceses. Each of the partner organizations will be expected to include plenary/workshop sessions on excellence in pastoral leadership at their annual conferences to raise awareness and get feedback.

In 2007 there will be a national ministry summit and the publication of results from the Excellence in Pastoral Leadership study.

In the meantime, I ask for your prayers, feedback, suggestions and hopes for this ambitious project.