

## NRC Minutes November 2006

- Attachment 1: Standing Committees
- Attachment 2: President's Report
- Attachment 3: Presentation on the Board of Trustees
- Attachment 4: Regional Reports
- Attachment 5: Executive Director's Report and Related Financial Documents
- Attachment 6: Election Procedures - National Council Voice of the Faithful
- Attachment 7: Position Description: Representative to the National Council Voice of the Faithful
- Attachment 8: Procedures for Council Operations
- Attachment 9: Report of Your Representatives On Discussion With The Board of Directors of The Presentation of Board Nominees to the Council
- Attachment 10: Proposal for NRC Participation in Board Member Selection
- Attachment 11: Resolution on Film Documentary "Deliver Us from Evil"
- Attachment 12: National Working Group for Priest Support: Goal Two

## **ATTACHMENT 1: NRC Minutes November 2006**

### ***Standing Committees***

**Mission, Goals & National Impact:** Frank Douglas, Linda Mains, Jane Merchant, Chuck Miller, Rich Moriarity, Frank Murray, Hugh O'Regan

**Membership Growth:** Dan Bartley, Bud Breitschneider, Jim Jenkins, Bob Kaintz, Dee O'Neal, Kris Ward

**Affiliate Development:** Ed Friedl [refused assignment], Rosa Maria Montenegro, Bob Morris, Susan Vogt, Tony Wiggins, Ed Wilson

**Elections:** Ron DuBois, Linda Mains, Doug Roach, Susan Vogt

**Budget:** no volunteers

**Steering Committee:** Bill Culleton, Donna Doucette, Sheila Peiffer

**Note:** Two representative council seats are currently not filled.

## **President's Report to the National Representative Council**

**By**

**Mary Pat Fox**

**November 11, 2006**

Good morning and thank you for this opportunity to speak with you. My plan this morning is to share with you an update on what I have been doing and present my views on Voice of the Faithful's future direction. Right now our focus is the campaigns.

### **Update**

Voice of the Faithful has been making a difference. I attended a Gathering in Kentucky with the affiliate leaders from Kentucky, Ohio, and Indiana. We spent part of the morning celebrating VOTF accomplishments and they were many from educating the laity to helping change the laws. I attended a meeting of the Connecticut and Rhode Island affiliate leadership and heard how each of those affiliates are initiating action in support of financial accountability and the voice of the laity.

In September I participated in a Conference at Catholic University titled: The Church in America 2006. The first day focused on sociologists reporting on their findings concerning the Church and its future. All of them pointed to the Laity as the only viable answer to ensure the Church is there to minister to her people and the world.

Yesterday I delivered our petition to Bishop Aymond of Austin Texas in Baltimore. Bishop Aymond heads up the committee for the protection of children and young people for the USCCB. It was a good meeting. Bishop Aymond gets it. He received the petition on behalf of the committee and we had a discussion that lasted a good forty minutes. Bishop Aymond said that the majority of Bishops understand that the crisis is not over. He is committed to ensuring the Charter is implemented fully. It was a good meeting.

### **Where we are headed**

The idea of changing the church woke some people's dreams of a Church that would fulfill all of their desires whether that be married priests, women priests, a democratic church or whatever else they might have found missing they hoped that this would be the time for that reform. Some members were already members of other reform groups and hoped that they could combine their efforts into one organization that could do it all. This is what we are seeing now with the pushing of different agendas – women's ordination being the one that has gotten the most attention lately.

We have done much but there is much left to be done – we are a long way from achieving our mission statement. It is very difficult to accomplish the reform we seek when so many are distracted and divided by what our organization should be, could be, and must be.

There are Catholic reform organizations for every change that a person might like to see in the Catholic Church today. Most of them are focused on providing a place for like-minded people to collaborate and discuss issues. Some promote awareness of their issues. As far as we can tell most cannot be attributed with driving real change in the Church. And maybe when I am finished today if we agree we might need to change the term from reform to action or change agent for ourselves.

If Voice of the Faithful wants to be successful in forging change within the Church then we need to work within the Church for that reform. Pope John XXIII said in *Pacem in Terris*: "To proceed gradually is the law of life in all its expressions; therefore in human institutions, too, it is not possible to renovate for the better except by working from within them, gradually." This is our uniqueness – working from within the Church. When we look objectively at what we need to do in order to change the church and keep the faith – we must inspire more laity to embrace their baptismal responsibilities and we must get the bishops to recognize and accept our help. We need to do both we cannot achieve what we hope to achieve without both. To do this we must develop an outward focus. I feel that we have spent the last year focused inward trying to get the organization to run properly. And though I know many if not all of us have felt some frustrations with this we have increased communications across the country.

NOW is the time to decide where we are heading – what we must accomplish in order to realize our mission statement and goals.

My vision for VOTF is that within 5 years through VOTF's direct action campaigns and publicity church leaders recognize and accept responsibility for the survivors of clergy sex abuse and increase support for priests of integrity as more laity begin to accept their baptismal responsibilities.

In looking at the change we want to have happen in our Church, focusing on those items where all can agree first will give us a better chance of success. I would put forth that our mission statement of providing a prayerful voice for the laity to have a role in the governance and guidance of the church along with our goals of supporting survivors and priests of integrity and working for structural change in the church so a crisis like the clergy sex abuse crisis could never happen again is where we are all in agreement.

Individuals may want to see other changes but we all agree on this. Voice of the Faithful was born out of a strong sense of faith and a commitment to right the wrongs our Church had done with the clergy sex abuse crisis. Many would agree that the clergy sex abuse crisis is a symptom of a broader issue, which would allow something like this to happen. To fix those broader issues we need to work for structural change. Until we have a moral church, which supports survivors and has the laity involved in all levels of governance we cannot expect any other changes to happen.

By bringing up other reform issues we dilute our impact on the most paramount issues before us. It becomes easy for those in the pews as well as those in the hierarchy to discount us as those people who want to change this or that or everything. Anyone that stands up and says that they would not support protecting children would be questioned in terms of their morality.

The first rule of successful change management is to make the change manageable – don't initiate change that in itself will be overwhelming to the parties involved. If you do initiate overwhelming change people will either run out of fear that they cannot handle it or dig in their heels in resistance and fight you every step of the way. Neither of these alternatives gets you to the point where the change you are looking for is successfully implemented. On the other hand if you break up the change into manageable components that are tackled over time you can achieve all of your objectives.

We are living in a unique time in history. Our Church leadership is called into question because of how they handled the abuse crisis and the Church is experiencing a real priest shortage. For the Church to survive it needs the laity. Placing us in administrative roles throughout all layers in the church will provide the church with expertise it does not currently have and provide the laity with the first step to a voice.

VOTF has a number of strengths and a few weaknesses. The strengths include: commitment to the Church, commitment to change, action oriented, highly educated, and

working for justice has always been a catholic way of life. Our weaknesses are few: lack of unity and anger turned inward. If we are to be successful we must correct our two biggest weaknesses: side agendas and anger/disrespect toward one another. No one wants to join an organization where it seems like the members are mean-spirited and constantly angry at one another. And I have to admit that in traveling around the country speaking to different affiliate groups and members I find that there is a sense of community there – I do not find the same disrespect and bullying I find on the list serves. List serves are not the method of choice for communicating issues that touch one's heart however it is what it is and with our geographic dispersion it is the best method we have found thus far to communicate. I do believe that some of the anger would be eliminated if we all agreed on where we are headed. For this reason it is Critical that we all come to agreement on this.

I do believe the day will come when we will see most if not all of the changes we dream of in our Church but it might not be in our lifetime and we have to resolve that that is the case. For now we need the laity involved in a lay role. By this I mean – pastoral ministers, pastoral councils, finance councils, lectors, CCD teachers, RCIA teachers, Eucharistic ministers and the list goes on. We do not need to put more people in roles that require a vow of obedience to a system that doesn't work. We need to fix the system first.

This is not easy stuff we are about – the hierarchy is resistant to change that involves loosening their grip on power, and the laity has been trained to be complacent. But it can be done if we focus on the right things. Here are my thoughts:

- First we must create a faith community where spirituality is the basis of all we do. This must be more than prayer at the beginning and ending of meetings. This must be done at the national and affiliate level. Affiliates will be key to forming this community but members should feel part of this community whether they are part of an affiliate or an individual member. Community will give us the strength and fortitude to persevere.
  
- We need to direct our focus Outward. We cannot expect the change we want to happen if the only people we interact with or worry about who is doing what are all within VOTF. To achieve our mission statement and goals we must do two things: 1) inspire other Catholics to take up their Baptismal responsibilities and 2) we must influence clergy and the hierarchy to accept our help. We need to have a faith-based approach with all we do. We cannot afford to become ideological in our approach. We need to be inspirational – leading Catholics to follow our example as we take up our baptismal responsibilities. This is new for Catholics – we moved to more involvement in the Mass after the change from Latin to the local language but we spent a millennium and a half being very

detached and just watching a performance called Mass. This will take some work.

- Affiliates will be the primary place where direct action will occur and where we will influence other Catholics as well as the clergy and hierarchy. VOTF needs to provide leadership in initiating this Action – it will take action to drive the changes needed. Right now we have many who are afraid of action. We need to figure out how by basing our movement in faith we can inspire the pew catholic to take part in action and accept their baptismal responsibilities. As part of the Accountability Campaigns we have recommended actions at Pentecost and now in the Fall. At Pentecost we had 13 affiliates participating now we have 39 (3 times as many are engaging in action).

Some of this will be accomplished by education and much of it by dialogue. And both the education and the dialogue will need to be directed at lay Catholics, clergy and the hierarchy.

- VOTF National must provide the affiliates with leadership, support and tools to carry out the direct action. The Working Groups will be the primary place where tools are developed. Needs for tools should be directed to the Working Groups.

NRC members being the closest direct link to the affiliates in their region need ensure that the affiliates are aware of the materials available to them. The NRC is also a primary source for consolidating the needs of the affiliates, which will then be communicated to the Officers and Working Groups for development.

The Officers and the Executive Director will provide the National Voice to the media and conduct the business of the organization. Ensure that the products produced by the Working Groups are shared with the membership and is consistent with our mission and goals.

The Board of Trustees will provide oversight to the organization.

VOTF National will also provide the connection for the non-affiliated members. The NRC will communicate with non-affiliate members in their region ensuring they are informed of local direct action in which they may want to participate and national action that is being conducted. The Officers and the Executive Director will communicate national action to all members through the website, In the Vineyard and letters to the membership.

We need to build our legitimacy as the primary organization that speaks for lay Catholics in the broadest terms. To accomplish this we need to build our media

contacts and educate Catholics on what we do, clearing away the misconceptions, and keeping focused on our mission statement and goals.

Internally VOTF must be a community of Catholics united in our focus. Faith and love of one another must be our guiding force. We will be a truly Catholic organization, a home for people with different perspectives and orientations who come together in a focused effort to advance our mission and goals. We will not drive alternate agendas we will leave that to other organizations. There are more than 66 Catholic Reform Organizations that already take up the role of promoting all of the other possible changes the Church could undergo we need to leave those reforms to them.

- We cannot forget that in order to do our work we need to raise funds. We have talked in the past about how VOTF is in that limbo area between \$500,000 and \$1M in annual revenues. The reason this position is so precarious and frustrating is that we are big enough that there is a demand for more support and yet we do not have the funding to provide that support.

All members of the leadership team: Board of Trustees, Officers and NRC members need to play a role in this area. This role can be participating in fund raising, or identifying development team members from your constituencies. But

until we can raise the money needed to provide the support that is required our members will continue to be frustrated and we will continue to focus inwardly.

- Policy – there has been a push to establish more policies. And I think that we are all operating on different definitions of policy. I believe Policy pertains to the high-level overall plan embracing the general goals, and acceptable procedures of an organization. Policies are internal guidelines because we can only control ourselves. If we all agree our focus is on our mission statement and goals then they form the basis for our policy. Policy over and above these should be kept to a minimum. Our efforts should not be on establishing more rules for people to follow but rather providing leadership inviting all to embrace their baptismal responsibilities and be moved to action.

I am working on a draft strategic plan for Voice of the Faithful. I welcome your input and that of the Board of Trustees. I ask that we do this thoughtfully but quickly as well. We must all be on the same page with a similar vision of the Church in its next stage of renewal. We might have different visions of the Church 100 years down the road. Now we must focus on what we envision the Church to be like in the next 5 to 10 years.

I thank you for your time and consideration.

## **ATTACHMENT 3: NRC Minutes November 2006**

### ***Presentation on the Board of Trustees***

### ***National Representative Council Meeting***

St. Louis MO, Nov. 12, 2006

The original Board of Trustees was created in the summer of 2002. It consisted of seven members chosen from a group of 35 members who were fondly known as the Founders of Voice of the Faithful. The Board was quickly put together and a boilerplate set of by-laws was created in order to obtain IRS status as a 501(c)(3) tax exempt organization. This Board was subsequently ratified by the previous Council at a meeting in September, 2002. The members were Jim Muller (chairman), Jim Post (president), David Castaldi, Svea Fraser, Mary Ann Keyes, Maura O'Brien, and Mary Scanlon. Jim Muller resigned early in 2003 and David Castaldi was elected chairman. Mary Ann Keyes later resigned in 2005.

From the start, this Board played little role in policy formation, with one very important exception which Dan will address in just a minute. For the first two years their focus was on obtaining the necessary legal status for VOTF, obtaining the necessary funding, coordinating the election of officers and the appointment of an Executive Director, and dealing with personnel matters.

In the late summer of 2004, the Board's attention turned to the revision of the by-laws. Everyone realized that the original boilerplate by-laws were inadequate to regulate what had developed as a very unusual structure for a non-profit organization. A Governance Committee was formed and over the next eighteen months they met with Officers, Board members and members of the previous Council Steering Committee. This was painstaking work of discussions, negotiations and compromise among the four groups, and took up much of the Board's time and energy.

When the by-laws were finally approved, the Board turned their attention to expanding the Board from five members to the eleven members specified in the by-laws. We all know the dispute that arose around the election of four of those members. However, the new Board was finalized in August of 2006. It now consists of David Castaldi (chairman), Mary Pat Fox (president), Jim Post (past president), Svea Fraser and Maura O'Brien (of the previous Board), Bill Casey, John Hushon, Elia Marnik and David O'Brien (newly elected at large) and Dan Bartley and Ron DuBois (elected from and by the National Council).

The first official meeting of the new Board was held on August 28, 2006, with most members calling in on a conference call. The members of the Board took time to introduce themselves. The process by which the Board had been created was reviewed. A motion was passed to thank Mary Scanlon for her faithful service. A discussion was held on how to pursue greater collaboration among the Board, Officers and National Representative Council. And Mary Pat

Fox was requested to bring a plan to the October meeting as to how to develop a strategic plan going forward. In addition, it was agreed to hold an all-day Board Retreat in order to orientate the new members and to begin to form the bonds that would be necessary for successful direction of the organization.

That Retreat, which was not a formal meeting, was held on October 6 and 7 in Newton MA. It began with dinner and a social gathering at the home of Jim and Jeannette Post. We continued with an all-day meeting on Saturday at a local hotel. The day was divided into four segments: 1) Review of the mission and goals; 2) Discussion of major issues; 3) Committee organization of the Board; and 4) Vision for the future.

Because this was a Board Orientation and not an official meeting, we will not make a full report on the results of those four topics of discussion. However, it is important to talk about a couple of items of discussion. The discussion on major issues focused on three matters: 1) fund-raising; 2) membership growth and 3) clarification of who we are. And, in the vision for the future, we talked a great bit about relations among the Officers, Board and National Representative Council. Dan will now address those issues.

The overwhelming consensus of the board was that we need more money and we need more members. There was also overwhelming consensus that in order to accomplish these things we need to do a better job of articulating who we are. This, as you all know is not easy. It encompasses much of the high energy discussions that have taken place on the NRC listserv – what is our relationship to the institutional church and what does that mean in relation to what our priorities should be? Tough questions.

As a result, a committee was established that is charged with drafting, subject to approval, a revised “Who We Are” statement (see handout). In summary, we want to be much less defensive and much more positive while emphasizing shared responsibility. We also wanted the opening sentence to “roll off the tongue” as a potential sound bite – an easily articulated summary of who we are. The draft is substantially complete but is still in progress.

Concerning who we are, Ron pointed out that there are two statements of who we are on the website, and they are not mutually compatible. The origin of one of these statements was unknown to the participants and we decided to remove it from the website. The other one is the major piece of policy formation by the Board which Ron alluded to previously. This statement was created by the Board under the leadership of David Castaldi and was debated extensively by the previous Council. There were major points of disagreement with items on this statement and it was never approved by the Council.

It remains on the website as a document which explicitly invites further discussion.

Concerning membership growth, Dan presented a diagram of a standard deviation model to point out where our growth might come from. Since our major potential for growth will come from those Catholics who might be inclined to join us if we can convince them, then our strategy has to be focused on how to appeal to those people. Our two campaigns for protection of children and financial accountability can be major means of attracting those people. The other major

means of reaching out that was discussed is the Conference of 2007, which should focus on attracting the attention of a large segment of Catholics who might be inclined to join us.

Basically, the diagram I presented was the same bell curve that I presented at the last NRC meeting. It indicated that about ½ of the Catholic population is potentially inclined to join us *If* we give them a good reason to.

Related to this was a brief discussion about engaging in potentially bold initiatives such as calling for and administering a “lay Council I” or advocating for the formation of an American Catholic Church. While there was not sufficient time to fully explore such bold moves – we did agree that we should become more outward looking (inclusive) and that the upcoming conference should reflect a more outward looking organization.

We also discussed a vision for the future that seemed to center on the importance of establishing better working relationships among the Board, Officers and National Representative Council. We reviewed the various conflicts that have occurred over the last couple of years, including the election of the Board, the Cardinal George issue, and the resolution on the role of women in the Church. The Board recognizes that there are factions within VOTF on all of these issues and on many others. We will continue to address these issues head on, with the recognition that there may not be totally satisfactory resolutions in the short term. In the meantime, there was consensus that we need to mold procedures for joint responsibility among the three bodies for the success of our mission and goals.

Finally, the board established four working committees: Strategy, Governance, Audit and Finance/Development. These committees are just now starting to form.

**VOTF REGIONAL REPORTS**  
**November 2006**

**REGION 1**  
**MA, CT, RI, ME, NH, VT**  
**Ron Dubois**

**Affiliate Participation**

There are nearly 50 affiliates in Region 1. We sent Susan Vogt's template to all affiliate leaders and received a dozen responses. Affiliate meetings and attendance range from one affiliate which has met weekly for more than four years -- with frequent speakers and panels, including survivors, and with attendance ranging from ten to hundreds -- to affiliates which have met only once or twice in the last couple years with five or six people attending. The Sidewalk Affiliate has met weekly from the beginning on the sidewalk outside the Boston Cathedral, with photos of abused children, leaflets and attempts to engage church-goers in discussion.

Here are some of the activities held by affiliates: prayer services, days of recollection, faith sharing groups, listening sessions with survivors, speakers, panels, conferences, demonstrations against unjust removal of a pastor, vigils at parishes slated to be closed, lay education, book study clubs, fund-raising for survival groups like SNAP, signatures on petitions, collecting financial reports from parishes.

Some of the issues mentioned are: declining numbers and enthusiasm, age of members, lifting of bannings, inability to meet with pastors and other priests.

Requests from the NRC: stay in touch with members, speak at affiliate meetings and listen to members, provide lists of speakers and topics, provide templates for financial reports, work with Leadership Roundtable on financial matters, provide success stories on how to dialog with bishops, priests, etc.

**Financial Accountability**

VOTF was a major supporter of legislation filed by State Senator, Marian Walsh, which would have required all churches to file the same kind of financial statements required of other non-profit organizations. The legislation failed because of the pressure mounted by a coalition of Catholic, Protestant and Jewish leaders. However, Marian Walsh intends to re-file the legislation in the next session with a new strategy to educate the public on the value of such financial statements.

Although it is likely that Cardinal O'Malley planned to release an extensive audited financial statement for the archdiocese, it is also likely that the proposed legislation helped encourage that release. In addition to a well-received report, Cardinal O'Malley also announced that he would require all parishes to produce annual financial statements.

**Legislation to Protect Children**

Significant numbers of VOTF members were involved in supporting legislation to eliminate both civil and criminal Statutes of Limitations on sexual abuse crimes. Supporters attended rallies,

hearings, and demonstrations and also contacted their legislators and wrote letters to legislators and to the press in support of this legislation. The result was the passage of a law to extend the criminal SOL to 27 years past the age of 16, and to eliminate the criminal SOL when there is external corroborating evidence to support the charge. Legislators will be back next session with efforts to eliminate or extend the civil SOL and to eliminate or raise the limit on financial settlements with non-profit organizations.

### **Meeting with Cardinal O'Malley**

Four members of the Boston Area VOTF met with Cardinal O'Malley with an agenda set by VOTF. There were four items on the agenda, all of which were presented:

1. A statement of who we are and who we aren't, to answer the Cardinal's concerns that we are simply a dissenting group.
2. A discussion of the need to do more to protect children, including passing of legislation to eliminate or extend statutes of limitation, and posting a registry of abusers.
3. A request to lift the bannings on VOTF's ability to meet in parish halls. (The ban had been placed by Cardinal Law, but grandfathered in several affiliates who were already meeting in parish halls.)
4. An offer to collaborate with diocesan efforts to educate Catholic adults and children on how to protect children from sexual abuse.

The Cardinal asked many questions and listened while he was there. Although he had to leave early, his Vicar General, Fr. Richard Erickson, stayed and listened intently. VOTF members made it clear that although they wished to collaborate with the archdiocese, we would continue our efforts to protect children and to gain a greater voice in the governance of the Church even if our offers were not accepted.

Fr. Erickson indicate that he would hope for a follow-up meeting with the Cardinal, but could not promise that. It is hoped that such a meeting will happen in January, 2007.

**REGION 2**  
**New York**  
**Dan Bartley, Ed Wilson, Sheila Peiffer**

# of Affiliates ? in Long Island, 18 in Rockville Centre Diocese (See chart below) # of Donor Perfect members \_\_\_\_

**Overview:**

<u>Affiliate</u>	<u>Health</u>	<u># Active Members</u>	<u># on E-mail list</u>	<u>Meetings</u>
<u>Long Island</u>	excellent	45 leadership team	2,750	
<b>ROCKVILLE CENTRE DIOCESE:</b>				
<u>Babylon:</u>				regular
<u>Farmingdale:</u>	inactive			
<u>Hauppauge:</u>		18-25	75	regular
<u>Holbrook:</u>		8	12	occasionally
<u>Huntington Sta:</u>		30-40	100	regular
<u>King's Park:</u>		15	21	regular
<u>Massapequa:</u>		30-35	100	regular
<u>Massapequa SE:</u>	on sabbatical	7-17	100	
<u>Medford:</u>		20	50	regular
<u>Melville:</u>	may resume Spring	8-10	22	occasionally
<u>North Fork:</u>				regular
<u>Point Lookout:</u>	spouse died			resuming soon
<u>Port Jefferson:</u>		20-25	60	regular
<u>Seaford:</u>	seeks new leaders	6-8	20	
<u>Williston Pk:</u>		40-65	141	regular
<u>South Fork:</u>	inactive			
<u>West Islip:</u>	merging	20		
<u>Wyandanch:</u>	inactive		40	

**Issues and Actions that the affiliates have addressed are:**

Long Island:

- Legislative and financial initiatives
- Advocating for the formation of a representative diocesan finance council.
- We have an excellent Quarterly Newsletter.

OBSERVATIONS from Rockville Center Diocese Affiliates:

1. **Leadership Burn out** (wearing multiple hats; Team Leadership is not sufficiently developed; running out of ideas for meetings; difficulty engaging attendees)
2. **Graying America /VOTF** (health problems; death of spouses; driving difficulties; fatigue)
3. **Snow Birds** (leave as early as mid-November and return mid April, or early May)
4. **Loss of Momentum** (Sporadic meeting dates; weather cancellations)
5. **Lack of Vision, Direction, Plan** (Difficulty deciding on focus/topics/speakers for meetings)
6. **Change of Interest** (Other VOTF work; SNAP; moving on to realms outside of VOTF)
7. **Subtle Malaise** (Discouraged; disillusioned; confused; questioning church; zone)

DIO. OF ROCKVILLE CENTRE	AREA COORDINATOR <b>Joan Bedosky</b>	#/YEAR	# ATTEND (not incl. visitors)	# REGISTERED	LEADER	PV STATUS
Babylon	St. Joseph/Our Lady of Grace	4-6/year			Bill McCully	MEETING
Farmingdale	St. Kilians				DoloresThompson	<b>NOT MEETING</b>
Hauppauge	<b>Hauppauge</b> UPPERROOM	8/year	18-25	75	Joan Bedosky	MEETING
Holbrook	Good Shepherd	Occasionally	8	12	Ed Hartmann	Meet in homes
Huntington Station	St. Hugh of Lincoln	9/year	30-40	100	<b>Pat Auriemma</b>	MEETING
King's Park	St. Joseph and St. Patrick	9/year	15	21	Mary Steele	MEETING
Massapequa	St. Rose of Lima	5/year	30-35	100	Harry Read	MEETING
Massepequa	Southeast Nassau Cluster	Not now	7-17	100	Penny Duggan	On "Sabbatical"
Medford	South Central Suffolk Cluster	8/year	20	50	Gene Horton	MEETING
Melville	St. Elizabeth of Hungary	Occas.	8-10	22	Mary Farmer	May resume in SPRING
North Fork	North Fork Cluster	12/year			<b>Terry Connell</b>	MEETING
Point Lookout	Seaside Cluster	Spouse died			Tom Dowling	<b>RESUMING soon</b>
Port Jefferson	North Shore Suffolk Cluster	10/year	20-25	60	Marianne Mione	MEETING
Seaford	St. James	10/year	6-8	20	Kevin Connors	<b>Seeks new leadership</b>
Williston Pk.	North West Nassau Cluster	10/year	40-65	141	Carol Bongiorno	MEETING
South Fork	South Fork Cluster			120	Joanne Borkoski	<b>NOT MEETING</b>
West Islip	Our Lady of Lourdes	Merging	20		Anne	Kerrigan
Wyandanch	Our Lady of the Miraculous Medal			40	Gene Zirkel	<b>NOT MEETING</b>

**REGION 4**  
**Maryland, Virginia, Delaware, DC**  
**Chuck Miller, Rich Moriarty**

There are 8 affiliates in Region 4:

- |                                   |   |
|-----------------------------------|---|
| GB: Greater Baltimore, Relay, MD) | NV: Northern Virginia, Alexandria, VA   |
| B: Bowie, MD                      | RD: Richmond Diocese, Portsmouth, VA    |
| MC: Montgomery County, MD         | CD: Coastal Delmarva, Bethany Beach, DE |
| HT: Holy Trinity, Washington, DC  | NCC: New Castle County, Newark, DE      |

Responses to the affiliate survey were not received to date from RD and NCC affiliates.

<u>Membership:</u>	<u>Mailings:</u>	<u>Member↑ ↓ ↔</u>
<u>Mtgs.</u>		
GB: 5, 50 participate in legislative actions. annual*	100	↔
B: 10-15 at meetings. 30 attended SOL legislative action monthly	50	↓**
MC: 35 monthly	200	↓
HT: 10 attend monthly steering committee meetings. monthly	205	nr
NV: 10-15 monthly	45	↔
CD: 50 (25-35 attend monthly meetings) monthly	120	↔

\*GB: has an annual meeting. Does not emphasize monthly meetings but rather focuses on action

\*\*B: Membership decreased recently. Spiked last year during legislative campaign. Likely to increase again in this year's campaign.

Main issues affiliate has focused on over past 12 months?

- GB: Helping survivors and SOL and Windows legislation.
- B: Extending the civil SOL in Maryland and opening a dialogue with new archbishop.
- MC: Facilitate monthly survivor support group, supported SOL and windows legislation in MD
- HT: A major focus is theological literacy and biblical spirituality. Participating in Campaign for Accountability. Attained "State of the Parish" report by pastor - ongoing.
- NV: Successfully supported passage of Mandatory Reporting Law. Membership responded and pitched in enthusiastically. Survivor support is always top priority.
- CD: Supporting civil SOL legislation. Helped establish Lay Deanery Council for southern DE. Supporting parish accountability by serving on pastoral council.

Main issues and proposed actions of affiliate for next 12 months?

- GB: Support of survivors and civil SOL legislation, and possibly financial accountability.

B: Continue dialogue with Archbishop Wuerl and trying again on civil SOL legislation.  
MC: Continue to support survivors and passage of civil SOL legislation, and continue research on diocesan financial accountability.  
HT: push for accountability and transparency within the context of stewardship.  
NV: See major part of NV Action Plan in footnote below.  
CD: Passage of civil SOL legislation. Bill was tabled last year.

#### Assessment of current health of affiliate?

GB: If the 5 most active leaders lose interest, the affiliate will die.  
B: Health is not good, but not bad. Troops could be mustered with a real action plan.  
MC: Have not attracted new members, and some active members have drifted away. Many members are concerned about lack of clear policies and positions from national VOTF, and timid positions and leadership.  
HT: Our affiliate is healthy and energized by the Campaign for Accountability.  
NV: We are maintaining a small yet enthusiastic group who believe in our priority to support survivors.  
CD: Health generally good, but we are not attracting many new members.

#### Affiliate's assessment of current leadership performance of National VOTF

GB: Follow up of Indianapolis convocation was very poor. Council meeting in Arlington, VA disregarded SOL resolution passed in Indianapolis and caused problems with legislation in New York and other states.  
B: VOTF leadership does not provide direction for the affiliates.  
MC: National leaders seem fearful of taking any positions that might alienate "centrist" Catholics or financial donors. Our voice is not clear, bold or courageous.

#### In what way has your affiliate received or not received assistance from National VOTF?

GB: Our affiliate leaders have experienced problems in getting responses to questions or requests for assistance from the national office.  
B: I feel as if I'm in a vacuum.  
MC: The huge amount of material we received on the Accountability Campaign was not particularly useful. Too much unnecessary information; hard to find the "pearls."  
HT: (No response.)  
NV: Have always had a good working relationship with National Office. Ample opportunities to discuss differences and receive support for our local decisions.  
CD: Appreciate National's efforts in developing the Campaign for Accountability.

#### What assistance or direction from National VOTF would you most like to receive?

GB: Timely response to questions, requests for assistance directed to National leaders.  
B: Help in getting speakers and in developing an action plan.  
MC: Clear policy statements posted on the VOTF website that provide strong support for legislative efforts to extend or eliminate civil SOLs and eliminate the criminal SOL.  
HT: (No response.)  
NV: Clear sense of a unified leadership direction and message. While 100 percent agreement is not necessary, there needs to be a unified voice coming from our national leadership teams.

CD: Just continue to work toward our goals.

Overall strategy by VOTF: There has been considerable discussion within the Representative Council of different overall strategies for furthering VOTF's mission and the 3 goals. The different approaches may be divided into two general approaches: (A) Seek dialogue with the bishops to find common ground; play down differences if necessary in the hope that the bishops will come around and eventually enter into genuine dialogue on the more difficult issues and accept needed reform. (B) Advocate and advance in a straightforward manner all reforms considered to be necessary to achieve VOTF's goals, while being willing to enter into a genuine dialogue with the bishops. Please indicate whether you favor one or the other of these two general approaches and briefly explain.

GB: (No response.)

B: Both A and B should be pursued. Sort of a good cop, bad cop approach.

MC: We favor B. In 4 years we never received a reply from Cardinal McCarrick re our offers to collaborate on efforts to support survivors or other mutual interests.

HT: (No response.)

NV: Neither A or B are effective choices. We need other options and blends of A and B.

CD: We favor B. Many bishops, including ours, refuse to recognize or refuse to dialogue with VOTF. Our role should be to advocate in no uncertain terms the necessary reforms.

VOTF draft proposals on (A) financial accountability and (B) support for abuse survivors and prevention of abuse, are under discussion by the Council. For each of the two proposals please indicate whether you: (a) strongly agree, (b) agree, (c) not certain, (d) disagree, or (e) strongly disagree. Please provide a brief explanation. The two proposals follow:

GB: Support both proposal A and B.

B: We agree with proposal A and strongly agree with proposal B.

MC: We strongly agree with all provisions of proposals A and B.

HT: (No response.)

NV: Not sure at this point; will discuss the proposals with affiliate membership.

CD: Proposal A (1) Accountability re contributions is essential, but we don't believe that inspection by parishioners as presented here is workable. Proposals A (2) and (3) Strongly agree. Proposal B (1) Assuming this is legal civilly and canonically, we strongly agree. Proposal B (2), (3) and (4) Strongly agree.

## **VOTF-NoVA ACTION PLAN 2006-2007**

### **VOTF GOAL 1: SUPPORT SURVIVORS/PROTECT CHILDREN**

#### **1. Mandatory Reporting Law**

- review 2006 legislative campaign with Sen. Janet Howell
- publicize expanded coverage of mandated reporters in local media and forums when revised law takes effect on Jan. 1, 2007
- assist VA Department of Social Services to issue training standards for clergy by Jan. 1, 2007

- *advocate diocesan compliance with training standards* to ensure that clergy become mandated reporters under the revised law
- 2. Statute of Limitations (SOL)
  - determine Virginia's SOL on civil lawsuits regarding sexual abuse of children
  - if change is needed, develop a *legislative campaign to eliminate or extend SOL*
- 3. Survivor Support Group
  - develop a strategy to expand *publicity and outreach to survivors*, including contacts with non-Catholic churches, local media and Cable TV, 12-step programs, etc.
  - promote attendance at *diocesan healing services* and new support groups
- 4. promote a *diocesan and national database of clergy credibly accused of child sexual abuse*

**VOTF GOAL 2: SUPPORT PRIESTS**

1. *meet with diocesan priests who are open to discuss sexual abuse crisis*

**VOTF GOAL 3: SHAPE STRUCTURAL CHANGE (Governance)**

1. participate in *VOTF fall petition campaign regarding financial accountability*
2. examine *financial stewardship concerns about diocesan Capital Campaign*
3. issue annual progress report on diocesan compliance with the *Charter*

**REGION 5**  
**Alabama, Kentucky, Louisiana, Mississippi, and Tennessee**  
**Susan Vogt**

Currently there are five VOTF affiliates in Region 5: Baton Rouge and New Orleans, LA, Covington and Louisville, KY, and Nashville, TN. Approximately 500 Donor Perfect e-mails.

**Overview:**

The only two Affiliates that are currently actively meeting are Northern KY and Louisville.

	<u>Health</u>	<u>Members/Meetings</u>
<u>Northern KY:</u>	modest	averages 8 members at meetings/40 e-mail list, meets monthly
<u>Louisville:</u>	excellent	averages 15 active members/200 e-mail list, meets semi-monthly
<u>Nashville:</u>	inactive	has not met for over a year but will try to start up again January 2007
<u>Baton Rouge:</u>	inactive	have not met since Katrina; individual members still care but have no plans in the near future for organized meetings. Still recovering
<u>New Orleans:</u>	inactive	same as Baton Rouge but worse
<u>Memphis</u>		inquiry about starting affiliate

**Issues and Actions that the affiliates have addressed are:**

Louisville:

- Healing pilgrimage with David Clohessy;
- Developed large map that shows clergy sex abuse pattern in our diocese. (Plan to use small version in a leaflet to let silent victims know we care and will help if asked)
- Frequent contact with clergy by sending ordination anniversary/Christmas cards; Many priests on e-mail list. Support at priest's funerals by talking with priests during lunch.
- Very strong legislative activity, which continues. Nine members traveled to Chicago to protest Cardinal George's actions.
- First meeting each month features a speaker or video. Second meeting is for work.
- Initiated and produced the Gathering of VOTF leaders from IN, KY and OH. Very revitalizing

Covington:

- Initiated web site which serves as a local forum for discussion of Catholic issues

**Concerns that we would like national VOTF to address:**

- Major officer(s) travel to local areas and/or create videos of themselves to send to areas where members can meet them and promote media coverage.

**What kind of help could your affiliate use?**

- Consultation/assistance re legislative change.

**REGION 6**  
**Ohio/Michigan**  
**Kris Ward**

**Summary:**

Affiliates: 10 affiliates in Ohio, 2 affiliates in Michigan

Members: approximately 1200 Ohio/Michigan

Legislative activities have been a strong focus in both Ohio and Michigan.

Voice of the Faithful actively partnered with SNAP in a push for a 30 year extension of the civil statutes with a one year look back window provision in legislation that passed the Ohio Senate unanimously but was extensively altered in a final passage in the House.

The legislation extends the civil statute by 12 years in most cases beyond the age of 18.

The look back window provision was dropped from the bill. Clergy as mandatory reporters was included and retained in the bill.

Affiliates members from all parts of Ohio participated in educational efforts, negotiating with legislators, testifying, emailing, writing letters to the editor, leafleting, vigiling and rallying in support of the legislation. Legislative work continues in both Ohio and Michigan.

**Formation of New Affiliates:**

Affiliates have been formed in two dioceses in Ohio in which Voice of the Faithful previously did not have a presence: Toledo and Youngstown. A new affiliate also formed in Cincinnati.

**Lawsuits:**

St. James, Kansas Ohio affiliate has filed suit against the Diocese of Toledo in what is an historic case in Ohio. At issue is the debate over corporation sole or trusteeship regarding the ownership of parishes. A second parish in the Toledo Diocese has also filed a similar suit. There may be two additional suits. VOTF continues its work to establish affiliates in these “closed” parishes.

**Vigilance:**

Dayton Affiliate monitored and informed civil authorities of a priest on administrative leave and classed as an Ohio Sexually Oriented Offender living within 1,000 feet of a school. Civil authorities took action. Priest re-located.

Dayton Affiliate notified Archdiocese and parish pastor that a priest credibly accused of sexual abuse was serving as a substitute organist in a parish. Priest no longer serves as the organist.

**Priest of Integrity:**

Reception held to honor Monsignor Lawrence Breslin – National VOTF Priest of Integrity.

**Collaboration/Cooperation:**

VOTF, members, affiliates, National Representative Council members and Cleveland/Akron Regional Coordinator worked in cooperation with United Parishes, a

group formed in the wake of large scale parish closings in the Toledo Diocese to provide information, support and a conference to increase awareness of the local and overall problems within the Church.

Cincinnati affiliates met with Archbishop Pilarczyk to offer assistance in surveying parishes of various sizes for particular needs with an eye toward seeking lay persons with expertise who could fill the needs. Archbishop was interested in having the surveys done but requested that Voice of the Faithful find another organization to do the surveys. University of Dayton, Distinguished Speaker Series, Marci Hamilton, attorney and legislative expert on sexual abuse issues, schedule for November 15, 2006. Dayton Affiliate collaborated with the University on a three semester lecture series regarding sexual abuse crisis. Dayton Affiliate provided DVDs of entire lecture series, including leading experts in the sexual abuse field, survivors who testified at Dallas 2002 USCCB meeting, Archbishop Pilarczyk's address on the crisis to Bishop Accountability for its records.

**Education:**

Obtained DVDs of Father Thomas Doyle's March 2006 address in Arizona from National Representative Council Member Frank Douglas. DVDs are promoted and used for home meetings as educational tools among family, friends, neighbors, parish committee and parish council and parish finance committee colleagues.

**Website**

Local affiliates have websites. An Ohio VOTF website was established.

**Financial Accountability:**

Newspaper ads run encouraging Catholics to give directly to the charities of the Archdiocesan Fund Drive (Archdiocese of Cincinnati) instead of to the Fund. Dayton Affiliate was re-banned from meeting on parish property because of the ad and distribution of letters with the same content as the ad.

St. Paul Englewood, (north of Dayton) Affiliate obtained account numbers for electric and energy bills. Members send contributions directly to the utilities, amount is deducted from the parishes' account. Contributions bypass the Archdiocesan assessment.

**Accountability Petition:**

Petition has been promoted on all websites, made available and distributed at all conferences, meetings and gatherings.

**REGION 7**  
**Illinois, Indiana, Wisconsin**  
**Dierdre O'Neal and Frank Murray**

Currently there are 12 VOTF affiliates in Region 7, however, only seven affiliates (below) have submitted reports. There are approximately 2,000 members according to Donor Perfect. (Indianapolis, IN, and Sheboygan, WI affiliates appear to be inactive.)

	<u>Active Members</u>	<u>E-mail list</u>	<u>Meetings</u>
<u>Chicago/NW:</u>	10-15	130	monthly
<u>Chicago Metro</u> monthly, but...	2-3	8	attempt
<u>Peoria/Bloomngtn, IL:</u> 15-20 necessary		100	when
<u>Joliet, IL:</u>	10-12	90	2-3 x year
<u>Arlington Hts, IL:</u>	10	54	monthly +
<u>Lafayette, IN</u>	0	3-4	inactive
<u>Milwaukee/SE WI</u>	60-100	300	3 x year

**Issues and Actions that the affiliates have addressed are:**

Chicago:

- Speakers and survivors attend our meetings to help us understand how to support them.
- Met with the Cardinal
- Letter writing campaign to the State Attorneys offices (county, state and federal) requesting information on why there has been no action taken against the Archdiocese after the McCormack debacle.
- Forming a closer alliance with SNAP and developing databases of credibly accused priests in the Chicago area who have served in multiple parishes to help determine predator behaviors.
- We have engaged experts to help us draft a Chicago plan (in process).

Chicago Metro:

- Defenbaugh and Childers Reports on the procedures of the Archdiocese of Chicago

Peoria

- Survivor support issues: Justice Anne Burke as speaker for a one day event.
- Good relations with media
- Have met with bishop twice (not on the best of terms with him; don't meet on church property. Always alert for anything coming out of the chancery.
- Decided to get focused on Goal Two (Support for Priests of Integrity).

Joliet

- Met with Bishop 2 times and staff 5 times
- Provided specific recommendations for reporting on web site which now lists priest abuser names
- Priest Council issued specific guidelines on financial disclosure process for parishes

- Started review of financial reporting in sample parishes
- Discussed Natl. leadership council (Wharton) report with Bishop
- VOTF Joliet co-chair appointed to Diocese Pastoral Council and Admin. Com.
- Met with Abuse Review Committee to answer 26 questions on procedures
- Participated in various regional actions and demonstrations
- Trying to implement increased Diocese reporting on abuse actions, background checks, improved web site and financial reporting.
- Meeting with new Bishop Peter Sartain to re-establish dialogue and test resolve to improve transparency.

#### Arlington Hts, IL:

- Officially sponsored by St. James the Apostle Parish and share monthly core group meetings with Chicago/NW and the newly formed Chicago Metro affiliates.
- Bussed people to Fr. Cozzens talk. It was well attended.
- 40 people came and signed up for either the (SOL) legislation and/ or the financial accountability groups at a joint Arlington Hts/Chicago NW meeting.
- 10-12 folks participated in 3 book discussions about Fr. Cozzens book, “Sacred Silence” and “Vows of Silence” by Jason Berry.
- Sponsored two speakers (police officer and woman who works with abused people). Only 18 people attended.
- Two of us went to the Bishops meeting in Chicago (last June) to protest their lack of accountability. 2 of us went to a healing service and were invited to join the pastor and talk about VOTF. Sounds promising that he will allow a VOTF group in LaGrange.
- We contacted legislators about SOL and our Attorney General.
- Currently we are trying to make relational meetings with legislators. I am trying to get someone to commit to lead my group since I’ve been ill. (We all got sidetracked with our Cardinal George relationship and the case against Fr. McCormack. Many meetings and formation of Chicago Affiliates Council from January to now zapped our energies.)

#### Milwaukee/SE WI

- We had presenters for each of the 3 goals of VOTF.
- We have been forming book discussion groups using books like Joan Chittester’s “Called to Question.”

#### **Concerns that we would like national VOTF to address:**

Chicago: Become a bolder, more visible voice. Have a specific national plan that all engage in.

Chicago Metro: “No Names, No Money”

Joliet:

- How many chapters have had serious dialogue with bishops?
- Share best practices on specific financial reporting.
- Establish protocol on pastor selection involvement by laity.
- Highlight positive changes by some bishops (like names lists, Shreveport, LA Bishop pastoral planning process).

Arlington Hts, IL:

- Get lobbyist in D.C. to represent us to get the legislation we want on Financial and Abuse cases and making Church officials who knew accountable.

Milwaukee/SE WI

- Join more with SNAP and Tom Doyle to drag the bishops and all their concealed personnel records into the open. The PA legislature's action needs to happen in all 50 states.

### **What kind of help could your affiliate use?**

Chicago NW: COLLABORATIVE ACTION! We have talked and heard speakers enough.

Chicago Metro: Need help organizing a local group. I am not skilled at effective outreach.

Joliet: Share best practices and E-mail news on chapter events.

Milwaukee/SE WI: How to get people to do more than attend a meeting, enjoy the presenter, and then go home and not really think about the consequences of the direction the Church is going (backwards).

### **Assessment of your affiliates strength / health and problems / challenges**

#### Chicago

Strengths: Zeal, commitment, eager for actions that are national in scope (doing the same thing on the same day kind of thing).

Weaknesses: Because of inertia of the pew Catholic and our frustrations for a hastier impact, we are losing meeting attendance and lethargy (“same old, same old”) is setting in. All will return when there is a bomb that we can rally behind---of that there is no doubt. People are simply antsy for a bolder move.

Opportunities: We know we will be a force to be reckoned with but finding the appropriate moment, issue and timing is the key. We are putting the Chicago plan together this month under the inspiration of Jason Berry, Tom Doyle and Barbara Blaine.

Chicago Metro: I have been busy working with the Chicagoland Affiliates Council and my attempts to reach out to local members has gone nowhere. (Michael McKenna)

#### Joliet

We need serious involvement by more people in specific actions.

We need serious involvement of younger generation

Link up with priests of integrity esp. pastors

#### Arlington Hts, IL:

There are good people on my list who work on many ministries in our very busy parish. Time is the problem. How do we get the folks in the pew to get fired up? Some are dealing with the idea of leaving the church. Some want it all to go away. Some are so sad not with just the church, but the war and economy. Plus, most senior citizens do not have the energy to deal with all of these difficult issues in both the Church and society.

#### Lafayette, IN

Very little has been done to promote VOTF in our area. We have received permission from the pastor of St Thomas Aquinas Center (the Catholic Campus Ministry at Purdue) to hold meetings, but have not gotten any commitments from individuals to have regular (or even irregular) meetings. My time (Steve Starks) has been devoted to my business and not to VOTF, although I am on the Google update and receive any mention of VOTF in the news, plus the newsletter. The Ignatius group seems to be doing some good education of the laity stuff. At least it is informative to me. Generating interest even in a forward looking church such as St. Tom's has been difficult. Little lay interest. Becoming like abortion in that it is seen as a 'one issue' movement.

**REGION 10**  
**Texas, Oklahoma, Arkansas**  
**Lisa Kendzior**

The Ft. Worth VOTF has established a productive dialogue in the last year with our new bishop, Kevin Vann. After formally requesting the release of the names of credibly accused priests in our diocese, the former bishop finally obliged. In recent months, our new bishop has listened to our advice, along with others he has counseled with, and decided that our diocese will not appeal the courts decision to release the credibly accused priests' files. On the political front, we have established a campaign to promote, via our state legislature, the elimination of the Statute of Limitations regarding sexual abuse of children in the state of Texas. We are actively putting together mass mailings, meetings with local legislators and planning a blitz down in Austin in a few months. As for the other affiliates, I don't have any knowledge of their activities at this time.

**REGION 13**  
**Arizona, Colorado, New Mexico, Utah, and Wyoming**  
**Frank Douglas**

717 members according to the DonorPerfect database

- 1. Arizona** (approx. 225 members). Three affiliates.
  - a. Tucson (approx 100 members); meeting attendance has run from 8 to 115 (for Tom Doyle in February 2006) to 225 (joint VOTF-CTA effort for Fr. Don Cozzens in February 2005). We recorded Tom's talk and made it available on DVD. In December 2005, Dr. Sally Vance-Trembath spoke on Vatican II. The affiliate leader attended a meeting of lay activists at Santa Catalina parish to promote VOTF and will participate in a panel this group will be sponsoring to introduce parishioners to VOTF, CTA, and SNAP. We plan to attend Deliver Us From Evil together in groups throughout Region 13. Our next meeting will be centered on a status report of events in St. Louis and the Accountability Now campaign, especially financial accountability. We plan to invite Robert Blair Kaiser to Speak on Take Back Our Church.
  - b. Phoenix (approx. 100 members) No meetings currently. We have a preliminary plan to re-start the Phoenix affiliate. We are regular in contact with Robert Blair Kaiser of Take Back Our Church.
  - c. St. John Vianny Affiliate in Sedona (approx 10 members). Source of draft resolution on supporting survivors (e.g., survivor Sunday). Prayer group atmosphere.
- 2. Colorado** (approx 300 members). No affiliates.
  - a. Concerned Catholics of Colorado are "sort of" an affiliate but are more a prayer group or a spirituality-seeking organization. They have little to no real connection to VOTF goals and activities (a source of frustration for the regional representative and others)
  - b. I am in frequent contact with Jeb Barrett, SNAP's Denver Leader, with whom I worked on the SOL reform and windows legislation white paper
  - c. Two members of the Financial Accountability Advisors, Vicki Rector and Karl Useldinger, live in Colorado Springs.
- 3. New Mexico.** (approx 100 members). No affiliates
  - a. Bob Nunz of Los Alamos is a primary contact
- 4. Regional communications**
  - a. Region 13 Yahooogroup (40 members; average number of messages per month about 75)
  - b. Blast e-mails—started 6 weeks ago; average of 2 e-mails per week
- 5. Regional representative work areas**
  - a. Focused on council work with affiliate and regional work taking a back seat

- b. Worked with Jeb Barrett, Tom Byrne, Carolyn Disco, Tom Doyle, David Clohessy, Marci Hamilton, and Chuck Miller on the white paper on SOL reform and windows legislation
- c. Worked on supporting survivors and financial accountability draft policy resolutions

ATTACHMENT 5: NRC Minutes November 2006

***Executive Director's Report and Related Financial Documents***

The report includes three Excel files, two text files, and 15 html files.

All files are stored on the National Representative Council listserv Web pages, in the folder labeled **Exec. Dir. report Nov. 2006**, held inside the folders named Meeting Agendas & Minutes, and November 2006.

Here is the URL for authorized users:

<http://groups.yahoo.com/group/RepCouncilVOTF/files/Meeting%20Agendas%20%26%20Minutes/November%202006/Minutes%20and%20Attachments/Exec.%20Dir.%20report%20Nov.%202006/>

## **ATTACHMENT 6: NRC Minutes November 2006**

### ***Election Procedures National Council Voice of the Faithful***

The following procedures have been developed by the Council's Election Committee and are recommended for all elections within a region—whether at the end of a term, or to replace a resigned Representative in mid-term.

1. A Nominations Committee and an Elections Committee (who may be the same people) are to be set up in each Region where there is to be an election. We recommend a minimum of three people on these committees. We leave it to each region to decide how to create these committees.
2. The Nominations Committee will solicit nominations (in the March to May timeframe for end-of-term elections), using the DonorPerfect database and perhaps snail mail for those without email, if that is feasible. Personal, face-to-face recruiting is advisable to try to identify candidates with special skills and commitment. (Because DonorPerfect is available only to sitting Representatives and to some Area Coordinators, these persons would have to be involved in the process, if only to send out the request for nominations, and the ballots.)
3. Nominees shall submit a 250-word statement of their qualifications and reasons for wanting to serve. These statements shall be returned to the Nominations Committee, which will prepare ballots. These ballots will contain the name and address of each candidate, followed by their statement. Ballots will be sent out via DonorPerfect, (and paper ballots where feasible), and should contain a deadline for voting. The deadline shall be at least two weeks from the start of voting. Voting should take place even if there is only one candidate.
4. Members will vote by responding with an email (or a letter) to a pre-determined address, designating the person they have chosen. Those voting by email shall identify the voter by name and address so that the voter's membership can be verified.
5. The Elections Committee within the region exists to provide some objectivity in the counting and certifying of the ballots. Nominees should not sit on the Elections Committee, nor should any spouses or family members of nominees. Results of the elections will be announced within the region by the Elections Committee via DonorPerfect and or snail mail, and to the rest of the Council via the Council listserv. If the election is an end-of-term election, the results should be announced by June 15.

6. The Council Elections Committee shall be available to assist with advice on these elections.

## **ATTACHMENT 7: NRC Minutes November 2006**

### ***Position Description: Representative to the National Council Voice of the Faithful***

#### **Responsibilities of the Council**

The National/International Council of the Voice of the Faithful is responsible, together with the Officers and Trustees, for:

1. Developing substantive policies to guide the organization.
2. Communicating policy and initiatives to members in their regions.
3. Sharing regional concerns and ideas with the national organization.

#### **Core Requirements of Representatives**

- Be a lay Catholic and a member of VOTF.
- Commit an average of three to eight hours per week, depending on what is under discussion.
- Serve a two-year term, with the possibility of being re-elected for subsequent two-year terms.
- Attend two National Representative Council meetings per year somewhere in the United States. (Costs to be borne by the National Office.)

#### **Responsibilities of Representatives**

1. Be committed to the Mission of VOTF and its three goals.
2. Be an effective advocate for the national/international VOTF goals and objectives within their region.
3. Collaborate in building effective working relationships between regions.
4. Collaborate with other Council Representatives in formulating substantive policy in accordance with the Mission and Goals of VOTF. These policies should guide

the actions of Regional Councils and Diocesan Councils (where they exist), and affiliates and individual members.

5. Make a good faith effort to consult with and represent the interests of the members and affiliates within his/her region.
6. Use the Council's Operating Procedures for decision-making and make use of the [RepCouncil@yahoogroups.com](mailto:RepCouncil@yahoogroups.com) listserv to communicate with other Reps across the country (and world) and to vote electronically on issues before the Council.
7. Communicate electronically and/or via conference calls with other Council representatives around the world, and function as a source of information between the region and the national organization, including its Working Groups. This may involve sending informative articles to the editor of our newsletter, *In The Vineyard*.

## **Necessary Skills and Abilities**

Representatives should be able to:

1. Use a computer to participate in the work of the Council. This involves the need to:
  - Regularly access and respond to email communication;
  - Use the VOTF Council website to review materials and participate in votes and polls;
  - Use the national database, DonorPerfect, to communicate to members in their own regions. (Representatives will be given access to DonorPerfect and will be provided with clear instructions how to use it.)
2. Communicate their own ideas and respond to others' ideas in writing and in a constructive manner.
3. Participate in Council meetings by contributing to the discussion; listening to understand the contributions of others; sharing one's own ideas; constructively commenting on the ideas of others.
4. Appreciate differences of opinion and work to understand fellow Council members' perspectives.

## **Great Opportunity to Develop or Apply These Skills**

1. Ability to understand and review child protection legislation.
2. Knowledge of legislative and political processes.
3. Knowledge and skills associated with group process and decision-making; experience on or working with Boards.
4. Financial or accounting knowledge and skills to contribute to the Council's understanding of the issues associated with achieving a higher level of financial accountability within the Church.
5. Familiarity with Canon Law; theology.
6. Understanding of social and/or organization change processes.

**Attachment 8**  
**Procedures for Council Operations**

***Section I: Election and Responsibilities***

The National/International Representative Council (NRC) of the Voice of the Faithful (VOTF) is a policymaking body of the organization. NRC's primary responsibility is the formulation of policies related to the mission and goals of VOTF. In this responsibility, NRC also works with the elected National Officers and the Executive Director, who together have primary responsibility for operational policies; and with the Trustees, who have primary responsibility for financial policies.

**A. Term of Office**

1. Council Representatives are elected to represent a Region for a two-year term, and may serve more than one term.
2. If an elected Representative must resign within the first 12 months of a two-year term, the region will hold an election to replace the Representative. The resigning Representative, or other Representatives (if any) in the region, will coordinate the election. The person elected will hold office for two years. The NRC Election Committee will provide assistance for such elections. Recommended procedures plus a Position Description for such elections are appended as Attachments 1 and 2 to these Operating Procedures.
3. If an elected Representative must resign with less than one year left in the two-year term, an interim Representative may be appointed by the resigning Representative with the approval of the Affiliate Leaders in the region and the approval of the NRC Elections Committee, and a majority vote of the remaining Representatives. The interim Representative will serve until the next scheduled election for NRC positions, and then can be eligible for a new two-year term.
4. If a Representative cannot fulfill the responsibilities as enumerated in Section I.C. and contained in the document "Position Description: Representative to the National Council," that Representative shall be obligated to resign the position as a result of the inability to fulfill responsibilities, and to allow the replacement process to begin. These obligations do not apply to Representatives who, for a brief period of time, may be incapacitated or unavailable for service (as detailed in Section II.B.1).

**B. Eligibility for Office**

1. Representatives should be active lay members of VOTF in the region from which they are elected.

2. Representatives should be committed to VOTF's Mission Statement and three goals and be effective advocates for VOTF's goals and objectives within their regions.
3. Representatives must be able to access the online systems set up to link the Council members electronically.

### **C. Responsibilities of Representatives**

1. Representatives will collaborate with other Council Representatives to formulate substantive policy concerning VOTF's three goals and its mission, and, when appropriate, will develop or assist in developing action plans to guide the actions of regions, affiliates, and individual members. In addition, when appropriate, Representatives will oversee the implementation of action plans.
2. Representatives will function as a source of information between the region and the national office.
3. Representatives will make a good faith effort to represent the interests of the members within their regions.
4. Representatives will communicate electronically with other Council Representatives, and meet physically somewhere in the United States at least two times a year.
5. Representatives will establish and oversee procedures for National Council action, including procedures by which the National Council can conduct business through electronic media such as the Internet.

## **ATTACHMENT 9: NRC Minutes November 2006**

### **REPORT OF YOUR REPRESENTATIVES ON DISCUSSION WITH THE BOARD OF DIRECTORS OF THE PRESENTATION OF BOARD NOMINEES TO THE COUNCIL**

Linda Mains and William Culleton, Jr. were appointed by the Council in light of the Council's concerns about the Board Nominating Committee's decision to present only four candidates for "election" by the NRC to four available BOT seats. Concerns arose in the Council after its invited member, Sheila Peiffer, a member of its Steering Committee, resigned from the Nominating Committee in protest of the decision.

The Bylaws provide at Article I section 3:

Of the eleven trustees, six (6) will be elected by the National Representative Council, three (3) will be elected by the Board, and two (2) will be the current President and the most recent former President. Of the six trustees elected by the National Representative Council, two (2) of these trustees shall be currently serving as Representatives on the National Representative Council.

Article I section 5 of the Bylaws provides:

For four (4) of the Board seats to be elected to the Board by the National Representative Council, the Nominating Committee shall submit a minimum of four (4) nominees to the National Representative Council. None of these nominees may be then-serving on the National Representative Council or then-serving as Officers. The number of nominees submitted to the Council may exceed but not be less than the number of trustee seats to be filled. The Nominating Committee shall provide the name, qualifications and a brief biography of each nominee to the National Representative Council. Nominees who receive a majority of votes of a quorum of the National Representative Council shall be elected to the Board.

If the National Representative Council fails to approve or disapprove members to the Board of Trustees, pursuant to Article I, section 5, within forty-five (45) days of the presentment of the slate of nominees for election to the Board, the Board may elect such nominees to the Board.

Article III section 7 provides:

As set forth in Article I, Section 5, the National Representative Council shall elect four (4) of the eleven (11) Trustees on the Board, from nominees submitted by the Nominating Committee, and shall select two (2) current Representatives to serve as Trustees on the Board, whose terms on the Board shall run concurrently with their term as a Representative.

The Nominating Committee, before all candidates had been finally considered and voted upon, decided that it would present only four candidates to the Council for the

four available seats to which the Council was to “elect” candidates pursuant to the above provisions. The Council debated this decision in its semiannual meeting in Chicago on June 2 through 4, 2006. It was the nearly unanimous conclusion of the Council that the Committee’s decision precluded the opportunity for the Council to exercise meaningful choice of candidates, thus precluding an “election” in the true sense of the word, and leaving the Council with only the option of vetoing qualified candidates in protest of its lack of choice.

After preliminary discussions with Board Chair David Castaldi, your representatives met with the Board as a whole by conference call on June 19, 2006. Subsequently, the representatives met by conference call with David Castaldi and Maura O’Brien, a member of the Board, to attempt to resolve the differences between the two bodies. Two sessions were held on July 5, 2006 and July 25, 2006.

Your representatives made the following assertions at these meetings:

1. The Committee’s decision does not present the NRC with a meaningful election in the common sense of the term and thus is not consistent with the intent of the bylaws provisions set forth above;
2. The Committee’s decision deprives the NRC of a meaningful choice of the four BOT members allocated to it under the Bylaws;
3. The Committee’s decision presents a process that appears pretextual and non-democratic to the members, contrary to the clear wishes of the vast majority of NRC members representing their constituents throughout the country;
4. The Committee’s decision has the effect of further marginalizing the NRC as a component of the decision making process in VOTF, and demonstrates a lack trust in NRC members that is inimical to the concept of a grass roots organization;
5. A meaningful election could be conducted while taking into consideration the Nominating Committee’s preferences by having the Committee designate its preferred candidates;
6. It was the sense of your representatives that the NRC as a whole would be guided by and ultimately ratify the Committee’s judgments among candidates, so the practical risk at this time was negligible;
7. The reliability of the NRC’s decision making processes cannot be judged by the remarks of a few representatives taken out of context, and the results of most polls show that the group is guided by thoughtful consideration of diverse criteria for decision making;
8. NRC elections would not become political in nature; there are no parties in the NRC, there are no alliances, and its processes are avowedly prayerful;
9. Further procedures could be instituted to guarantee an absence of politicization and care in the expression of opinion to avoid offending candidates;
10. It is questionable whether most candidates would be discouraged by having to be elected;
11. Those who have distaste for elections can be appointed by the Board to the three seats allocated to the Board with no requirement of elections, as provided by the Bylaws;

12. The nature of our membership is such that there is strong support for democratic processes in the Church and these members would not agree with a process that deviated from democratic principles in VOTF.

The Board's representatives made the following assertions at these meetings:

1. It was imperative to resolve this matter quickly for this year, so that new BOT members could be seated & the Board continue to conduct business;
2. Originally, the BOT was "self-perpetuating" and in this manner was similar to most non-profit corporations, and it was never the intention of the BOT to have "competitive" elections for BOT seats;
3. The Bylaws establish a complex and innovative corporate structure with differentiated roles for both BOT and NRC, and this introduces a lot of risk for the organization;
4. One dysfunctional BOT member could make the BOT dysfunctional, and any additional risk of a non-functional BOT is unacceptable;
5. The BOT sees the NRC as still developing its processes and present a risk that these processes may not be adequate to guide decision-making relative to the choice of BOT members who have the right mix of skills and abilities and are capable of working well together;
6. The BOT recognizes that in the future, the election of BOT members may be appropriate;
7. It is vitally important that VOTF strengthen the BOT; BOT members need to be high performers with compatible personalities so that they can work well together as a team. Criteria for candidates are:
  - a. experience on boards of directors
  - b. experience as part of VOTF movement
  - c. unique perspective to complement the perspectives of other Board members
  - d. candidates fit together so that sum of parts makes a greater whole;
8. The election process may induce otherwise qualified candidates to drop out of consideration because they do not want to subject themselves to an election process or do not want to have to "sell themselves" to a larger group of people;
9. It would be hard to get candidates to buy into a nominating committee review that selected them to stand for an election in which an opponent was selected as the Nominating Committee's choice;
10. The Nominating Committee developed extensive knowledge of the candidates that cannot be fully communicated to the NRC in written communication alone; this work and knowledge would be wasted in a competitive election, because it would be impossible for every NRC member to be sufficiently informed to exercise responsible choice;
11. The Nominating Committee's work, of necessity, continued to advance during these discussions, and it would be disastrous to start all over with a new process, because of the expectations of candidates that they will receive a decision soon so that they can plan their time;
12. An election would inevitably become partisan in nature, including the intrusion of regional interests and partisan activities by candidates themselves;

13. The Nominating Committee's process is similar to the "advise and consent" process for selection of judicial candidates in the federal government, or corporate elections in which boards advance set slates for election by stockholders

Early in the discussions, your representatives concluded that the Board was unanimous in its opposition to a "competitive" election this year. Certain members of the BOT who had initially favored our position had become convinced in dialogue with their colleagues that the Nominating Committee's decision was correct for this year. Given this conclusion, your representatives decided to propose for discussion an alternative decision-making structure that would have the following qualities:

1. It would address the underlying interests of both parties although it would not satisfy the positions of the parties, and would not constitute an election as defined by the NRC;
2. It would guarantee to the NRC a meaningful role in the selection of nominees for the BOT;
3. It would prevent the effective imposition of candidates upon the NRC;
4. It would create a collaborative versus a majority-rules decision-making structure which has advantages for developing effective and trusting working relationships between the BOT and the NRC.

This proposal, fully described in the attachment, would be to include two NRC members on the Nominating Committee who would have essentially a veto on any candidate's nomination, through the mechanism of a consensus decision making process. As used in this proposal the term consensus would mean that no candidate could be nominated for one of the four BOT seats to be referred to the NRC unless all Committee members agreed.

Your representatives made it clear that we were not speaking for the NRC but for ourselves only in presenting this proposal. In other words, we have not made an offer to the BOT, and the NRC is in no way bound by our making this suggestion. We made it clear that we do not know whether or not the NRC would ultimately adopt this as its own proposal.

The BOT representatives agreed to refer the suggestion to the full Board. Since this was at the time only about six persons, and since it made no sense for the NRC to debate this suggestion if the BOT would not even consider it, this was deemed the appropriate approach. The proposal was reduced to writing, which is appended as an attachment.

At the last meeting of the discussants, the BOT representatives reported that the BOT was inclined to give the proposal serious consideration. Your representatives were encouraged to discuss it with members of the NRC. However, it was clear that the Board had determined to present the four nominees to the NRC and then it planned to form a new Board, initiate its new members, and address many other issues that had been held in abeyance while the Bylaws revisions were being discussed and approved. It was clear that the BOT would not be in any position, nor would it be inclined, to address this issue for several months. Therefore, as William Culleton has stated, intensive discussion of the issue by NRC in the last few weeks would have been premature in our judgment.

Your representatives deem it timely to present this report at the present time. We anticipate that, should the NRC desire to pursue this proposal, or make any other proposal, the BOT would not be inclined to address this before the New Year. Thus, we recommend that the NRC consider this matter for the next two months, and reconvene discussions with the BOT in January 2007. This would allow several months for working on a resolution before the next Board vacancies would need to be filled in 2007.

## NRC OPTIONS

As noted above, the small BOT with which we were discussing was unanimous in its support of the four – for – four approach of the Committee. However, a number of factors have changed. The BOT has added several new members. It can be anticipated that some further changes in the BOT membership may occur at the end of the current term. There are now two NRC members on the BOT, and their influence may encourage greater trust in and respect for the judgment of the NRC as a body. The NRC, despite its profound disappointment with the failure of the talks to produce an agreeable resolution, still accepted the Nominating Committee's advice and findings and voted heavily in favor of the nominees, rather than blocking the process as it was authorized to do under the Bylaws. We would hope that our dialogue itself may have favorably encouraged BOT members to further reflect on our position. In addition, the next round of BOT replacements may not raise the same concerns that the BOT reported regarding exposing the organization to additional risk, since the expanded BOT is formed and fewer BOT seats may be at issue.

Thus, one obvious option for the NRC is to maintain its position and try to answer the objections of the BOT as listed above. There is reason to hope that such an approach has some chance of convincing the BOT to adopt our vision of a true election for new BOT members.

The other option is to propose the suggested resolution for adoption by the BOT. It already has been considered with some degree of favor by some of those who were inalterably opposed to a "true" election. It addresses one of the core underlying needs of the NRC: to provide this elected body with meaningful voice in the nominating process, a voice that gives the NRC real choice through its representatives by means of the consensus decision making process. However, it would not accomplish the goal of attaining a "true" election of BOT members.

A corollary of this option is to pursue the proposed resolution for the next BOT selection process only. In other words, suggest this as a resolution of the issue for next year only. View it as an experiment. Make it clear that neither party agrees to its perpetuation, but both are free to agree to continue it on a year to year basis if it proves to be satisfactory in the interim until a Bylaws level solution is agreed upon.

Bill believes that there is no impediment in the Bylaws to such an approach, if the NRC should choose to pursue it. The Article I section 5 of the Bylaws provides that the Board appoints the members of the Nominating Committee, and the Committee shall develop procedures for selecting candidates with guidance provided by the Board. Thus, the Committee is the creature of the Board and the Board can require it to utilize consensus pursuant to an agreement with the NRC.

One final matter is the representation of the NRC on this issue in the future. If the NRC deems it helpful, the two representatives could stay on to pursue any offer the NRC wishes to make. However, since we now have two of our number on the BOT, it may be more appropriate for those members to lead our “delegation” in this matter.

It has been a privilege to serve in this matter. We anticipate further questions during the meeting in St. Louis and of course are at your service to discuss this at any other time.

---

Linda Mains

---

William F. Culleton, Jr.

## **ATTACHMENT 10: NRC Minutes November 2006**

### **Proposal for NRC Participation in Board Member Selection**

*That the NRC delegate its participation in the selection of Board members to two of its members as full participants in the decisions of the Nominating Committee to forward nominees to the Board and the NRC as a whole for acceptance or veto.*

### ***Nominating Committee***

#### *Participants*

The Nominating Committee will consist of members of the Council and the Board. Its process of deliberation will include the development of criteria for the selection of Board members along with the specification of the desired knowledge, skills and abilities.

Ideally, Nominating Committee members will themselves have

1. Some experience working on or interacting regularly with boards of either profit or not-for-profit organizations.
2. Experience participating in hiring and/or selection processes.
3. Commitment to shared decision-making and the ability to be influenced by differing points of view.

#### *Candidate Assessment Process*

The Nominating Committee's process for selecting Board members to recommend to the Board will be decided on the basis of a comparison of the candidates' knowledge, skills and abilities relative to board requirements. Each Committee member will independently arrive at a conclusion about the candidates' qualifications based on information submitted and/or Committee interviews.

Once all candidates have been reviewed, independent conclusions (perhaps in the form of a score) will be shared among Committee members and

discussed until a perspective of the Candidate's strengths and potential contribution to the Board can be agreed upon by all members.

### *Decision-Making Process*

Each member of the Nominating Committee contributes his/her perspective and judgment of the candidates "fit" for the Board. Through a process of ranking the various candidates' unique strengths, the Committee can make a decision about the final nominees based on the most effective mix of skills and contributions to the overall needs of the Board.

The decision will be made based on the candidates' qualifications and their unique contribution to the mix of talents and skills needed on the Board. Given the importance of the selection of qualified, high-contributing Board members, the decision process will be consensual versus a win-lose voting process.

### **Advantages**

- ❖ Provides for more in-depth knowledge of the candidates and the potential for a more well-informed decision than could be obtained via the dissemination of resume-type information to the entire Board, Officer and Council population and the conduct of an election.
- ❖ Provides a meaningful decision-making role for the NRC.
- ❖ Process can move ahead faster than submitting nominees for a traditional election by the Council.
- ❖ Gives both Council members and Board members an opportunity to work together and share perspectives about the needs of each part of the organization.
- ❖ Develops the competence for shared decision-making as a core process related to key aspects of the organization's functioning.
- ❖ Creates the ability to compare and contrast candidate strengths to arrive at the best overall mix for the Board.
- ❖ Precludes the kind of "politics-type" behavior that could accompany an election process.



## **ATTACHMENT 12: NRC Minutes November 2006**

### **VOICE OF THE FAITHFUL**

#### **National Working Group for Priest Support: Goal Two**

Summary Report to the National Representative Council—November 2006

Prepared by John Ryan, Chairperson

#### History

The Working Group for Priest Support originated in Boston in the founding days of Voice of the Faithful to address the second goal identified by the founders. A Boston-based core group consisting of Svea Fraser (Founding Chair), Clare Keane, Jim Morrissey, and Patricia McNulty, coordinated activities for the first 3 ½ years. The results of their work are summarized on the national website.

In June 2006, John Ryan, an affiliate leader from Bloomington, IL, was asked to Chair the group.

#### Overall Goal

To establish Voice of the Faithful as a credible voice deserving to be heard on issues affecting priests and the priesthood in the eyes of priests themselves, the hierarchy, laity, other professional groups, and the media.

In order to do this, we have been engaging in the following steps from August 2006 to the present:

1. Building a national infrastructure that integrates the planning and implementation processes.
2. Identifying success criteria and timeframes
3. Framing the issues
4. Identifying needed resources to help build our capability
5. Identifying groups and individuals with which we need to forge relationships

#### Building a national infrastructure that integrates planning and implementation processes

The key ingredient to our thinking is that affiliates, and particularly affiliate leaders, are the essential contributors to hopes of successful implementation for initiatives at any level, local, regional, and national. It is our belief that those upon whom we depend for successful implementation must necessarily be involved (have a voice) in the planning effort.

To that end we recruited individuals to participate as members of a National Working Group who met some or all of the following criteria:

- proven leadership ability
- demonstrated interest in priest issues and Goal Two
- Geographic location

Some members (a smaller core group) will be responsible for the analysis, research, linking with other groups, and the overall planning process. They are referred to as Tier One members. Other members (a larger group) will act as a sounding board for the ideas of Tier One and will be responsible for implementation. They are referred to as Tier Two members. Over time, we expect to see many additions to Tier Two membership in the National Working Group.

By mid-October, we had successfully recruited individuals located in Atlanta, GA, Tampa Bay, FL, Boston, MA, Long Island NY, Philadelphia, PA, Cincinnati, OH, Louisville, KY, Nashville, TN, Washington, DC, St. Louis, MO, Denver, CO, San Francisco, CA, and San Rafael, CA.

This brought the number of members to a total of seventeen, including some of the founding members. We agreed to function as a total group for the initial phases of formation before separating out into Tier One and Tier Two membership status, in order to create a common mindset around the challenges facing us and also, to build internal relationships among our members.

Their names and locations are listed at the end of this document.

#### Identifying Success Criteria and Timeframes

The newly assembled group undertook the task, via email exchanges, of identifying what at this point we would regard as indicators of “success”, both in terms of how we operated as a group (“process” success indicators) and in actual outcomes. We also identified tentative long and short-term timeframes for these very roughly drafted outcomes, with the understanding that this effort will always be a “work in progress”.

#### Framing the Issues

Again, via email exchanges, we attempted to “frame the issues”, eg, attempted to get a handle on just what issues around priests and the priesthood need to be identified as germane areas for our efforts. We did this with the explicit belief that while priests in general are not looking to VOTF for help and support (and some would not welcome such support), we would still be able to have positive impact on many of the issues affecting priests. These issues cover a wide scope, including such things as acute loneliness, exhaustion, not having a “voice”, ideological differences, poor relationships with bishops, due process issues, mandated celibacy, etc.

One of our hopes is that sooner than later, VOTF will find a way to integrate efforts (planning and implementation) around all three of our goals. Up to now, that has not been the case, and some of our members have expressed concern that our efforts to support priests may be seen as conflicting with survivor support efforts under Goal One. We also see the issue of clericalism, as a mindset among the majority of the ordained, as the underlying issue calling for systemic reform in the church.

### Identifying Resources

In order to build up our own capability to address these issues effectively, we will always be very much in need of help from a wide range of resources. At this very early stage of our fledgling existence as a National Working Group, we have been blessed to obtain the commitment of Fr. Don Cozzens (author of *The Changing Face of the Priesthood*, and *Freeing Celibacy*), as an Advisor to our groups' efforts.

We will be meeting with Fr. Cozzens via telephone conference call on Friday, November 10, for a "reality check" on how we have framed the issues.

### Next Steps

We will be updating the national website portion of Priest Support sometime before mid-December to publicize our activities to the membership. We will also continue recruiting for Tier Two members, with attention focused on Chicago, Minneapolis/St. Paul, Detroit, Cleveland, and Los Angeles.

In January, our Tier One group will begin planning on what we will have identified as achievable short-term goals, using Tier Two members as sounding boards for their ideas. We have also discussed the idea of focusing on a "wedge" issue (eg, one that would be of significance and have some prospect of achievability), and this will be on the agenda during our meeting with Fr. Cozzens.

We will also be working on establishing lines of communication with the National Federation of Priests' Councils, and John Moynihan of the national office has offered to help via his professional contacts with people in the NFPC offices in Chicago.

### Communications

We will continue, as we have been from the beginning, to provide timely updates to Donna Doucette (NRC), Mary Pat Fox (Officers) and through Svea Fraser, to the Board of Trustees.

### Roster: National Working Group for Priest Support

Svea Fraser	Boston, MA	Founding Chairperson
Clare Keane	Boston, MA	Charter Member
Jim Morrissey	Boston, MA	Charter Member
John Ryan	Bloomington, IL	Chairperson
Joan Bedosky	Long Island, NY	
Ann Gribbins	Long Island, NY	
John Dearie	Atlanta, GA	
Bill Farnon	Philadelphia, PA	
Bob Stewart	Washington, DC	
Suzanne Lynch	Tampa Bay, FL	
Dick Okenfuss	Cincinnati, OH	
Vince Grenough	Louisville, KY	

Elizabeth Warren  
Steve Kymes  
Vince Taliercio  
Bob Rowden  
Ed Gleason,

Nashville, TN  
St. Louis, MO  
Denver, CO  
San Raphael, CA  
San Francisco, CA