SERVING A FRATERNITY

Leadership of service – service of leadership

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MAIN TOPICS

1. Servant leadership, servant leaders
2. Challenges of the communities today
3. Characteristics of the servant leader
4. Guidance and animation, taking decisions
5. The nature of servant leadership

1. SERVANT LEADERSHIP

- Animation and guidance
- Authority but not power
- Servant way of leading of a fraternity
- The nature of the servant leadership

1. SERVANT LEADERSHIP

WHY DO WE NEED SERVANT LEADERS?

- Fraternity (as a human community) is a **social reality**,
- Fraternity is a group of persons where **activities have to be coordinated**, otherwise it ceases to be a fraternity

1. SERVANT LEADERSHIP

FUNDAMENTAL TASKS OF THE SERVANT LEADERS

- To form a fraternity (community) from a group of people
- They should move into the same direction.
  - common goals
  - common tasks
  - common spirituality.

1. SERVANT LEADERSHIP

FUNDAMENTAL TASKS OF THE SERVANT LEADERS

- To protect the fraternity
- To form it into a place of growth of the members in holiness and in franciscan vocation
- To help the fraternity to fulfil its goals, its vocation, so that the Kingdom of God may be brought forth.

2. CHALLENGES OF THE COMMUNITIES TODAY

INDIVIDUALISM

Instead of forming communities, the individuals are separated and manipulated.

Community as such, in all its forms (family, religious communities, nations, etc) is being attacked

2. CHALLENGES OF THE COMMUNITIES TODAY

GLOBALIZATION

On the other hand, where individual charactereistics should be important, uniform is promoted

2. CHALLENGES OF THE COMMUNITIES TODAY

LACK OF COMMITMENT

Decline of

1. spiritual commitment *(long lasting friendships, long term works, living in the same place for long)*
2. formal commitment *(marriage, religious profession, long term contracts)*

2. CHALLENGES OF THE COMMUNITIES TODAY

CONSEQUENCES

There is no community (fraternity, family, etc) without being committed

Crisis of communities

=

crises of commitment

2. CHALLENGES OF THE COMMUNITIES TODAY

RESPONSES

The answer of us, secular Franciscans and YouFra members is:

- form and strengthen the **Fraternity**.
- respect and protect **family**
- build **real communities** on other areas: work, parish
- support **commitments**, first of all through personal witness

3. CHARACTERISTIC OF THE SERVANT LEADER

WHAT SHOULD BE OR WHAT SHOULD HAVE?

- be **prayerful**, ready to listen to the Holy Spirit
- have a profound **sacramental life**, (reconciliation and eucharist)
- be ready to **correct** himself, i.e. live a penitential life
- have a spirit of **service** washing the feet of the brothers and sisters

3. CHARACTERISTIC OF THE SERVANT LEADER

WHAT SHOULD BE OR WHAT SHOULD HAVE?

- have a spirit of **responsibility**
- be able to have a **general overview**, but be dedicated to the **individuals**, too
- have ideas, **visions**, dreams
- has leadership **competences**
- be ready to **listen**, but ready to **act**, too

3. CHARACTERISTIC OF THE SERVANT LEADER

WHAT SHOULD BE OR WHAT SHOULD HAVE?

- be capable and opened to **dialogue**
- be capable to **evaluate** a situation
- set everything in the **ambit of the Bible**, based upon the teaching of Jesus
- ready to **admit** the sins, the failures

3. CHARACTERISTIC OF THE SERVANT LEADER

The most important is to love those of whom he is a servant leader, like

Jesus „loved his own in the world and he loved them to the end” (Jn 13.3)

3. CHARACTERISTIC OF THE SERVANT LEADER

WHAT SHOULD BE OR WHAT SHOULD HAVE?

- **don't be afraid** of being **imperfect**, nobody has ALL the good skills and knowledge
- **don't be afraid** of **failures**
- **don't be afraid** of **endurance**, but stubbornness is not endurance
- **don't be afraid** of trying to **convince** others, to stand out for the good, the right, and guide others to it.

4. GUIDANCE AND ANIMATION, TAKING DECISIONS

BOTH ARE IMPORTANT

- **guide** – have visions, show the way, correct, organize, provide
- **animate** – listen, give example, call the attention, exhort, teach, etc
- thus create and protect the **fraternity** (community)

4. GUIDANCE AND ANIMATION, TAKING DECISIONS

HOW TO DO IT?

- Find and maintain what is **common**
- Encourage and maintain **communication**
- Improve **collaboration**, according to the various charisms
- Help the **development** of everyone, this is the way of the development of the fraternity, i.e. the community of the Saints

4. GUIDANCE AND ANIMATION, TAKING DECISIONS

BOTH HUMAN AND MATERIAL TOPICS

- a community, a fraternity is composed of **men and women,** it is not a collection of material goods or talking heads
- **spiritual** person has to guide and animate **spiritual** persons
- guidance concerns also to **technical**, material (including financial) things, too.

4. GUIDANCE AND ANIMATION, TAKING DECISIONS

FROM THE MEDICAL PRACTICE

- **anamnesis** – what are the symptoms – analyze the experience
- **diagnosis** – what are the reasons or motivation behind the things
- **therapy** – how can the question be answered, the challenge be resolved
- + feedback, **control**

4. GUIDANCE AND ANIMATION, TAKING DECISIONS

STEPS OF TAKING DECISIONS

- listen
- consult
- discern
- decide
- follow up

5. THE NATURE OF SERVANT LEADERSHIP

TWO ASPECTS TO EXAMINE

- **hierarchical – collegial**
- **temporary**

5. THE NATURE OF SERVANT LEADERSHIP

hierarchical This is exercised by a “personal” body or, simply said, an individual (for example, The Superior who carries out the executive and administrative function) and by a “collegial” body (for example, the Chapter which carries out the legislative and policy function). As part of the executive function, for the validity of certain acts, the “personal” body must request the consent (binding) or opinion (non-binding) of a Council/College;
The leader cannot hide behind a wrong sense of “common responsibility”

collegial The body consists of a set of offices that make up a multi-personal body or, simply said, a group of people/departments who are called upon to exercise co-responsibility and partnership.

5. THE NATURE OF SERVANT LEADERSHIP

HIERARCHICAL LEADERSHIP

God is on the top of the hierarchy, regardless one accepts or not

The basic structure is the **Church**, so OFS and YouFra has to be inserted into this.

5. THE NATURE OF SERVANT LEADERSHIP

COLLEGIAL LEADERSHIP

1. Co-responsibility
2. To work as a team alongside the "servant leaders."
3. The leader is responsible for encouraging this principle of co-responsibility.
4. Council and minister, not minister and council

5. THE NATURE OF SERVANT LEADERSHIP

COLLEGIAL LEADERSHIP

5. Whatever we do for the Order is always a fraternal service. What is explicit and expected for the Ministers and Councilors must also be the norm for all the brothers and sisters of the Fraternity: *"The brothers, fleeing from all ambition, must show their love for the Fraternity with their spirit of service ..." (GGCC 32.1)*
6. Collective decisions, mutual respect: the fraternity has to respect the servant leader and the servant leader has to respect the fraternity

5. THE NATURE OF SERVANT LEADERSHIP

BALANCE BETWEEN

HIERARCHICAL AND COLLEGIAL

- Do not be afraid of taking decisions
- Do not be afraid to consult
- Find the proper moments of each one of them
- Determine the competences in advance

5. THE NATURE OF SERVANT LEADERSHIP

MUTUAL RESPECT

- The fraternity has to respect the servant leader
- The servant leader has to respect the fraternity

5. THE NATURE OF SERVANT LEADERSHIP

IT IS A **TEMPORARY** SERVICE, SO

BE READY TO ACCEPT IT

1. ask God to help you find your **placement**, your role in the fraternity
2. **prepare** to become elected, with a good and dedicated formation
3. live a life that lets you be a servant leader, **give time** to the fraternity
4. being a servant leader or not, serve the fraternity **when and where you are**
   - inside the fraternity
   - outside the fraternity

5. THE NATURE OF SERVANT LEADERSHIP

IT IS A **TEMPORARY** SERVICE, SO

BE READY TO LEAVE IT

1. give thanks to God **every day** for your service
2. **prepare** to leave it in due time
3. **discern** the length of the various projects
4. help the **successor**
5. **give thanks** for the years in service

SUMMARY

WE TALKED ABOUT

- Servant leadership, servant leaders
- Challenges of the communities today
- Characteristics of the servant leader
- Guidance and animation, taking decisions
- Nature of servant leadership

„And may whoever (of you all) observe all this
be filled in heaven
with the blessing of the most high Father,
and on earth
with that of his beloved Son,
together with the Holy Spirit, the Comforter.”

(Blessing of St. Francis – Testament)

Thank you very much for your kind attention!

Pax et bonum!