

LISTENING SESSIONS and SURVEY FEEDBACK for
2022 VIABLE POSSIBILITIES “Community Leadership Group”
FOUR THEMES SUMMARY REPORT

BACKGROUND

The Province Leadership Team/Consociate Leadership Council Animating Group asked for volunteers to review and analyze the Listening Sessions and Survey feedback. The Data Analysis Task Group was formed and included Marsha Berry (Friend of SJ), Anita S. Duckor, Fran Rusciano Murnane, Joan Pauly Schneider, Mary Louise Menikheim, Peg Schwendeman (Consociates), Susan Oeffling and Irene O’Neill, Sisters.

DATA ANALYSIS METHODOLOGY

The Data Analysis Task Group reviewed the feedback individually and met several times to discuss the data. The Group identified 8 themes that are:

1. Purpose (Mission)
2. Visionary, Evolutionary
3. Scope of Work
4. Process/Engagement, Inclusion of Wider We and External Partners in planning and in ongoing engagement
5. Governance
6. Simplification
7. Relationship to the CSJ structure
8. Concerns/Questions.

The Group asked several members to color code the feedback using the 8 themes. After completing the color coding, it became apparent that the themes reflected four **major** themes; and the Data Analysis Task Group agreed:

- 1) Purpose (Mission);
- 2) Scope of Work;
- 3) Governance; and
- 4) Concerns/Questions.

Overall, the respondents are excited about the proposed Shared Leadership Group but need significantly more information and clarification about:

- What is the purpose/mission of the proposed Shared Leadership Group?
- How will the proposed Shared Leadership Group engage the wider CSJ Community?
- How will the proposed Shared Leadership Group align/fit within the current CSJ Community structure?
- The need for simplification.
- The desire to help develop the membership and selection process.

The feedback also provided ideas and suggestions about the 8 themes. For example, respondents stated that the proposed Shared Leadership Group should be visionary, evolutionary and action oriented. And, that the proposed Shared Leadership Group should include significant participation with the wider we and external partners in planning and in the engagement process.

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LISTENING SESSION SUMMARY

The following includes a summary of the Listening Sessions responses:

1. Purpose (25 responses including defining what the purpose might be and responses asking what the purpose of the Shared Leadership Group will be)
 - a) Visionary (20 responses)
 - b) Evolutionary and Action Oriented (8 responses)

TOTAL PURPOSE: 53 Responses

2. Scope of Work (2 responses)
 - a) Process/Engagement (15 responses)
 - b) Inclusion of Wider We and External Partners in Planning and Engagement (13 responses)

TOTAL SCOPE OF WORK: 30 Responses

3. Governance/Structure (10 responses)
 - a) Simplification (12 responses)
 - b) Relationship to the CSJ Structure (2 responses)
 - c) Leadership Membership/Selection (8 responses)

TOTAL GOVERNANCE: 32 Responses

4. Concerns/Questions: (4 Responses)
 - a) Shared Leadership Group Name – need a new name (6 Responses)

TOTAL CONCERNS/QUESTIONS: 10 Responses

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SURVEY FEEDBACK SUMMARY

The following includes the summary of the Survey feedback:

1. Purpose/Visionary/Evolutionary and Action Oriented

TOTAL: 31 Responses

2. Scope of Work/Process/Engagement/Inclusion of Wider We and External
Partners in Planning and Engagement

TOTAL: 50 Responses

3. Governance/Structure/Simplifications/Relationship to the CSJ
Structure/Leadership Membership Selection

TOTAL: 81 Responses

4. Concerns/Questions

TOTAL: 16 Responses* (Opposed establishing another leadership group.)

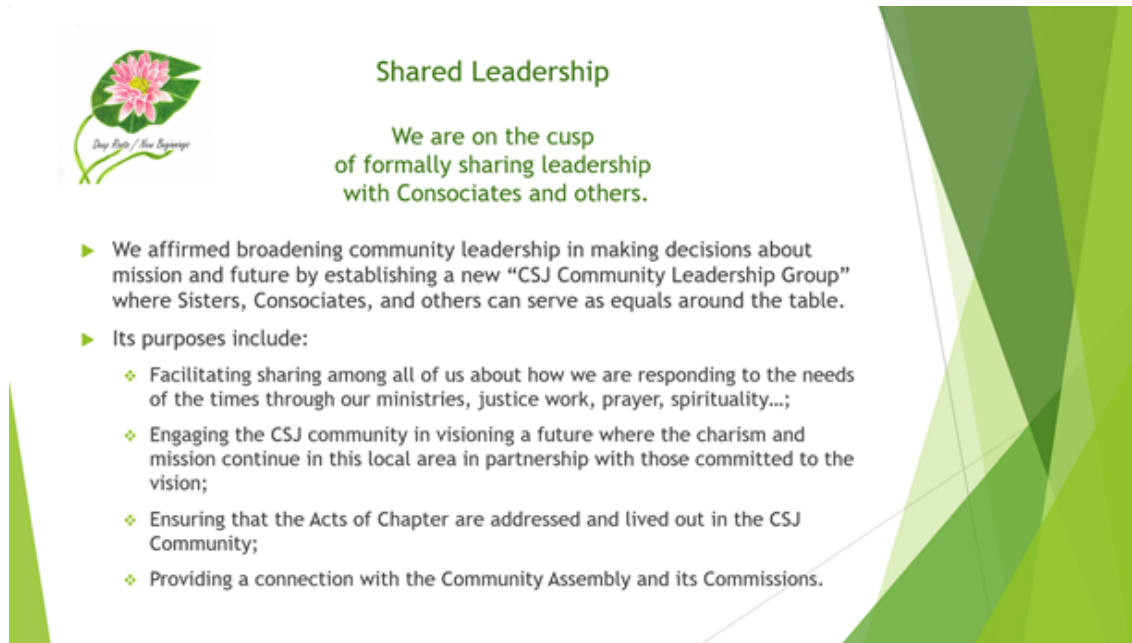
FEEDBACK LIMITATIONS

As we reviewed the Listening Sessions and Surveys feedback, we understood that any market research/data collection is not free from bias. Our feedback (research) conclusions cannot be verified because we asked wide open questions about how one feels about the idea of Shared Leadership versus specific questions about what the Shared Leadership might look like. Thus, the feedback expressed the need for clarity, more information specificity, and for more engagement about the community-based leadership group.

In addition, the feedback was based on a relatively small sample of the CSJ community – approximately 39 survey respondents and 98 attendees in the three listening sessions.

The Survey feedback included the following groups: the Sister Assembly Government Committee (14), St. Joseph Workers (8), Relationship and Association Commission (11). However, their response only was counted as one response since it was an anonymous survey.

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Shared Leadership

We are on the cusp
of formally sharing leadership
with Consociates and others.

- ▶ We affirmed broadening community leadership in making decisions about mission and future by establishing a new “CSJ Community Leadership Group” where Sisters, Consociates, and others can serve as equals around the table.
- ▶ Its purposes include:
 - ❖ Facilitating sharing among all of us about how we are responding to the needs of the times through our ministries, justice work, prayer, spirituality...;
 - ❖ Engaging the CSJ community in visioning a future where the charism and mission continue in this local area in partnership with those committed to the vision;
 - ❖ Ensuring that the Acts of Chapter are addressed and lived out in the CSJ Community;
 - ❖ Providing a connection with the Community Assembly and its Commissions.

VIABLE POSSIBILITIES FEEDBACK METHODOLOGY

The Province Leadership Team and the Consociate Leadership Collaborative (the Animator Group) requested the CSJ Community to participate in sharing their thoughts, ideas, and perspectives about the above proposed Shared Leadership Group that was affirmed by the Sisters.

The Animator Group developed and conducted the following feedback process that included Listening Sessions and one Survey. They received feedback from approximately 39 survey respondents and 98 attendees in the three listening sessions, asking the following questions:

There were three key listening sessions that asked the following questions of the proposed Shared Leadership Group:

1. What excites you?
2. What hopes do you have for a leadership group like this?
3. What steps do we need to take to realize these hopes?

Notetakers provided the Listening Session’s feedback.

A survey was conducted that included the four key survey questions:

1. What excites you?
2. What hopes do you have for a leadership group like this?
3. What steps do we need to take to realize these hopes?
4. Some of the purposes have been identified aswhat more would you add to this Community Leadership Group?