

LCWR 2023 Annual Assembly Breakout Session
Sharing Our Resources: The Collaborative Administration/Management Initiative
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This session was based on the hypothesis that collaboration could be the solution for congregations who are facing the challenge of maintaining administrative functions. It could also assist those who have staff to do the functions but at this point are overstaffed.

The vision is to have communities with resource capabilities become providers and communities in need of resources become receivers. Mark Schafale serves as a clearinghouse to match the providers and the receivers.

Congregations needing administrative assistance could receive it from other sources. One of the benefits of collaboration among religious institutes is the experience working within the framework of a religious institute. Also financial savings would be evident since the provider would only charge the costs incurred for the service. A third benefit is the collaborative relationship itself.

The sharing of resources was presented as a win-win situation for the provider and the receiver. There are several critical factors for success for both the provider and the receiver.

Provider

- This is a win/win
- Active experienced listening
- Clear clarification of expectations
- Honesty and openness
- Check in and out meetings

Receiver

- That the provider is acting in good faith
- Focus on the outcome knowing and accepting things will be different than they have been in the past.
- Clear communications on project expectations, costs, and final outcomes
- Recognize there will be costs: time (labor cost) and resources (out of pocket costs)

Questions

Are providers in the same geographic area?

- Much of the work is done remotely. At times it is helpful but not necessary. Matching is on a one - one basis.

Does it start with Leadership?

- Usually

During a time for small group discussion participants were asked to consider several items on a handout. (attached).

Afternoon session

The focus of the afternoon session was the presentation of several examples where a match was made, and an administrative function was provided. These included ad hoc human resources

assistance, operational consulting, and outsourced CFO. A member of the Leadership Team of the receiving institute presented from her perspective regarding the outsourcing of CFO.

Questions

How do you know when and who to call?

First call Mark, he will triage and the conversation will result in the direction and services needed.

What is the number of possible providers, what is the number of possible receivers?

At the time a survey of LCWR members was completed 20-25 in each category.

How do you handle downsizing communication to members and staff?

The communication must be clear and is individual to each institute.

Will there be an overall organization?

None is planned at this time.

Is there an agreement template?

No. A memorandum of understanding is recommended and would be written to suit the situation.

Examples did not include development and communications, but they are areas of possibility.

How long will the relationship continue?

It will evolve, no set time. Frequent check in between provider and receiver.

Does the receiver have any say who the provider will be?

Depends on the need.