

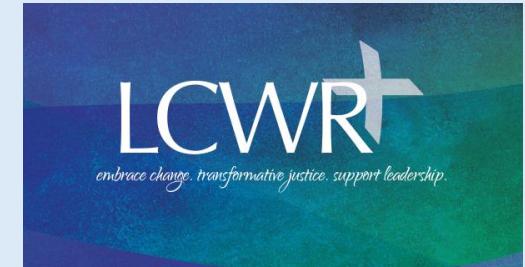


Relationship and Responsible Decision-Making

Mark Schafale, Toni Ponder, Michelle Stachowiak CSSF
January 26, 2026

Welcome Canonical Leaders (LCWR Members) and Executive Leaders!

LCWR defines as those lay leaders serving within a religious community who are accountable directly to the congregational leader or the whole leadership team. (Not managers, consultants, etc.)



PLAN: October 2025 → June 2026

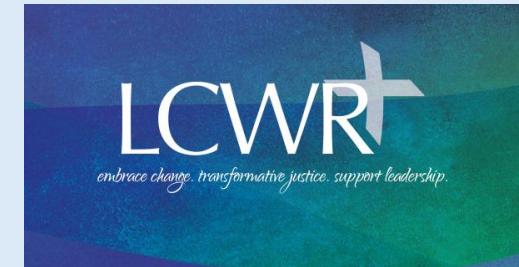
**Every other month → Executive leaders
meet informally to network/discuss**

**Opposite month → Canonical and
executive leaders invited to engage in a
a mutual learning opportunity**



TODAY'S AGENDA:

- **Opening prayer**
- **Presentation**
- **Small group conversations**
- **Sharing of the whole**
- **Closing prayer**



OPENING PRAYER:

“Each of you should give what you have decided in your heart to give, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to bless you abundantly, so that in all things at all times, having all that you need, you will abound in every good work. As it is written: ‘They have freely scattered their gifts to the poor; their righteousness endures forever.’

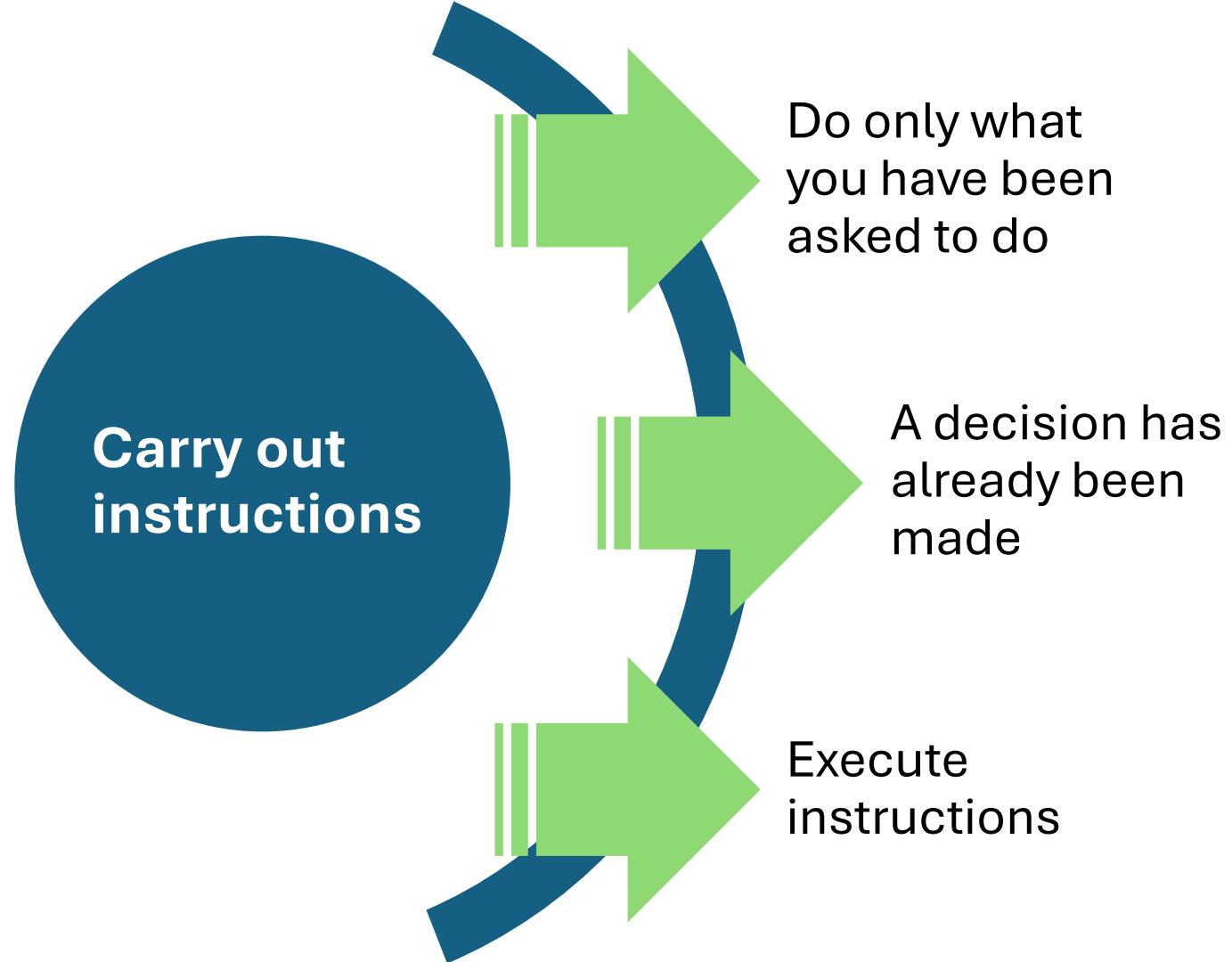
2 Corinthians 9:7-9

Five Levels of Responsibility

Adapted from original handout ©2019 Michael Hyatt & Company: *Five Levels of Delegation*

Useful tool for determining:

- **What is being asked**
- **Who has the responsibility**
- **Can help clarify roles – might change from decision to decision**



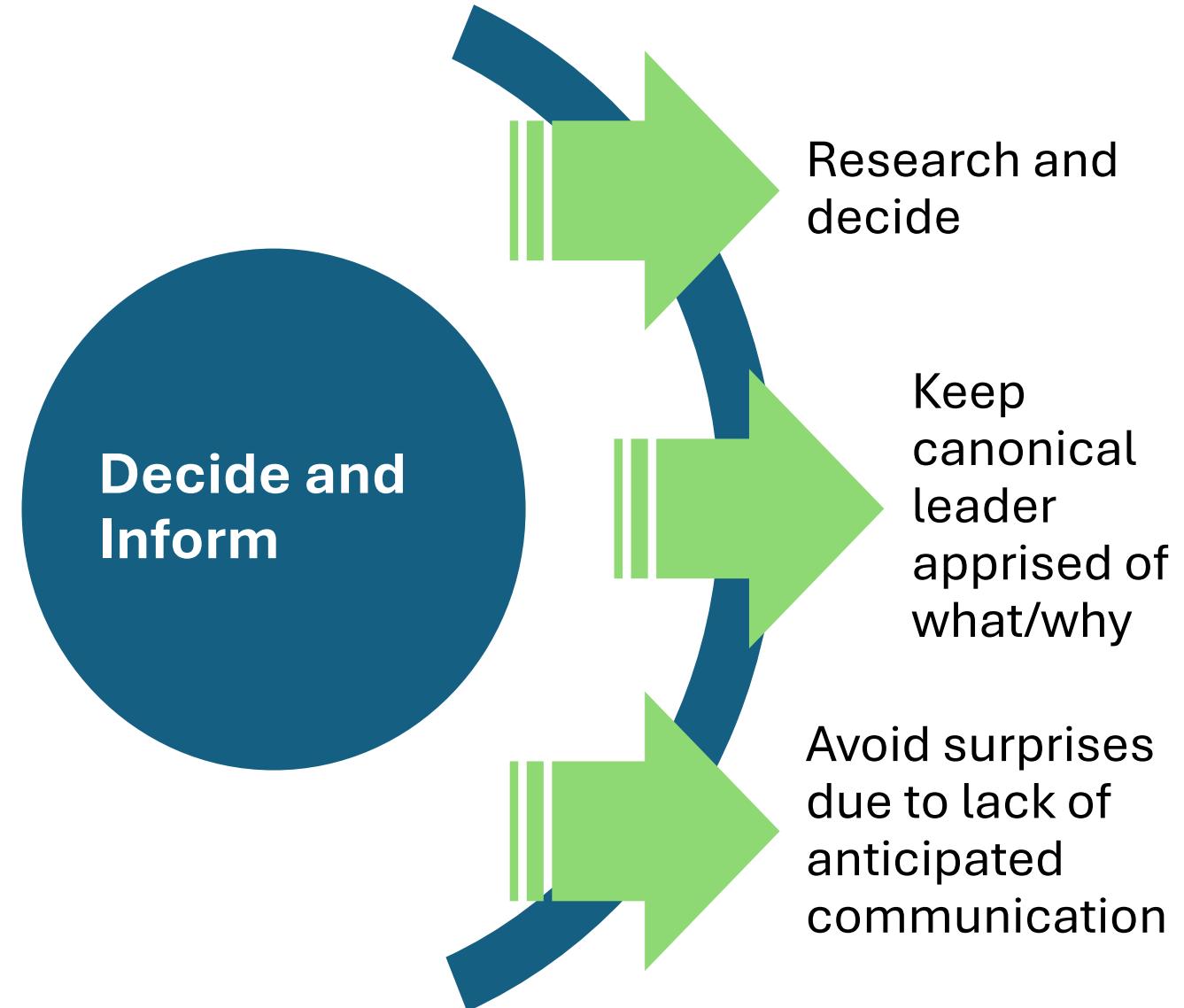


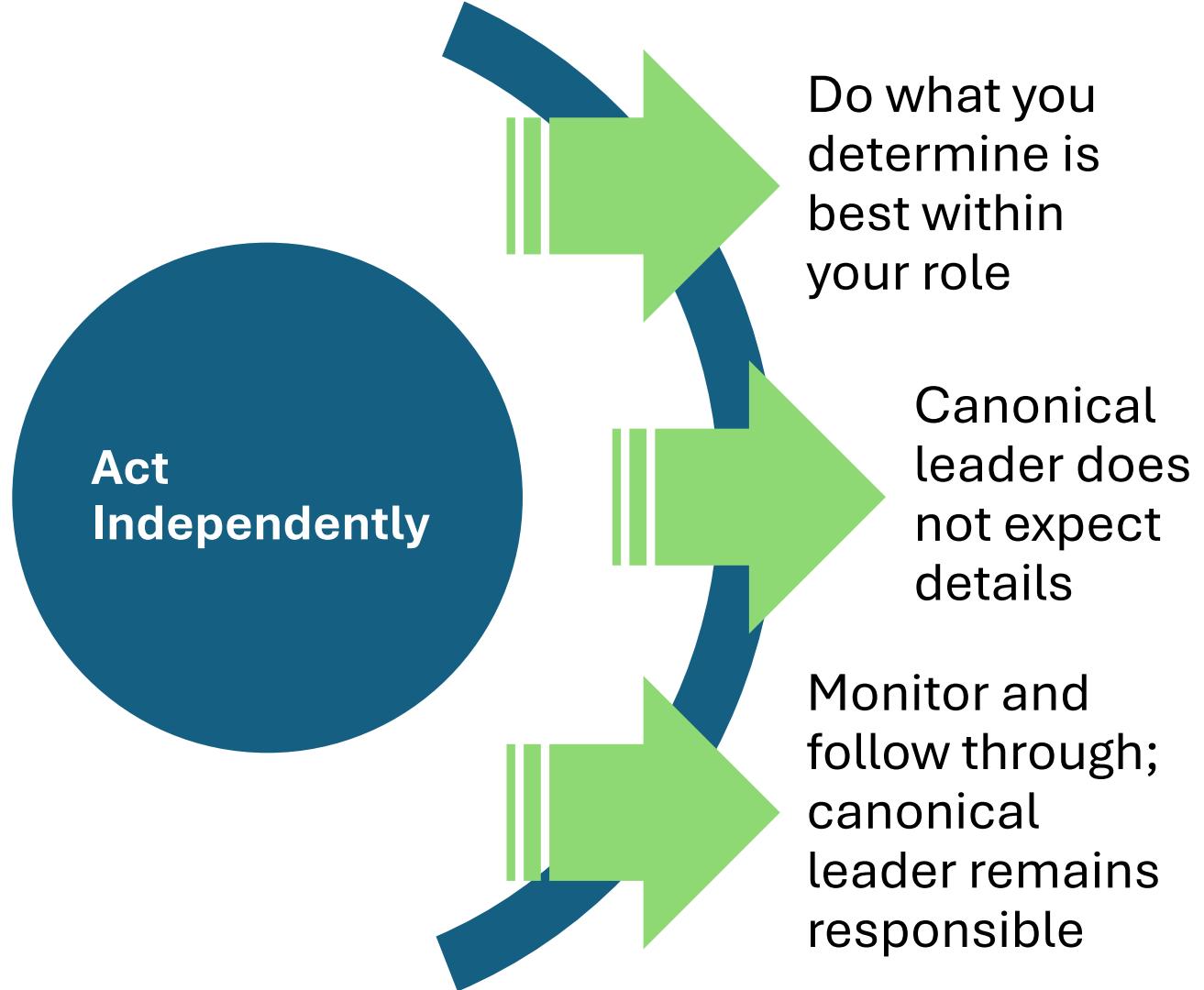


Research,
outline options,
recommend

Offer pros and
cons, what
seems best?

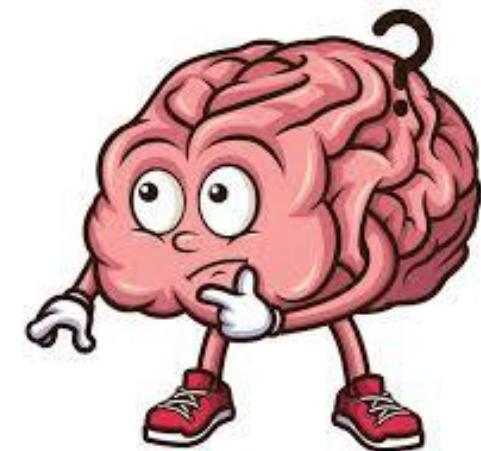
A decision will be
made after
recommendations
are discussed





COACHING TOOL:

Subjective and Objective Thinking





OPPOSITIONAL THINKING

ON THE SAME TEAM



Image from <https://www.istockphoto.com>

Assessment Tools May Assist with Friction



- 1. Understanding Differences:** May learn how you (and others) best communicate, process information, handle stress, or view deadlines.
- 2. Proactive Prevention/Build Strong Teams:** Leaders that have this information about their employees or people their working with can know their traits or their style and can adjust workloads or committee groupings.
- 3. Improves Communication:** Individuals will understand their own emotional responses and how to manage which fosters better interaction.
- 4. Facilitating Resolution:** When conflict arises, provides a neutral framework and language to discuss issues

Examples of Assessments

- **DISC** → everythingdisc.com (Dominance, Influence, Conscientiousness, Steadiness)
- **Meyers Briggs Type Indicator (MBTI)** → themeyersbriggs.com (Sorts into 16 personalities)
- **Enneagram** → enneagraminstitute.com (1-9 Personality Types)
- **Strengthfinders (now Cliftonheights)** → gallup.com (Executing, Influencing, Relationship Building, Strategic Thinking)

SMALL GROUP:

What are your thoughts? When have you encountered friction in decision-making?

How did you work through it and make responsible decisions while preserving good relationship?

What are some of your favorite tools/skills for these types of situations?

SHARING OF THE WHOLE:

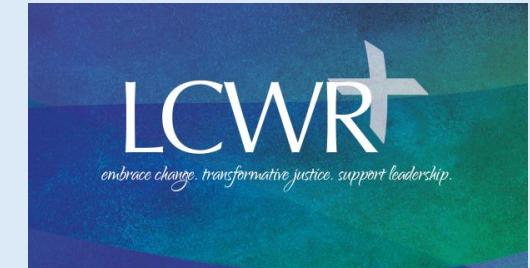
What from your conversations might benefit the whole to hear?

Any lingering questions/comments about today's presentation?



LCWR Database of Executive Leaders:

[https://www.surveymonkey.com/r/LCWR
ExecLdrsNet](https://www.surveymonkey.com/r/LCWRExecLdrsNet)



Executive Leaders:
Michelle Stachowiak CSSF
mstachowiak@lcwr.org

Collaborative Administration Initiative (CAI)
Mark Schafale
mschafale@lcwr.org



CLOSING PRAYER:

“Each of you should give what you have decided in your heart to give, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to bless you abundantly, so that in all things at all times, having all that you need, you will abound in every good work. As it is written: ‘They have freely scattered their gifts to the poor; their righteousness endures forever.’

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