

December 2008

CCUSA Grants Nearly \$2 Million to Assist Women Religious Serving the Economically-Disadvantaged of New Orleans

Catholic Charities USA (CCUSA) awarded \$2,010,000 to congregations of women religious based in the New Orleans area. The funds, obtained through the work of Suzanne Hall, SNDdeN, director of the LCWR/FADICA New Orleans Recovery Project, are designated to help the congregations restore ministries to the poor severely diminished or completely destroyed by the devastation wrought by Hurricane Katrina. Approved by the Disaster Response Office of Catholic Charities USA, the grant will be administered by LCWR.

Among the projects benefiting from the CCUSA grant will be two early childhood learning centers, one sponsored by the Ursuline sisters, and the other staffed by Carmelite sisters.

The Sisters of the Holy Family will receive help to rebuild a nursing home and day care center, while the Marianites of the Holy Cross, will renovate and restore a community center serving low-income residents of the Ninth Ward.

The Sisters of St. Joseph, who lost a major facility to flooding and fire, will receive funds to benefit a program that will offer counseling and guidance to low-income residents of New Orleans who are navigating

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Scenes from New Orleans post-Katrina



LCWR Executive Committee Attends to Key Conference Matters

At its November 4-5 meeting, the LCWR executive committee addressed several significant issues facing the conference and its members. Gathered at Bon Secours Spiritual Center in Marriottsville, Maryland, the committee members J. Lora Dambroski, OSF; Marlene Weisenbeck, FSPA; and Mary Whited, CPPS (presidency); Ellen Dauwer, SC (secretary); Pam Chiesa, PBVM (treasurer); Katie Clauss, IHM and Nancy Reynolds, SP (at-large-members); and Jane Burke, SSND (executive director) discussed the following.

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From the LCWR Presidency The Music of Mission

by Marlene Weisenbeck, FSPA — LCWR President-Elect

The Sufi mystic and musician, Hazat Inayat Khan,¹ wrote:

A person who, alone, has seen something beautiful, who has heard something harmonious, who has tasted something delicious, who has smelled something fragrant, may have enjoyed it, but not completely. The complete joy is in sharing one's joy with others.



This reminds us of the souls of our founders. Like them, our inclination falls naturally into rhythmic expression for mission in harmony with God's intentions for the universe. What is manifested in the universe is the music of the Creator, and every heart is attracted to it. God's dream for the world is faintly

*Let us be like the stars, sun, and moon
that light up the house
of God's cosmic reign of goodness...*

heard by our souls amid the tumult of earth's many voices and we are called to mission by those voices. When the heart is attuned to God, the soul is awakened, is aflame, and the music of mission becomes audible.

Mission is about awareness of our world, about the individuals that interface our daily lives, about the interpersonal and heartfelt worlds of exchange that challenge our status quo, about the infrastructural elements of institutions and ideologies. Our mission requires that we be rooted in giving life, rather than trying to control it. To be present, poised, and ready to effect transformation wherever we are requires disarmament of the heart, and a movement from the altar of the Eucharist to the altar of the universe.

Let us remember that God has already redeemed the world! We are called now to live with a heart like God's, inflamed by the Spirit. Instead of taking on the burdens of the world, we can look at the world as a frontier of meeting places. Here in these places we will find venues for grace. By becoming complicit with the Holy Spirit in

profound poetry, theology, and justice, and in an experience of the prayer of adoration, we can prevail upon a culture of confused values and violence through sincere dialogue and active love. We are called to live and pray with the church in service to the world. Our prayer will be a conjoining of communion and mission for the whole human family.²

Let us summon a church and evoke a God of passion, joy, and poetry whose grace and power embrace the world in its brokenness. Let us be like the stars, sun, and moon that light up the

house of God's cosmic reign of goodness, renovating and repairing the house of God where it is falling to ruin. Let us drink deeply of this vision in authentic communion and mission.

Mission becomes the work of God's divine symphony in which every soul takes part. Inspiration rises as a fire from the depth of the heart when it hears the whisper of the Divine Beloved. Then our soul dances and every moment becomes missioned. Spiritual life rises to the

*Inspiration rises as a fire from the depth
of the heart when it hears
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surface. It lives through the radiant life within our heart.

Will our heart's music be a sign of God's promise in a time urgently needing signs of God's fidelity?

Footnotes

1 Hazrat Inayat Khan. *The Sufi Message of Hazrat Inayat Khan.*: Geneva: International Headquarters of the Sufi Movement; digitized by the University of California, Vol. IX-29, 2006. Hazrat Inayat Khan is the initiator of the Sufi movement in the West.

2 Father Edward Foley, OFM Capuchin. *The Contribution of Francis' Prayer to the Church's Communio and Missio.* Franciscan Federation 2006, page 10. (www.franfed.org/'06%20Keynote%20Articles.htm)

CCUSA Grant to Women Religious in New Orleans

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insurance and government programs to help them rebuild their lives.

Other grants will go to the Dominican sisters for scholarship help in their high school, St. Mary's, which serves low-income students from Girls Hope of New Orleans, and to the Sisters of St. Teresa for a mobile emergency assistance outreach program to assist families coming back to New Orleans.

The CCUSA funds are part of a national appeal made in 2005 that generated more than \$160 million from parishes, dioceses, corporations, and foundations across the country.

Suzanne developed and presented a coordinated application to CCUSA in August to benefit the religious communities in New Orleans. The grant forms part of a larger fundraising effort over the past two years co-sponsored by LCWR and FADICA (Foundations and Donors Interested in Catholic Activities), a consortium of private grant-making agencies. The LCWR/FADICA New Orleans Recovery Project was begun in 2006 following visits by the leadership of the two organizations to view first-hand the storm damage to convents, schools, and ministries to the poor.

Notable during the visit was the destruction of nursing facilities, schools, community and day care centers, and other services to the poor sponsored by religious women. Subsequently, LCWR and FADICA joined forces to assist eight communities of religious women in New Orleans with their fundraising priorities.

With the leadership of the SC Ministry Foundation, and help from several additional foundation members within FADICA, as well as the Sisters of Charity of Cleveland Foundation and the Alleghany Franciscan Foundation of Florida, a fundraising office was opened in 2007. Suzanne, an attorney and former director of the USCCB Office for the Pastoral Care of Migrants and Refugees, was appointed as the project coordinator and principal fundraiser.

About \$5 million in grants for the religious communities had been raised by Suzanne over the course of 15

months from private foundations in the FADICA network prior to the CCUSA grant. With the receipt of this additional grant, the New Orleans Recovery Project has realized close to \$7,100,000 to date, all of which has gone directly to the sisters for their ministries.



The LCWR

New Leader Workshop

The Retreat Center at St. John's
Plymouth, Michigan
March 19 — 22, 2009

LCWR is pleased to announce the
2009 New Leader Workshop.

This annual event, tailored for women religious in congregational leadership, is highly recommended not only for those who may be new to leadership, but also for those who are returning to leadership.

The program features an outstanding faculty and presentations on issues of critical importance to leaders today.

Participants will have multiple opportunities to consider ways of employing their new insights once they return home.

The program will draw its major themes from the LCWR document, *The Dimensions of Leadership*, and will incorporate prayer and ritual throughout.

Faculty:

Simone Campbell, SSS

Jean Dennison

Lynn M. Levo, CSJ

Christine Rody, SC

Grace Sbrissa, CSJ

Nancy Schreck, OSF

More information on the workshop, as well as the registration form will be sent online to all members and will be available on the LCWR website at www.lcwr.org/lcwrprogramsresources/NLWFlyer09.pdf.

Forms and payment are due by December 8.
Participation is limited.

LCWR Executive Committee

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Shared Futures Process

Although feedback from the regional meetings on the LCWR Shared Futures process was still being received at the time of the meeting, the committee discussed the process as it has developed thus far and made some observations and recommendations for proceeding further.

The committee agreed to engage a facilitator to work with the board and staff to further shape the process. The committee defined the following purposes for the planning:

- shape the planning that has been accomplished to date
- focus the results of the input received from the LCWR regions and staff
- work with different constituencies to enable them to have an appropriate role in the process
- define the purpose of LCWR moving into the future
- develop short-term and long-term goals

Members of the LCWR staff also will be working with a consultant for a day in December to facilitate the sharing of their ideas for LCWR's future.

Meeting with CMSWR

The LCWR presidents reported on their October meeting with the leadership of the Council of Major Superiors of Women Religious. The agenda theme, "We Remember, We Celebrate, We Believe" allowed time for the participants to share the charisms of their congregations, and the commonalities among them. The two groups decided to send a joint letter to Archbishop Gianfranco Gardin of the Congregation for Institutes of Consecrated Life and Societies of Apostolic Life (CICLSAL). Plans are in place to continue this type of dialogue in the future.

The executive committee also discussed the letter sent in September by the LCWR presidents and executive director to Cardinal Franc Rodé, CICLSAL prefect, updating him on LCWR's activities.

Finances

LCWR treasurer Pam Chiesa, PBVM and LCWR associate director for business and finances Pat Cormack, SCSC reviewed some suggested changes to the conference's investment policy, as well as the operating budget for 2009.

As with all organizations these days, LCWR is facing financial challenges. The budget prepared by the national office and the LCWR Finance Committee includes a significant deficit. Although monies can be transferred from the board-designated fund to cover this deficit, the committee discussed the need to look at long-term structure and service changes. In the coming year expenses will be monitored carefully, and all efforts will be made to handle LCWR's finances with great care.

Outstanding Leadership Award Committee

The committee approved as members of the LCWR Outstanding Leadership Award Committee Joan Sue Miller, SCL (for term ending in 2009); Marsha Speth, SP (2010); and Pat McDermott, RSM (2011).

Women & Spirit Exhibit

LCWR communications director Annmarie Sanders, IHM introduced a slide presentation on the Women & Spirit exhibit and updated the committee on the exhibit's development, venue search, and regional marketing plans.

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LCWR executive committee (standing) Marlene Weisenbeck, FSPA; Mary Whited, CPPS; Katie Clauss, IHM; Nancy Reynolds, SP; and Pam Chiesa, PBVM; (seated) J. Lora Dambroski, OSF and Ellen Dauter, SC.

Solidarity Across Regions

Region 5 chair Nancy Reynolds, SP reported that the region donated \$2000 to the women religious in Region 12. She noted, "We have been helped by Region 12 when Hurricane Katrina hit New Orleans and now we feel that we are in a position to assist them as a result of their being in the path of Gustav. We are happy to help them in whatever way we can, and we felt a donation could be well used."

Other Items

Among points discussed by the committee were: the Center for the Study of Religious Life, the CARA study, the New Orleans recovery project, the gathering in Chicago of Hispanic women religious, evaluations of the 2008 LCWR-CMSM assembly and sharing of ideas for the 2009 and 2010 LCWR assemblies, and planning for the February LCWR national board meeting.

Joint Executive Committee Meeting

On November 6 the LCWR and CMSM executive committees held a joint meeting at the conferences' offices in Silver Spring, Maryland. Among the agenda items considered were: evaluation of the 2008 joint assembly, the restructuring of LRCR and NATRI, the InterAmerican Committee meeting, the National Religious Retirement Office, complementary fundraising norms, the Cameron Street building report, and planning for the annual visit to Rome.

The LCWR executive committee will meet again by conference call in January.

USCCB Commission on Religious Life and Ministry

Each year, representatives from the Conference of Major Superiors of Men (CMSM), the Council of Major Superiors of Women Religious (CMSWR), and United States Conference of Catholic Bishops (USCCB), as well as the LCWR presidency and executive director gather as the Commission on Religious Life and Ministry to look at issues related to religious life. This year the commission met on November 7 in Baltimore, Maryland.

Janice Bader, CPPS, director of the National Religious Retirement Office (NRRO), updated those present on the efforts of the office to begin a third cycle of

retirement funding and changes in the distribution of funds. Conversation highlighted an appreciation for the NRRO staff who work with congregations to provide funding for their future, as well as some organizational changes that would support the NRRO office into the next 10 years of funding.

Paul Bednarczyk, CSC, executive director of the National Religious Vocation Conference, and Mary Bendyna, RSM from the Center for Applied Research in the Apostolate (CARA) presented preliminary research on vocations to religious communities (see page 9 for more information). In coming months, the research by CARA will include data from some younger members of religious communities. Discussion of the research presented highlighted a need for all groups represented by CRLM to work together to encourage religious vocations. All agreed to promote the World Day for Consecrated Life in 2009.

Each group provided an update of significant activities. The members of the Commission on Religious Life and Ministry expressed appreciation for the opportunity to come together annually and agreed to continue their conversations in November 2009.

USCCB Meeting

J Lora Dambroski, OSF and Marlene Weisenbeck, FSPA represented LCWR at the general assembly of the United States Catholic Conference of Bishops (USCCB) in Baltimore on November 10. Among the assembly activities they attended were:

- The presidential address of Chicago's Cardinal Francis George
- An address by Archbishop Pietro Sambi, apostolic nuncio to the US
- A report from The Catholic University of America in Washington on its record-breaking year for freshman enrollment and for national fundraising
- An address by Cardinal Paul Josef Cordes, president of the Pontifical Council Cor Unum, which promotes the church's charitable work, in which he expressed the gratitude of the Holy See for the generosity of the US to charitable programs around the world. The LCWR presidents noted the power of this address and its effective weaving of

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USCCB Meeting

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the principal themes of Pope Benedict XVI's first encyclical, "Deus Caritas Est," throughout the text.

The two presidents were also able to participate in round table discussion sessions that pertained to the five priority goals of the USCCB's strategic plan for the next three years. They joined the discussion that focused on vocations to the priesthood and consecrated life and were welcomed into the discussion.

LCWR was also represented at a special consultation on November 8 held by the USCCB's Committee on Clergy, Consecrated Life, and Vocations. At this meeting, 10 conferences representing priests, men and women religious, and permanent deacons brought issues of concern before the bishops.

Women Religious Serve on National Committees

LCWR members Lynn Jarrell, OSU and Yolanda Tarango, CCVI agreed to serve on the USCCB National Advisory Council. This 56-member body meets twice a year to review and offer recommendations about matters before the bishops' conference. The council includes bishops, men and women religious, diocesan priests, deacons, and lay persons.

Former LCWR member Mary Kay Kinberger, MSC of New Orleans agreed to serve on Catholic Charities USA's National Disaster Response Advisory Committee. This committee reviews grant applications to allocate Catholic Charities' resources to areas recovering from disasters.

It is the practice of both organizations to ask LCWR to secure women religious willing to serve in these capacities.

WOMEN & spirit CATHOLIC SISTERS IN AMERICA



Seruto & Co., the firm designing "Women & Spirit: Catholic Sisters in America," displays one of the nine-foot tall panels that will make up the LCWR history exhibit.

The exposition will open on May 15, 2009 at the Cincinnati Museum Center. Announcements of other venues will follow.



Deadline for Return of Inventory to Assess Preparedness to Address Sexual Abuse

December 1, 2008

The surveys need to be returned to CARA.

LCWR sent all major superiors an inventory asking for updated information on congregational policies, practices, and procedures in regard to the sexual abuse of minors.

Completing the inventory is very important since it helps LCWR gain a more comprehensive understanding of best practices as well as the needs of the members in refining and shaping their policies. Even more so, this information will be a benefit to those served by women religious in their ministries. Simply by completing the tool, leaders will also gain ideas for updating their institutes' current policies and procedures.

Congregations that decide to revise their policies may want to contact the Legal Resource Center for Religious to take advantage of its resources and articles, or to ask for a review of the congregation's policies.

Questions about the inventory can be directed to Mary Bendyna, RSM, executive director of CARA, at 202-687-8080.

THE Occasional Papers

The LCWR-CMSM assembly provided a rich feast for reflection on matters of importance for religious leaders today. The Winter 2009 issue of the LCWR *Occasional Papers* moves reflection on some of these matters to a deeper level and explores some practical applications. This issue contains articles on:

The Role of Contemplation

Women religious increasingly express a desire to deepen their contemplative spirit and find ways to share this dimension of their lives with the larger world. Many religious life leadership teams are exploring ways to incorporate a contemplative approach into their leadership. In this issue Nancy Sylvester, IHM speaks of how teams can communally develop a contemplative approach to leadership that not only strengthens their ministry, but also models a possible approach to contemplation for their members. Two leadership teams also share practical ideas for leading from a more intentionally contemplative stance.

Integrating Our Understandings of the New Cosmology with Our Spirituality

What are the implications of some of the new scientific understandings on our spirituality? How can leaders assist their members to explore the new cosmology and its relationship to members' theologies, prayer, and rituals? How can leaders foster conversation among members that leads to greater understanding of differing theologies? Three LCWR members hold a conversation with one another on these topics and more as they unpack the assembly address by Elizabeth Johnson, CSJ.

New Ideas for Furthering Religious Life

In her presidential address, Mary Whited, CPPS called leaders to midwife new life creatively as religious life unfolds into the future. Three religious institutes share how they are confronting their realities, yet simultaneously bringing forth life. They describe processes which other congregations may consider adapting.

Orders for additional copies must be received by Friday, December 12. An order form is available at: www.lcwr.org/lcwrpublications/occasionalpapers.htm.

Justice Organizations See New Possibilities in 2009

Energized by the national elections, many justice groups are developing strategies to address a new president and congress on issues including torture, nuclear weapons, poverty reduction, Holy Land peace, environment, and healthcare.

NETWORK

During the late October board meeting, NETWORK staff presented opportunities and challenges if Democrats won the election, if Republicans won, and challenges no matter which party won. In 2009 NETWORK will address the primary issues in the Platform for the Common Good, although emphasis on economic issues is clearly demanded by the present financial and economic crisis. By necessity, NETWORK will also have to make development a primary concern, because the moment of new possibilities is also one of financial constraints and challenges for the organization. While many LCWR congregations are supporters of NETWORK, an organization founded by women religious, individuals are also encouraged to join.

Faithful Security: National Religious Partnership on the Nuclear Weapons Danger

Partners who participated in the November 12, 2008 meeting, including LCWR, anticipate a new moment of opportunity for Senate ratification of the Comprehensive Test Ban Treaty (CTBT) on which the US has been one of the few holdouts. A ratification by the US would have a strong symbolic impact globally even beyond its practical application. With a base of 58 votes, nine additional senators are needed to reach the 67 votes required for ratification. Working for ratification will be one of the top priority policies for 2009, with every strategy continuing to be grounded in an "unapologetic moral standard of a nuclear-weapons free world."



Messages to the New Administration

- LCWR signed an "Interfaith Platform on Humane Immigration Reform," and a number of members responded to an invitation to sign also as religious leaders. The document will welcome the new administration and members of the 111th congress.
- At the invitation of Churches for Middle East Peace, LCWR signed an "Ecumenical Christian Letter to the Next President: Make Israeli-Palestinian Peace Immediate Priority."
- On November 12, NRCAT held a "National Day of Witness for a Presidential Executive Order to Ban Torture." Participants in the DC event urged President-Elect Obama to sign an executive order banning torture as one of his first official actions. More than 50 delegations of religious leaders then held meetings with their members of Congress.

Global Concerns Committee Anticipates 2009 Assembly in New Orleans

Several items on the agenda of the October 29-31, 2008 meeting of the Global Concerns Committee (GCC) looked toward the next LCWR assembly. In addition to approving the Region 5 plan for a public witness event related to the 2006 Assembly Resolution on Wetlands and Coastal Areas, the GCC, in collaboration with Region 5, is exploring the possibility of a pre-assembly visit to local areas devastated by Hurricane Katrina where efforts at rebuilding are underway. The GCC is also developing a resolution on reduction of carbon footprints as an implementation of the 2008 resolution on climate change. The proposal will be completed before the February 2009 LCWR board meeting and subsequent region meetings. It was noted that several groups have developed very good resources for addressing climate change, including JustFaith and the Intercommunity Peace and Justice Center in Seattle, Washington.

LCWR Participates in Human Trafficking Conference

LCWR was among the participants in an international conference on human trafficking. Held in Washington, DC, November 2-5, the event was sponsored by Catholic Charities USA, Catholic Relief Services, Migration and Refugee Services/USCCB, Catholic organizations in Latin America, and Christian Organizations Against Trafficking in Human Beings, an international ecumenical network. Approximately 50 participants, plus presenters, came from the United States, several countries in Latin America, Europe, India, and Lebanon.

The program, created in response to the request of many participants, consisted primarily of information-sharing through a series of panels and a few presentations by individuals, including Ambassador Mark Lagon from the US State Department. Marie Lucey, OSF, representing LCWR on a panel of church responses from the Americas, outlined activities undertaken by women religious in the US as well as a brief history of their involvement in the issue.

Each panel was followed by questions and table discussion. Panels also addressed trafficking for sexual exploitation, labor trafficking/forced labor, child trafficking, trafficking and emergencies, and prevention models. Some case studies of Catholic institutional response were also described. While it was difficult to come to a specific strategic action to be taken by all, participants found new awarenesses, relationships, and resources very helpful.



Update is an official publication of the Leadership Conference of Women Religious published monthly and distributed to members nationally.

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NRVC Presents Important Findings on New Membership

Paul Bednarczyk, CSC, executive director of the National Religious Vocation Conference (NRVC), and Mary Bendyna, RSM, executive director of the Center for Applied Research in the Apostolate (CARA), presented to the members of the Commission on Religious Life and Ministry findings from the NRVC ongoing research project concerning vocations to religious life.

Paul has made his presentation available to LCWR, and it is now posted on the Members' Information section of the LCWR website (www.lcwr.org/members). (The new username and password for this section of the website was sent to all LCWR members and associates via e-mail on November 19.)

The presentation draws upon findings from two online surveys conducted with vocation directors and persons discerning religious life. These surveys preceded the study currently in process with CARA, in which many major superiors participated this year. Although Mary Bendyna presented some preliminary learnings from the survey results, because the study is still in its initial phase of analysis, her report is not yet ready for distribution. Many of the insights from the CARA data, however, are incorporated into Paul's presentation.

Leaders may wish to share this presentation with other members of their institutes.

Upcoming LCWR Dates

LCWR Leading from Within Retreat

Franciscan Center

Tampa, Florida

January 11 — 16, 2009

LCWR Systemic Change Think Tank

Redemptorist Renewal Center

Tucson, Arizona

February 23 — 26, 2009

LCWR New Leader Workshop

The Retreat Center at St. John's

Plymouth, Michigan

March 19 — 22, 2009

LCWR Assembly

New Orleans, Louisiana

August 11 — 15, 2009

LCWR Leading from Within Retreat

Redemptorist Renewal Center

Tucson, Arizona

January 17 — 22, 2010

LCWR New Leader Workshop

The Retreat Center at St. John's

Plymouth, Michigan

March 11 — 14, 2010

LCWR Assembly

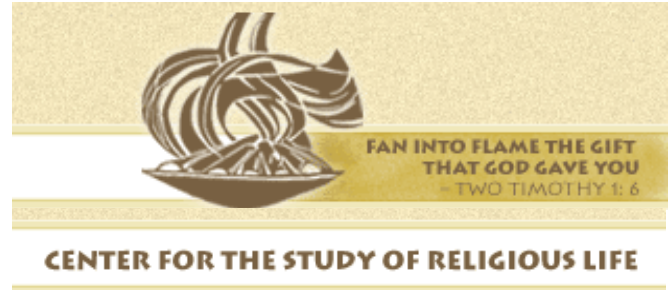
Dallas, Texas

August 10 — 14, 2010

LCWR Assembly

Garden Grove, California

August 9 — 13, 2011



New Essay From the Scholars Roundtable Now Available

Scholars from different disciplines are brought together by the Center for the Study of Religious Life to reflect on religious life in the United States. The fruits of their discussions are published in an essay made available to leaders of religious institutes.

Current members of the Scholars Roundtable are:

- William A. Barry, SJ
- Kathleen Sprows Cummings
- Gary Riebe-Estrella, SVD
- Robin Ryan, CP
- Katarina Schuth, OSF
- Patricia Wittberg, SC

Their most recent essay, "Finding a Way Forward II: Corporate and Ecclesial Identity," can be downloaded at www.religious-life.org/pdfs/Way%20Forward%20II%20_final.pdf or by going to www.religious-life.org, clicking on the PROJECTS tab and then clicking on the essay name.

This particular essay contributes to the discussions generated by the LCWR keynote address of Laurie Brink, OP, "A Marginal Life: Pursuing Holiness in the 21st Century," (August 2, 2007) and by Sean Sammon's article "The Domestication of U.S. Religious Life" (*Human Development*, Summer 2007).



NRRO Offers Training Conference

The National Religious Retirement Office, in conjunction with Mather LifeWays, will be offering the Person-Centered Care Essentials Training Conference in two different locations during 2009. This is a repeat of the very successful program first offered in October 2006. The program is designed for institutes who provide care and services for their frail and elderly members. The conference will train two members of an institute's staff in the practices of person-centered care. A grant from the Retirement Research Foundation supports a large part of the conference cost.

The training conferences are being held in Baltimore on February 18-19, 2009 and in Chicago on April 15-16, 2009. More information can be obtained from the NRRO website at: www.usccb.org/nrro and clicking on the link for "Upcoming Workshop."



RFC Seeks Program Director

The Religious Formation Conference (RFC), Silver Spring, Maryland, is seeking a full-time program director. The director will be charged with designing, planning, implementing, and evaluating current and new programs in the area of initial and lifelong formation of members of religious institutes of women and men.

The candidate will have experience in initial and ongoing formation; in program design, development, and implementation; a master's degree in theology or equivalent credential and experience; computer proficiency; and familiarity with Microsoft Office programs. She/he will work in close cooperation with the executive director.

RFC offers a comprehensive benefits package, salary commensurate with experience, and a cordial work environment.

To apply, submit resume and three references by January 6, 2009 to:

Violet Grennan, mfc
Executive Director
Religious Formation Conference
8820 Cameron Street
Silver Spring, MD 20910