

# Reimagining Exercises for Leadership Teams

**'The purpose of this reviewing, reimagining and renewing can be easily misunderstood or misinterpreted. It could amount simply to the development of new organisational visions and strategic plans, to grow strategies ... all well and good, but possibly nothing to do with our core purpose, our true identity.**

**Our reference point for any reviewing, reimagining and renewing must be our identity.**

**Who are we? Why do we exist? What is our purpose?**

**We need to get sharp clarity about these questions...**

**We are not reviewing our identity as a static thing, but as a living thing that evolves in relationship to, and in the context of, our world, its people, its needs'**

(Gabrielle McMullen, Patrice Scales and Denis Fitzgerald (eds). 2016. *Review, Reimagine, Renew: Mission making a difference in a changing world*. Redland Bay: Connor Court Publishing, 73).

## **LET'S START WITH YOUR MINISTRY. TAKE EACH OF THESE SUGGESTIONS AND DISCUSS HOW YOUR MINISTRY CAN RESPOND TO TODAY'S CALL FOR ACTION FOR THE VULNERABLE AND THOSE MADE POOR.**

What social ills could you address?

How can you be more socially aware?

Who are the poor in your ministry?

How can you build a Mercy network?

What could a Mercy network achieve together?

What could your ministry do differently?

Are there borders or boundaries you have yet to cross?

Is there a role for everyone in your ministry?

How do you invite them to contribute?

What resources in your ministry do you need to care for and build up for God's mission into the future?

(Adapted from Anne Lyons pbvm. *The Story of Nano Nagle: A Life Lived on the Razor's Edge*. 2021. Dublin: Messenger Publications. 57).

## **NOW LET'S EXAMINE THE WAYS IN WHICH A CHARISM WORKS USING MARACHEL'S DESCRIPTORS:**

- **A story to enter:** How and when do you tell Catherine's story and that of the women of Mercy who founded your ministry? How can this be extended?
- **A language to speak:** What Mercy words, images and symbols are special to your place. How are they displayed and used? What new language is needed?
- **A group to which to belong:** How does your ministry nurture belonging?
- **A way to pray:** What prayers, rituals and celebrations are special to your ministry? What other ways of celebrating could be used?
- **A work to undertake:** What is your work? Who are you called to serve? Has this call changed?
- **A face of God to see:** What face does your ministry present to those you meet every day?

(Claude Marechal AA. 2000. Proceedings of the 56th Conference of the Unione Superiore Generali, Rome).

## **WHAT QUESTIONS DO WE NEED TO ASK OURSELVES AND OUR STAFF?**

Do we believe that God is active in the world and that we are God's presence?

Do we understand the charism of Catherine McAuley and her way of being God's presence in her world?

Have we used critical thinking and social analysis to understand the signs of our times?

Could we address these in our ministry?

Do we frequently ask, what distinguishes this ministry from others?

Do we have a clear sense of purpose that is shared and articulated?

Do we regularly assess our behaviours and attitudes against Mercy values?

Have we made a clear distinction between words and deeds: who we say we are as distinct from how we act in the day to day?

Are we prepared to change priorities or directions?

Have we asked what can we learn from others on the same journey?

What would Catherine McAuley say to us if she visited our ministry today?