

RELAN Regional Renewal Plan



A Lasallian Family on its way to One La Salle

The Lasallian Region of North America (RELAN) is embracing new possibilities and striving to become more united as **One La Salle** as the Region looks to the future. Developed following the June 2023 visit of the Superior General and General Council to RELAN, this renewal plan will guide priorities in RELAN over the next 3-6 years, including: embracing a common understanding of **Association for Mission**; focusing on **Finance** in terms of needs and offering support; advancing the **Lasallian Educational Mission** by supporting students in new ways in the areas of evangelization, inclusion, mental health, Lasallian spirituality, real-world critical thinking and more, along with developing new opportunities to connect leaders with the larger mission and creating new formation programs; supporting the **Life of the Brothers** by providing opportunities to nurture and develop their consecrated life and ensuring vibrant communities for Brothers of all ages; and realigning **Leadership & Governance** as needed.



A Focus on Renewal

From June 9–14, 2023, thirteen Brothers alongside thirteen Lasallian Partners gathered with Brother Armin and the General Council at Mont La Salle in Napa, California. The purpose of the gathering was partly the General Council’s hope to assist each of the Regions to develop “the co-responsibility strategies necessary to complete the process of ‘Appreciative Inquiry’ according to the keys provided by the Chapter’s work” (Circular 478, P1), while advancing in the development of a renewal plan as called for by the 46th General Chapter (Circular 478, 3.5).

To this end, the aims of the gathering included the following objectives:

- strengthen and live more fully a fraternal community for the mission,
- create new ways of accompanying the leadership team in the Region,
- dream together new pathways to build synergies among the entities in the Region toward a more prophetic global Lasallian mission; and
- begin to work on a framework for a strategic action plan for the Region.

In developing its strategies, the Region was asked to:

- ensure collaborative partnerships and projects between the Districts with special attention to the Leavening Project and how to invite Lasallians to participate, and
- design how the Region can be more effective in realizing the dream and directions of the 46th General Chapter, AIMEL III, and the Leavening Project.



Representatives from each RELAN District and from the Regional office participated in the June visit.

Initial Observations & Reflections

Having completed an initial District strengths, opportunities, aspirations, and results, (SOAR) report, participants shared the following observations and reflections.

As it relates to the ***Districts, Region, and Regional Office***:

- The Regional office is a clear organizational strength in the Lasallian Region of North America, especially with the current leadership, the varied program offerings, and diverse participants.
- There is cohesiveness among the Districts and strong sense of collegiality among Brother leadership as experienced through the Regional Conference of Christian Brothers (RCCB).
- There is a sense of Regional identity, especially as fostered through collaborative efforts in areas like initial formation of Brothers.
- As encouraged by the Leavening Project, the Districts appropriately take local initiative to network and collaborate without dependency on the Regional office. This can continue to be a *modus operandi* without necessarily moving toward becoming one District.
- Continue to recognize unique circumstances in each District, discern what it means to be District, and how the lessons from previous mergers can inform any future structural (re)organization with particular attention to creativity.

As it relates to recognizing and addressing ***particular challenges***:

- **Collaboration & Co-Responsibility**
 - Co-responsibility for supporting and more effectively integrating Francophone Canada.
 - Fostering collaboration and networking among the six Lasallian universities in the Region.
 - Acknowledging the generosity of the Region to other parts of the Institute, continue to foster co-responsibility, especially in responding to the needs of fragile ministries and by continuing to open programs and other opportunities within the Region to the worldwide Lasallian Family.
 - As a means for collaboration and co-responsibility, further strengthen communication so it is more effective and empowers those responsible.
- **Lasallian Formation**
 - As more and more educational ministry leaders come from outside the Lasallian Family, there is a need to ensure quality and effective formation.
 - Tap into universities as places to offer programs and play a significant role in formation efforts.
 - Consider creative models for formation (i.e. charism coaches) as well as other models in the Institute that can be adapted in RELAN.
 - Ensure all members of the Lasallian Family are reached, from students and young Lasallians to chief administrators and board members.

- **Life of the Brothers**

- Continue to recognize the realities that come with the aging of Brothers, in particular, the need for their ongoing care and the effect on those who remain fully active in ministry.
- Particular attention to responding to Pathway 2 of the General Chapter that calls for the Brothers to deepen and witness to their spiritual and fraternal lives.

Process

Having considered the above initial observations and reflections, participants engaged in a familiar process that invited them to see, judge, and act. This process gave way to the set of **Horizons & Opportunities** that follow and will guide the renewal plan for the Region.



Opportunities from Challenges

A **comprehensive Regional formation program** will be established that meets the emerging and ongoing needs of leaders to understand deeply, and fulfill effectively, their roles as Lasallians. **Each District will find opportunities to open its programming** to participants from across the Region. In the next 3-6 years (closer to 3 than 6), **RELAN will commit to being a location for a Leavening Project** and provide the infrastructure for sustainability (financial, human resources, etc.). On local, District, and Regional levels, RELAN will look to creatively **support those wishing to deepen their commitment to Association for Mission** for those in or aspiring to leadership and other active roles in continuing the mission. This is in response to the reality of the declining number of Brothers. **Collaboration in the intersection of Lasallian Catholic identity and our call to evangelization and catechesis.** So that we might meet students and all members of our Lasallian Family where they are and ask them to go deeper and further into their commitment as members of the Lasallian Family and as beloved in God's eyes. This would engage the data of Springtide and Lasallian spirituality and interiority, with the intention of giving them the experience of being the inclusive Church that we need to be. RELAN will **support and grow direct service ministries in the Region**, which might include financial and personnel support, fundraising efforts, recruitment and formation opportunities, and building a network. Existing ministries include Homestead, El Otro Lado, Tijuana, Blackfeet, and the David Darst Center. There will be intentionality in looking for partnership opportunities in Francophone Canada.

Horizon Statements

In the next 3–6 years, RELAN will prioritize developing new pathways to renew the mission in the Region, focused on several key areas.

Association for Mission: Embrace a common understanding and definition of Association for Mission.

Finance: Validate the financial needs data called for by the 46th General Chapter. Based on the validated data, determine the financial needs of the Districts of RELAN. Based on its needs, develop funding plans, relative to amounts and timing, to aid the Districts of RELAN and other Districts of the Institute as called for in Pathway 7 of the 46th General Chapter.

Lasallian Educational Mission: Utilize new and existing research and data to support those students entrusted to our care in the areas of evangelization, inclusion, mental health, and Lasallian spirituality. Support and facilitate the advancement of the high-quality Lasallian educational mission in areas such as curriculum instruction, academic practices, and real-world critical thinking that meets the needs of our students. Assess and provide opportunities for new, existing and emergent leaders at all levels across the Region to develop a stronger feeling of One La Salle and the Lasallian educational mission. Build on the rich history and quality of our current formation programs, assess and discern the emerging formation needs of all members of our Regional family, and boldly embrace new formation programs and opportunities. Examine and, if needed, implement new models of governance on the local and District levels.

Life of the Brothers: Provide ongoing opportunities to nurture and develop the consecrated life of the Brothers in line with Pathway 2. Brother leadership will ensure vibrant communities for Brothers in active ministry and senior years. Each Brother will have an understanding of God's mission for him according to his age and ability in keeping with his Lasallian vocation.

Leadership & Governance: Determine appropriate pathways for District governance and leadership, leveraging collaboration amongst the Districts. Consider and adjust the governing structures of RELAN as they relate to understanding and serving the mission in the future. Invite, form, and retain effective Lasallian leaders as trustees and chief administrators.