

ZOOM MEETING HELD ON 11th NOVEMBER 2020 AT 7:30PM

CHAPTER 11 - "Leadership as a Team Sport" – Harvey Martin

CHAPTER 12 – "Leading out of a Team" – Pauline McKenna

Contributions

Group 1

- Authentic leadership takes place where the leader makes use of all of the talents and skills available within the team to achieve its goal, contributing to the team's growth and making sure that the focus remains on the Vision.
- The leader does require support from as many talents as possible; also, to allow the work to be shared as no one person could take responsibility for everything.
- The leader must trust the members of his team with their responsibilities, if not the work is not being shared.
- An analogy was drawn between teamwork and horse racing; a good leader needs many willing and winning horses. A good leader will lead the team like a good jockey, with the right weight of contribution and with a light touch keeping motivation high.
- Priests are not trained for leadership and some approach that aspect of the role as being the "boss".
- But good leadership comes with experience, seeing the value in others' contributions and making use of all of God's gifts endowed within the community.
- The priest's role as Prophet is to proclaim God's Word and as King to influence others.
- Reference was made to the building of teams within the Sacred Heart Community, starting with the Pastoral Team, now in place and then



building further teams to support the ministry for which each member of the Pastoral Team has responsibility.

- This had demonstrated the extent of talent to be found within the Sacred Heart Community and had already produced an amazing response; there would surely be more to come.
- The temptation to spring into action now is to be resisted, as more time is needed to work on building the strengths of each team and a culture shared by all.
- Equally there is a need to resist committing too much time to the small but pressing issues which inevitably arise; working towards the Vision is always to be the focus.
- Both Fr Manuel and Fr Julio spoke affectionately about their experience of Pastoral Teams in Africa and the willingness and passion which had carried their teams forward: valuable experiences for others to relate to.

Group 2

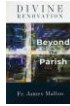
- Nuala started by inviting us to discuss the best size of the groups. We noted that the Fr Mallon's message is that every Parish has all it needs to experience renewal.
- We noted that we all only use 5% of our gifts.
- Vision, trust and listen – respect all people.
- Nothing can be done without the help of the Holy Spirit – we must experience Jesus in our lives.
- We agreed that “Authentic leadership” of Vision, trust, mutual respect and teamwork are so much better than positional leadership and also members can share their gifts with the others and help one another.
- We noted that the 4 - 6 members around the priest has been proved to work.



- Harvey noted that “experience of Jesus’, like St Paul is really needed to evangelise. He knows excellent preachers and he hopes the day will come when the gifted laity will preach.
- It was noted that priests used to do everything. We need a big change in the Church to share the work of evangelisation to make the task possible.

Group 3

- Leadership is a challenge – if we want to strengthen our faith we must work together, and our faith will bear fruit.
- There will be disagreements – we must trust each other and work through them.
- Our hearts must be engaged.
- We must never give up or surrender – some people have left our group, but we will get them back.
- Healthy conflict is good – people must not be put off. We need to trust each other.
- Ours can be accounted as a good leader – he works constantly for us in challenging circumstances.
- Do we recognise our strengths? We need courage to forget our self-consciousness, build up our confidence and go out and talk to people about our faith.
- When we are asked to take a leading role, we should accept it even if we feel we are not up to it.
- Remember that leadership is a team sport.
- Gentle leadership is a good thing – take it slow.
- The leader is showing us God’s way.
- This book is difficult to put into practice, but we have a great team to move us forward.



Group 4

- Both thought that it is very necessary for the leader to try and have a balanced team around him rather like a company director obviously it has to be Catholic and spiritually motivated. Monica mentioned about her experiences in teaching Christian Doctrine to children, so it is very necessary for the people in the leaders' team to have the gifts to be able to do what is required. It is also very necessary for a leader if he finds that someone in his team is unsuitable for a certain job to handle the situation with great care and consideration. Try to avoid argument at all costs in discussion but debate things sensibly.
- Leaders must have a balanced team, like a boss having different people doing different things.
- Different people have different gifts but must use them in the right place. The Priest must be careful if someone is not doing the right job and let them know without causing too much upset – let them know in a good way. Have a healthy debate instead of an argument. It is not what you say to people but how you say it.

Other Discussion after Breakout Rooms

- As Missionaries, the Comboni Priests are used to evangelize and teach people and show them how to plant food – build schools, etc.
- We have the tools and the faith to evangelize – our Priests certainly do that.
- Not comfortable with the Church compared to a company. The Church is run in a passionate, loving way for the love of God not like a business that its sole purpose is to make money.
- Years ago one of us was running a Communion Class and when the children had to do their first confession he told them to wait for the green light before they went in but when the light changed to green all



the children went in at the same time – he was at the front of the church and by the time he got there they were all in and he ended up going in as well.

- Teaching catechism is a gift.
- Running a Church is much harder work than running a business. In a business you have all sorts of tools and can buy what you need. A good Church leader is definitely more skilled than the business leader. Not all people like working with their bosses but the parishioners have a genuine desire to work with their Priest and that is why you can love and give from the heart.

NEXT MEETING

25th November

7:30 p.m.

“Beyond the Parish”

Chapter 13: “Incarnating Leadership”

- pp. 201-214

Norma Tabaosares

Chapter 14: Leading When You Are Not in Charge

- pp. 215-225

Charles Pinsent

Chair Person: Anne Colquhoun

Secretary: Pauline McKenna