

CCA Factual Report for the General Assembly – May 4 – May 9 2025

Table of Contents (p. 1)

Factual Report (p. 1-4)

Appendices:

- I. Meeting Agreements (p. 5)
- II. Desired Outcomes (p. 5)
- III. Listing of in-person attendees/groups and facilitators (p. 6)
- IV. Meeting Agenda (p. 6-8)
- V. Day 1 Group Sharing (p. 8-9)
- VI. Sister Nancy Day 1 and Sister Nancy 2nd half of first morning (p. 10-12)
 - a. VI B. Nancy 2nd half of 1st morning (p. 12-15)
- VII. Sister Nancy Day 1 afternoon (p. 15-18)
- VIII. CCA – Ideas for how to do ongoing formation (p. 18-20)
- IX. CCA Day 2 morning (p. 20-26)
- X. CCA large group sharing – day 2 morning (p. 26-27)
- XI. Sr. Mary Elizabeth presentation (p. 27-28)
- XII. 2025 Proposal – Kilduff Interest (p. 29)
- XIII. 2025 CCA Proposal Exec Director (p. 30-31)
 - a. XIII B. 2025 Exec Dir Job Description. (p. 32)
- XIV. Alternate Proposal to #3 of Proposed “Model/Option” for functioning. (p. 33-34)
- XV. CCA proposals – discussions (p. 34-38)
- XVI. CCA leadership decisions (p. 38-39)
- XVII. CCA Governance Board (p. 40)
- XVIII. Simplification of Goals – Small Group Input (p. 41-42)
- XIX. Goals for 2025+ and priorities (p. 43)
 - a. XIX B . Discussion on CCA vision and other matters at GA (p. 43-44)
- XX. Thursdays to do's – with discussion notes (p. 44-45)
- XXI. Sr. Roz's (LT Sec.) notes 5-8-2025 on LT responsibilities until 9-1-2025 (45-46)

Sunday- May 4 at 7:15 pm

The meeting opened, Sunday evening May 4 with prayer, a welcome to those attending in person as well as those on line and introductions by Sr. Colette.

Stephanie shared a slide focused on *Meeting agreements* (see Appendix I) and facilitated some brief discussion on the *Desired Outcomes* for the meeting. The proposed Desired Outcomes by the LT were accepted. (see Appendix II).

The appendices include a listing of in person attendees as assigned to small groups and their facilitators (Appendix III). Several persons attended on-line.

The General Assembly was conducted throughout as a hybrid meeting, with live streaming of general sessions, and the opportunity for on-line participants to be put into breakout rooms for discussion when the in-person

meeting went into small groups. CCA contracted with Kevin Nelson for IT and live streaming services. Sr. Shirley Marie and Sr. Mary Fleig served to monitor the chat for any questions/comments from on-line participants. *Meeting Agenda* can be found at Appendix IV.

Monday, May 5 at 9:00 am

Sr. Mary Fleig, OCD, opened the meeting and welcomed Sr. Nancy Schreck OSF of Dubuque Iowa who then offered the prayer and then her presentation. Her presentation was focused on Liminality. This was recorded and is available on the CCA members only section of the website. Nancy offered questions for discussions in small groups. Comments were shared in the large group. See Appendix V for *Day 1 Group Sharing*, Appendix VI for *Sister Nancy Day 1* and *Nancy 2nd half of 1st morning* and Appendix VII for *Sister Nancy Day 1 afternoon*.

Eucharist was celebrated at 5 pm by Father Michael Berry, OCD in the Oratory. Sr. Robin had prepared a booklet for use at the Eucharistic liturgy each day. Sr. Bernadette Therese accompanied the hymns. Sisters had signed up to serve as Eucharistic ministers and lectors.

At 7:15 An informal gathering brainstormed on ideas for On-going Formation. See Appendix VIII *CCA ideas for how to do ongoing formation*.

Tuesday morning –May 6 at 9:00 am

Sr. Shirley Marie Ahern, OCD, opened the meeting and welcomed Sr. Nancy Schreck, OSF, who offered the prayer in the context of her presentation focused on Wisdom. There were small group and large group discussions/comments. See Appendix IX *CCA Day 2 morning* and Appendix X *CCA large group sharing – DAY 2 morning*.

Tuesday afternoon – May 6 at 2:00 pm

The assembly gathered for a presentation by the five prioresses in regards to their work and completion of Goal 5: Each CCA community has adopted the protocol/practice of documentation in each of the areas as recommended by the task force and will have such in place within the next two years along with a process to keep current. Some of the prioresses used powerpoints and others simply addressed the questions/areas requested to be covered in a template provided to all of them.

After a break, Sr. Shirley introduced Sr. Mary Elizabeth, OCD of the Flemington Carmel. She is the North American representative on the International Commission formed to update the Constitutions. There are nine sisters on the Commission. The commission also benefited from the facilitation of Sr. Lidia Wrona who had been at the Nemi meeting. Sr. Mary Elizabeth's presentation was recorded and is available on the CCA website members only section. She noted that the work of the Commission to date has focused on the members getting to know each other, traveling to some of the sites established by St. Teresa of Avila, and developing a table of contents for the revised Constitutions. This table of contents will be sent out by July

1 with responses from the various federations/associations due back by Sept. 14. Going forward they will meet in person every 6 months. Notes on her presentation are Appendix XI – *Sr. Mary Elizabeth presentation*.

Eucharist was celebrated by Fr. Michael Berry, OCD in the Oratory.

In the evening at 7:15 there was general Q&A regarding with Sr. Mary Elizabeth regarding the work of the commission.

Wednesday, May 7 at 9:00 am

Sr. Jeanne Marie opened the session and presented the prayer. She then turned the session over to the facilitator, Stephanie Hauge. Stephanie started off with recognizing the delegates, and then asking for the proposal regarding lifting the restrictions on the interest of the Kilduff fund be presented. (See Appendix XII *2025 Proposal -Kilduff interest*). Stephanie clarified that the restrictions had been placed on the interest by the CCA not by the donor, therefore it can be changed by CCA. It was unanimously approved as requested and without modification.

Stephanie asked for the LT proposal regarding hiring an Executive Director be presented (Appendix XIII *2025 CCA Proposal Exec. Director*). She then asked Sr. Marjorie to present the alternative to #3 of the LT proposal (Appendix XIV-*Alternate proposal to No.3*). Participants in the room and on line went to their small groups to discuss these proposals as well as any other ideas regarding the future functioning of CCA that they may have. Relevant suggestions were shared from the small groups in the large group. (Appendix XV - *CCA proposals – discussions*) Decisions were made (See Appendix XVI, *CCA leadership Decisions*) regarding hiring an ED, forming a Search committee (the LT plus Sr. Marjorie) and forming a CCA Governance Board (See Appendix XVII, *CCA Governance Board*) consisting of prioresses of the autonomous communities, plus Sr. Barbara, local superior of Cleveland and the following past presidents of CCA, Sr. Bernadette Therese (also a prioress), Sr. Colette, and Sr. Marjorie (also a prioress). The assembly reviewed in detail the ED job description (Appendix – XIII B- *2025 Exec Fir Job Description*) that was provided to in conjunction with the ED proposal.

In the afternoon, discussion on simplification of the goals, and what priorities should be considered for each of them was held in small groups and leaders/secretaries of the groups were asked to provide their results to Stephanie.

The Eucharistic liturgy was celebrated at 5 pm with Fr. Michael Berry in the Oratory.

Wednesday evening at 7:15 – creative and fund games of CCA Bingo hosted by Sr. Mary Fleig.

Thursday May 8 at 9:00 am

Continuation of Business Meeting – Shared results of small group goal discussions and remaining to do's.

The meeting was opened by Sr. Rozalind. She offered the prayer and then turned the session over to the facilitator, Stephanie Hauge.

Stephanie acknowledged the work of the previous day sharing feedback on the goals (See Appendix XVIII *Simplification of goals*), and eliciting a discussion on the finalizing the goals and priorities (See Appendix XIX *Goals for 2025+ and priorities*.) a discussion ensued on what was missing... a vision. Sr. Connie offered to do a draft of a vision statement that would be shared with all at some point in the near future. (Appendix XIX B- *Discussion on CCA vision and other matters at GA*) In terms of the priority for Goal 3, how can we companion the non incardinated and other sisters? Susan Weber volunteered to ask who is doing what and who is willing to do something, or have ideas as to how to do this.

After finalizing the goals, the list of remaining to do's (See Appendix XX, *Thursday's to do's*). The CCA Governance Board was officially affirmed by the delegates. Their term would begin 9/1. The role of treasurer is open with Sr. Barbara Losh agreeing to continue for the next two months. The focus of the LT is identifying candidates for the ED role.

The meeting closed with recognition of those who had contributed especially to the success of the meeting, i.e., the members of the LT, Stephanie Hauge, Sr. Marjorie, Sr. Claire, Sr. Susan Weber, Sr. Denise Lyon, Sr. Miriam Hogan.

At 5 pm the Eucharistic liturgy was celebrated by Rev. Stephen Payne, OCD in the Oratory.

A concluding prayer service prepared by Sisters Marjorie and Sr. Marita Biscotti with recognition of the LT and new CCA Governance board was held at 7 pm.

Appendices:

I. Meeting Agreements

Guidelines for our Meeting and Discussions

Note: Due to the realities of having a hybrid meeting, with more registered online participants than in person participants, special considerations will be required by all for a fruitful meeting.

- Please be courteous by being on time for each of our sessions!
- Be open and listen carefully to others' ideas - synodality...
- Be mindful that others may have hearing difficulties, please use the mike if in person, please speak up if online
- In the large group, before speaking, wait to be recognized/called upon by the speaker or facilitator. If on-line, please use the raise hand function of ZOOM and wait for your turn to be called upon
- You may use the chat function of ZOOM for comments as well.
- In small groups whether on-line or in person, ensure that everyone has an opportunity to speak and share. Please avoid interrupting, talking over each other and dominating the discussion.
- Above all, let's be patient, compassionate, and kind to all as we explore together how best to move forward.

II. Desired Outcomes

Desired Outcomes

Having a new form of leadership and a method for CCA to move forward

Approval of hiring an Executive Director.

Present LT will continue to serve as transition support til Sept. 1

The time is now for all our CCA sisters to be seen as valuable and bringing forth their skills and talents, so that we are all sharing in the responsibility for CCA.

We want white smoke!!!!

III. Listing of in-person attendees/groups and facilitators

Groups for Monday, May 5

* = Moderator

Group 1

Sr. Hilary Case
Sr. Connie FitzGerald
Sr. Lupe Gallo Romo
Sr. Barbara Jean La Rochester
Sr. Jeanne Marie Graham
Sr. Marjorie Robinson
Sr. Joann Gartner
Sr. Rosalind Forrest *

Group 2

Sr. Colette Ackerman
Sr. Kelly Ulloque
Sr. Bernadette Therese Huang
Sr. Beth Shainin
Sr. Susan Weber
Sr. Nancy Reynolds
Stephanie Hauge *
Fr. Michael Berry

Group 3

Sr. Mary Fleig
Sr. Judy Murray
Sr. Marita Biscotti
Sr. Miriam Hogan
Sr. Shirley Marie Ahern
Sr. Claire Sokol
Sr. Nancy Schreck *
Sr. Mary Elizabeth Goeckel

Groups for Tuesday, May 6

* = Moderator

Group 1

Sr. Mary Fleig
Baltimore Day Attendee
Sr. Marita Biscotti
Sr. Rosalind Forrest
Sr. Miriam Hogan
Sr. Connie FitzGerald
Stephanie Hauge *
Sr. Mary Elizabeth Goeckel

Group 2

Sr. Jeanne Marie Graham
Sr. Hilary Case
Baltimore Day Attendee
Sr. Judy Murray
Sr. Shirley Marie Ahern
Sr. Susan Weber
Sr. Nancy Schreck *
Fr. Michael Berry

Group 3

Sr. Claire Sokol
Sr. Bernadette Therese Huang
Sr. Beth Shainin
Baltimore Day Attendee
Sr. Marjorie Robinson
Sr. Joann Gartner
Sr. Colette Ackerman*
Sr. Nancy Reynolds

Groups for Wednesday and Thursday

Group 1

Sr. Robin Stratton
Sr. Colette Ackerman
Judy Murray
Sr. Bernadette Therese Huang
Sr. Miriam Hogan
Sr. Beth Shainin
Sr. Rosalind Forrest
~~Fr. Michael Berry, guest~~

Group 2

Sr. Hilary Case
Sr. Mary Fleig
Baltimore Day Attendee
Sr. Marita Biscotti
Sr. Shirley Marie Ahern
Sr. Claire Sokol
Stephanie Hauge
~~Sr. Mary Elizabeth Goeckel~~

Group 3

Sr. Connie FitzGerald
Baltimore Day Attendee
Sr. Jeanne Marie Graham
Sr. Marjorie Robinson
Sr. Joann Gartner
Sr. Susan Weber
Sr. Nancy Reynolds

IV. Meeting Agenda

2025 GENERAL ASSEMBLY SCHEDULE

SUNDAY- May 4

After 4:00 p.m. Check-in

6:00 - Dinner

7:15 p.m. Begin CCA Meeting with prayer, welcome, introductions, desired outcomes

MONDAY – May 5

7:30 – 9 a.m. Breakfast

9:00 a.m. - 12:00 Noon - Nancy Schreck, OSF presentation/ input & discussions

12:00 - Lunch

2:00 p.m. - 4:45 pm - Nancy Schreck, OSF presentation continues

5:00 p.m. Mass

6:00 - 7:00 pm Dinner

7:15 p.m. to 8:15 p.m. Ad Hoc Meeting - Ideas for Ongoing Formation How? Who?

TUESDAY – May 6

7:30 – 9 a.m. Breakfast

9:00 a.m. - 12:00 Noon - Nancy Schreck, OSF concludes

12:00 - 1:00 p.m. Lunch

2:00 p.m. - 3 p.m. Panel of prioresses - report on completion of Goal 5 and the process used to keep info up to date. Q&A included. .

3 p.m. Break

3:15 - 4:45 p.m. Sr. Mary Elizabeth Reports on Constitution Project

5:00 p.m. Mass

6:00 - 7:00 p.m. Dinner

7:15 p.m. to 8:15 p.m. - Q&A on Presentation on Constitutions

WEDNESDAY, May 7

7:30 – 9 a.m. Breakfast

9:00 am to 12:00 Noon - Focus on Proposals, goals and key priorities of the CCA use small and large groups as appropriate

12:00 - 1:00 p.m. Lunch

2:00 p.m. - 4:45 p.m. Continuation with focus on Goal 6 related proposals.

5:00 p.m. Mass

6:00 - 7:00 p.m. Dinner

7:15 p.m. to 8:15 p.m. Social Including CCA Bingo

THURSDAY, May 8

7:30 – 9 a.m. Breakfast

9:00 a.m. to 12:00 Noon - Proposal/priorities decisions

12:00 - 1:00 p.m. Lunch

2:00 p.m. to 4:45 p.m. - Formal elections and remaining decisions

5:00 p.m. Mass

6:00 - 7:00 p.m. Dinner

7:00 p.m. Installation / Prayer Service for Future of CCA

Pack up and vacate Josephine Protel Room and remove our supplies from adjacent hospitality room with assistance from Bon Secour Staff

FRIDAY, May 9

7:30 – 9 a.m. Breakfast

Check Out by 11 a.m.

****Red means that this is being Streamed**

V. Day 1 Group Sharing

Large Group before break on Monday -Morning Liminality

What did you notice from the conversation in your small group?

We are all feeling that we are in this space of liminality the necessity of going through it.

I am noticing a lot of vulnerability and compassion in us.

In our group we had people walking through the threshold, some just coming up to the threshold, apprehensive about the lack of control, fear, etc.

Struck by the trust in our group, people could really share.. Trust in one another. An important part of it.

Encouraged, struck by the fact, that we all have to go through this, and we can give each other the courage to do it.

Large group Discussion - Afternoon

What did you notice_. Any walls What are some fears, What's emerging

Nancy Reynolds individual care of sisters who are incardinated. Hire a healthcare advocate... for each sister.

Sisters from Scotland ' what is emerging ...older sisters living in nursing homes, the internet has promoted the English speaking or a small group that needs support yet providing support to get together and provide support.

Fear of losing our international connections, and has been part of charism and identity from the beginning.

A big dream. International confederation... an executive director, explore this dream.

What are new possibilities_ new ways to connect—- dream could be strengthened and developed... who can do this

Ann Weber we have to put things in some kind of order, but I want to say because of We Space, we are connected. We need to name and have room for experimentation, we do not have to over structure them, how to keep giving birth to something new

Four groups in the US a possible confederation, but still be CCA. It would have to be worked on.

A dream if we can begin with what we have become, just experiment, go forward. Name the reality, we are equal but different the two prong reality of who CCA is.

Values from the beginning Unity and diversity, being sisters and there for each other. The two prong, we are all Carmelites, we just do not look the same, different living situations.

Keep building relationships, need to be freed-emptying, need to tame our judgmental tendencies.

We still feel that certain things are not to be shared.

Autonomy can get in the way of collaborating. There is good autonomy and excessive ..bad..autonomy.

VI. Sister Nancy Day 1 and Sister Nancy 2nd half of first morning

Liminality

Next level of discernment
opportunity to build support

Today I desire....

Do not lose heart, have courage friends...

Biblical tradition of liminality

The doorway, threshold, what does it say to me

curiosity
fear
wide open
no push necessary
welcoming
easier if we could see the other side.
Glass door
let the light in
it is a leap of faith

fear of knowing Am I going to dare to take the opportunity

This is our time to make the transition

Turning point, fertile time..

Fluid, malleable situation,

opportunity for creativity

Ripe for-with joy

Churing of opposite feelings—

Talk to each other about the experience of liminality

Small group work, questions

Signs of disorientation ' experience of liminality

personally

in Carmel

in the CCA

Group 2

personal ' getting older, the unknown that you face as you age whole experience of change, to me I find more challenging

Nothing comes to conclusion, troubling

it is an area, a duality, on a personal level, more space and quiet time, the reality is not that.. Liminal time.. through life there have thresholds, it has worked out for the best, I have that trust..

I am alone, lack community and is very painful. Assisted living, we have our own little apartments. I can solitude.

I feel I am open and realistic , we have been through times , and I trust God, I take it step at a time. Personally not much anxiety, and hopeful. Adjust to the situation is.

Aging process, some places to close.

Lack of unity among the members in some communities,

The ability of having dialog...

In your Carmels, renovation of our community, four sisters die in the last five years .. two sisters to go on LOA for entirely different reasons. The sisters have gone doing the important things.. some kind of transformation of religious life. People coming to our liturgies... the renovation is a symbol... Living in the between time.. People are longing..

How to address what Beth says, Online connection.. very grateful..

We have to look at our land, so many people coming for services, guiding thing for us. We see it as a responsibility to serve the community and local church. Collaboration is essential, our community is happy. It is hard, but joyful.

We are cohesive community. We are doing the horarium regularly. We will adapt as things change. It is a healthy community. Among the older sisters, there is some anxiety.

Generation differential, fear of losing the known, minimize the tension.

Incardinate vs transfer. How to deal with the incardinated sister that can be connected. It is struggle

Large Group

What did you notice from the conversation

We are all feeling that we are in this space of liminality... the necessity of going through it.

I am noticing a lot of vulnerability and compassion

In our group we had people walking through the threshold, some just coming up to the threshold, lack of control, fear, etc.

Struck by the trust in our group, people could really share.. Trust in one another. An important part of it.

Encouraged, struck by the fact, that we have to go through this, and we can give each other the courage to do it.

VI B. Nancy 2nd half of 1st morning

A story from your history

Connie,

The foundation of Antwerp and Hookstrackt, martyrdom was very characteristic of their mental state. Their parents had fled UK Henry VIII. Very conscious of martyrdom and how it influenced their lives. How did folks struggle through this.

First Carmelites that came to Europe, they had to adapt.

Move from Port Tobacco to Baltimore. Bishop Carroll had a rescript for the sisters to teach. They refused, because they supported themselves via the farming. Archbishop insisted that could not be supported by alms. The sisters taught for 20 years and it was non denomination. Anything to survive. The life wasn't destroyed.

Second Vatican Council ' Nuns federations and CCA itself.

It is our turn to be brave.

To foster the charism that is ours.

Keep ourselves grounded in the bigger story.

Part of the larger liminal shift ' Spirituality and long

What does this reality mean for contemplative life__

For CCA

What would be some of challenges for living the contemplative life ' for the future__

two facts of this for CCA ' Two pronged reality. ' We have a group of our sisters who are no longer living in monasteries... it is a facet of contemplative life today, what kind of strengthening could come from his situation.. because this is the reality.

The other part, where we are living in monasteries, gathering people around us for liturgies.. and sharing the contemplative life with younger people. There is a tendency to turn toward monasteries for what the young are seeking..

Hosting a group of young high school students.. he walked in a sacred space that helped him discern.

I was very encouraged that the diocese of Cleveland and Baltimore had people coming into the Church, as well as in England.. this could be a sign of hope

People who come for weekend liturgies, find peace. Priests like to celebrate because it is a place and space of faith and attentiveness to liturgy.

Students come to study and listen.

We need to be seen more broadly and not so many rules.

Our dispersed sisters are really important. Example of Sr. Thomas Aquinas while in a care center was a like a minister to the people, Sr. Mercedes, who was a source of joy to the staff. Bridge builders... not sure where the bridge is going.

Nuns and nuns... spiritually seekers... Meetings online, how do we exercise power, starting in philosophy, sisters and non sisters. Conversations...

Taking care of the earth... what is the spirituality that underlies this.

Out of the chaos, something new can come... Not data to lose hope.

Can we hold this time, in the larger world, and in our communities, that in there there is something

The reality is darkness, in which we may be the light.

In the beginning, the middle, and end, we work. Every sister needs to do the inner work.

This is a hard process. No excuse. The welfare of our communities depends on it.

Grace in the midst of liminality.

Grace is found wholly in the experience of liminality. We are being vulnerable in a society that values competence. Exalt in woundedness. Grace rarely comes as a gentle push to change. °like a kick in the teeth°

Irony of the gospel is that the good news come from the bad news.

What happens in liminality we are shaken out of our complacency.

In biblical faith we are shaken out of our expectations. Think of the psalms..

God is never what Pharaoh expects..

what you see is not what you get in biblical images..

Divine love is incessant. It turns woundedness into health.

In biblical faith , brokenness is not the end, but love on the way to completion.

Into the desert, out to the mountain

Jesus driven into the desert... ekballo, roughly thrown.. Jesus finds comforts and solace, Jesus going to places of abandonment. The desert, liminal space. In the desert the 5 thousand were fed.

We are drawn to the mountain.. difficult terrain.. Jesus is always leading people to the new. Luring people to a deeper understanding of who we are. Pushing the edges of our understanding.. This is place of transformation.

I am lavish with riches made from loss.

Make a new heart, make a new heart out of this experience.

Asha story...

VII. Sister Nancy Day 1 afternoon

Any after thoughts from the morning. NO

God of life...

We do not want to get nostalgic

Did you ever think that you are your ancestors wildest dream

Yes, Teresa wanted women who were educated and have brought the tradition forward

It is a wild dream hat 9 women from all over came together for the Consitutions..

Embracing past lessons for a new future.

It can feel overwhelming.

How do we come to wisdom that we need for this time. This is the work that each of us have to do. It is not about the status quo. Hang on to what we need to, but we need to discern what is getting in the way. Mining our core values, we evaluate our core values, grieve what we have lost, but we need to step into new.

Tending helping something new.. take what is fragile, creating a new understanding, a new way of organizing, it is fragile and beautiful work.

Giving birth to something new... what is God calling us to become now.

Trouble times tradional approaches are not working now..

We try what we can. We need to enter the silence

Group 2

What is becoming clear_

How are we being emptied and what further emptying do we need to do

How are we being frightened what scares me,

what am I confused about, what is not clear

What seems to be emerging

What is clear, what is not clear

What big dreams_

In relationship to CCA

Clear that we cannot continue as we have done. The emerging has to be something quite different. Moving onto a new model. We do not have a choice. We are being emptied in terms of numbers, no new people coming. It seems more difficult to have leadership emerge. It is a willingness to give but in a new, different way. Bringing in something new, collaboration is important, is there a way to get help if we do not have the resources. We someone to relate to Rome how would that happen, delegation, that a need a formal something. It is a requirement.. So, how to do it? An executive director can handle the day to day. How do the pieces stay coordinated? The most outstanding thing that has struck me, we have a connection,

The sisters are friends and connected. It is important. How do we have individuals and groups being connected?

Visiting teams... create possibilities. People to have

We need coordinate with Rome... who-how

We could assign each community to visit, Boston sees them monthly at Marlboro.

We have to identify who needs to be visited.

Could be broadened

Need someone hired

Seven sisters are not incardinated... Jon Fe, Teresa Susan, Eileen Nasser, Joan, Miriam, Mary Teresa Keating, Sue Lumb,

Having a prayer service sometimes with some of the sisters. Vesper service.

What are the one things.

Live stream

What are the strengths in the different communities, and how can that be shared.

Every community offer one thing, e.g., ,

Large group Discussion

What did you notice? Any walls? Are some fears? What's emerging?

Nancy Reynolds: individual care of sisters who are incardinated. Hire a healthcare advocate... for each sister.

Sisters from Scotland ' what is emerging ...older sisters living in nursing homes, the internet has promoted the English speaking or a small group that needs support yet providing support to get together and provide support.

Fear of losing our international connections, and has been part of charism and identity.

A big dream. International confederation... an executive director, explore this dream.

What are new possibilities_ new ways to connect—- dream could be strengthened and developed... who can do this

Ann Weber we have to put things in some kind of order, but I want to say because of We space.. we need to name and have room for experimentation, we do not have to structure them , how to keep giving birth to something new

Four groups in the US a possible confederation would have to be worked on

A dream if we can begin with what we have become, just experiment, go forward. Name the reality, the two prong reality of who CCA is.

Values from the beginning Unity and diversity, being sisters and there for each other. The two prong we are all Carmelites, we just do not look the same.

Keep building relationships, need to be freed-emptying, need to tame our judgmental tendencies.

We still feel that certain things are not accepted.

Autonomy can get in the way of collaborating...

Good autonomy and excessive ..bad..autonomy.

Find grace to find.

Watch the piece. Staying in the middle of the River.

Perseverance by Margaret Weathley. Hopi people, stewards of the earth.

Conscious Choice

Mindfulness

1. Notice how are we being affected.. do we feed anger with more anger.. tit for tat take time to reflect, not add fuel to the fire
2. people feel free to criticize ' the Buddha says no one in the world is free from criticize, but we need to filter out what comes from ignorance

Reading the current of the river.. so what information am I pushing away, or not looking at

Knowing when to let go, being wise when you can let go,

Do I recognize when it is time to let go

How open am I to information I do not want to hear_.

How am I handling criticism

Louisa

Respond vs. React. We have to put the best of ourselves. Something in myself is sick or wounded.. for me if I am to respond, this is like a gift I am receiving. This is good for life. For the person who is giving it is not easy...

Right timing... willing to be aware... do not push the river... when to move forward and when to step back and regroup. We can not make things happen without others' support.

Urgency. Can become righteous, have to do it now. Can lead to ineffectiveness. We can end up very alone.. Subtly we can destroy the relationships we need. WE need to stay the course, and retain relationships. WE just keep going.. it is going to change.

Walk in a balanced way.

VIII. CCA – Ideas for how to do ongoing formation

Ideas for Ongoing formation

CCA Fr. Craig Morrison is returning to US to Catholic U, replacing S. Payne. Ask him what he could do for us, for ongoing formation.

If he says yes, ask him to send us what would be of interest. Send it out to the nuns. Sr. Colette to talk to Steve Payne on Thursday. Assume a fall session. Coe to make the connections.

Set up a 3-4 sessions from fall to fall.

How many sessions a year

This past year 8 sessions including Nancy Schreck retreat.

Suggest 6 a year every other month.

Claire to continue to host We Space, once a month except for the summer months. Liz has been doing every other month. We give Liz a financial offering. CCA would need to provide financial stipends to presenters.

Some sisters have participated in the same class as the friars for initial formation.

Father Michael Berry had the experience of rotating with various monasteries in the Brighton area. Nuns were also teaching. The friars loved it.

Connie willing to do some recording talks on the history of our roots. When Jo Robson comes to our community, I intend to do some of the history with her and others. I would be willing to record it.

As long as I can do it, I am willing to do it.

Starting with Anne of Jesus coming to France, 1619 to now, history of almost all of the Carmels in US. Conflict over the constitutions! Amazing, how to overcome the divisions. Target date dependent on the move back into our cells hopefully fall of 2025. Break it up into sessions. At least four sessions.

Is there away to see the documents in the archives in the context of the discussions.

Maybe one of the last sessions. A lot of the material is in our archives. When Chichester closed, the old archivist wrote to me to take the archives. The archives include Baltimore records and theirs.

1678 death book, and their profession book.

The friars would be interested, extend an invite to them.

Given our changes and practicalities. Would we be interested in a common retreat.. it would be on ZOOM, five days in a row, one conference in the morning, one in the afternoon.

If a community is having something that might be of broader interest, assign each carmel to take a month and provide a program via ZOOM. Consider opening it up, and ask for assistance for the ZOOM if needed. Is the technology a road block.. Could open up to the friars.

WE have classes every month with BC, the dynamics are difficult to share more broadly.

During Lent this year we watched a tape of one the Irish fathers, we spent time in community sharing on it. There may be a way to use a theme, for 6 to 20 minute input followed by breakout rooms on ZOOM. LIAM Finnerty.

In the past, Sisters have shared in the newsletter presenters that they think is worthwhile, share resource info to others.

IX. CCA Day 2 morning

Divine Wisdom - Guide the Way

Let this be the time

Wisdom be attentive...

Wisdom, open our hearts

Elijah reading from Kings, the woman who feeds Elijah from her flour and oil which then continues to be enough for each day...

Easy to look at our scarcity.. the jar and the bowl will not empty.

In liminal times Operate out of a different place than scarcity.

Collective Wisdom - magic happens in groups.

In the time of silence, something of the transcendence happens...

Something else can emerge..

The choice to request wisdom, it is intentional. We don't ignore what we know. Hold the data lightly.. we need to hear other voices, challenge our certain ties, develop a tolerance for uncertainty.

The capacity of being in uncertainties, mysteries, and doubts without any irritable reaching after facts and reasons.

WE need to be aware of defensiveness and desperation of energy in three ways;

- 1) emotionally overwhelmed
- 2) hyper intellectualization
- 3) move directly into action without consideration of consequences

When we don't know what to do, we need to understand if the containers are strong enough to hold new ideas. We have to trust mystery. The new can be assisted and emerging.. Some things need to incubate for a while. We need to stay with suffering.. Sometimes something new emerges.. something larger than us is acting. We begin to imagine preferred outcomes. There may be trouble, when we start the new, it is predictable that there will be a tendency to try to go back toward the familiar. Resist.

Being in the place of the new, it is hard to name how it actually happens. The new requires stepping into the unknown and the discomfort of finding emotional and behavioral responses that are different than where we began. We need to do our own inner work. companion each other in this process. Build relationships that can help the group to go into the new. Friendships help support the new.

Support the emergence of the new:

1. Inquiry and challenging certainty
2. Dialog
3. Consideration of the transcendent

Talk about CCA. What you hope for, describe CCA without using the word, how you would describe what you want for the future.

In flux, we are hoping that we can keep our friendship and hope for the future. I like the encouragement for prayer and contemplation. The joy of praying with others.

Wisdom emerges, something of the divine is at work. Fields of energy.. being surprised by the insight of others, two pronged.. emergence of something..

Emergent aspects of carbon, oxygen, hydrogen = sugar. But separately are not sweet.

Teilhard, the noosphere, and other examples. Jung's, moving forward protects the light from the wind, the shadow can bring a compensating balance. Have to pay attention to what is in the shadow. It can be destructive if we don't pay attention. Each of us individually, and in the group. Don't be so aggressive that you ignore the shadow. Bring it into the room.

How do we get wisdom? Care of the Soul, Dr. Thomas More

The soul likes:

persuasion

subtle analysis

Inner logic

Elegance

Discussion that is never complete

That ends with a desire for further talk or reading

Content with uncertainty and wonder

Probes and questions continue to reflect even after decisions are made.

You are not finished, sometimes we can't make a decision. Keep talking even when a conclusion is reached. Further conversation. How is it working??

This is hard, because we just want to know. Searching for knowledge... staying loose to the mysterious. Move collectively toward a more soulful way of being. Keep wondering about the mystery of it all.

Example of the Franciscan sisters:

About $\frac{1}{3}$ preferred a new model. $\frac{2}{3}$ went with the current model. We will walk around in the new ideas.

Group 2

In working toward your CCA future plans do you notice the group moving from problem solving to wisdom? How is this manifesting or not manifesting?

Yes. Let's see what emerges.

discerning retreat model... biblical and images we did grow more in trust. Task was to listen and allow things

how we were growing in trust, a wonderful deeper

the image of the apostles after the resurrection they didn't know what was going to happen

The fruit of wisdom

we are all part of the process. Joy emerges

The large group session:

What did you notice in your group or came from yourself in the group?

The care of the sisters, find some ways to relate to those who are on their own. Moving from the practical to wisdom.. Sharing.. We have grown closer, we are one community now, not a bunch of separate communities. We are really pioneers, small gentle whispers of wisdom, trying to come to the fore, are we willing to stand in the space to allow it to emerge. Creating a spacious place for wisdom.

As we go forward, the process is as important as the decision we make. We are going forward together.

An edge we looked... a community of sisters who live in different ways, in a realization that all sisters are equal, living in a monastic setting, an apartment, or living in a community of other sisters.. can we go beyond delegates per community.

Vulltum Dei Quere, Pope Francis wanted associations/federations .. for the contemplative sisters to support each other, friendships...

WE actually are doing something new. It is clearer to me now. I can look at it with hope vs. worry. WE formed an association, it was something new. We are now a community. My curiosity is what this is going to mean for diffusing the Carmelite charism. A path of hope.

All of us are acutely aware of the diminishment that sisters are going through. I have lost my sight. I am seeing differently. I think it is an evolution that is broader and more universal.

A community of sisters, I feel like in the presence of you, as one unity, if though I am online. I see through that those who are living in different situations are radiating..

I see not physically, but see deeply. Seeing from a deeper place.

In order to include everyone, we have to remind ourselves, what we are about is seen as wonderful or not wonderful, it is not intended to be the final word, we have a lot of

work to do into the future whatever we decide, it exists to promote unity and friendships, and to serve us, it is spiritual and practical in what it is done. We have to do things differently. Whatever we do there will be evolution.. in terms of how we will be... It doesn't diminish our hope.

Sisters within the community with physical difficulties they are contributing to the growth of the community and the association, just appreciating what each sister can contribute at each stage of life

Margaret Weatley's Turning to one another

Our choice to be together, our relationships, what can divide us. Paying attention and turning to one another, and paying attention to each other. Even in the harshest circumstances, there is a quality of being together, there is joy in being together. When we are dealing with a tragedy, or when we are working together as a team in a crisis, there are times when they fully understand the capacity of joy. The power of community, to give primacy to relationships, we are afraid of the deep emotional relationships that we have, so that we can support each other.

Our artists see the future. Gary Snyder, the poet, stay together, learn the flowers, go light. The Aspen grows by extending roots. Lessons from the Aspen tree, we are all connected, we really are one tree, we are the boat. Recognize my interdependence, it gives me strength. I need to become aware of my commitment, of changing anxiety into courage...

The aspen tree.

Awareness - you have a place, those who are dispersed. We were the first association. How are we going to live this new identity?

Creativity. It is not the last word.

It is developing.. friendships.

What are the edges? All of us are equal. How do we continue? How do we respect the way we are evolving? CCA is evolving.

Are there growing edges to be considered. What would assist you?

a freer interpretation of autonomy...

We are one monastery one community, Living into,,,

Let yourself sit in whatever Care has contributed.

Gazelles, noticing... Cooperation gets things done.. You are pioneers in offering a different energy field. Stepping into wisdom, strong bonds, everybody feels as part of something.. Moses, on the edge of the promised land, he never gets there.

What if the source of creativity is always there knocking patiently not the doors of our perception waiting for us to unbolt the locks.

Question be held, whisper can be welcomed...

containers that don't fit us anymore. We are allowed to believe into something to exist. Move forward walking in the dark.. We test possibilities, success lies in ruling out things, and including things... Sometimes the mistakes we make the work great. If we tried something that didn't work, we can learn something, we are smarter now.

Mistakes help us to become more porous, softer. Exploring breaks new frontiers, pioneering effort. The question itself says "It's time!" It is time to make something greater. Each step gets us closer.. failure is necessary

We must keep learning how to be keepers of the things that matter.

Peeling the onion:

Our future together is important because:

We need to try new ways to support each other and live the Carmelite charism.

and that is important to me because

We need to keep connected and be true to our deepest calling

that is important to be because

The charism of Carmel can enrich the lives of people

that is important to me because

it is a fruit of the Gospel message of love and peace

that is important to me because

I am a follower of Jesus, committed to share his message that all are welcome into the kingdom

that is important to me because,

Life does end here, we join the Lord when we are called into heavenly banquet

that is important to me because,

This is the meaning of my life, to have life to the fullest.

All of this in the context of our faith..

The sower and the seed.. rocky ground and good soil. Is there a different meaning? The disciples task is to sow, and not discouraged if the seeds do not grow. Be generous in sowing.. the first planting on the path is a total failure.. 2nd planting.. don't judge too soon, be generous, it falls on rocky ground, barren women do give birth, barrenness could give something.. don't give up, third time, thorns, and whistles, a little happens... fourth time, just keep sowing.. success can happen, 3-1 odds against growing. Fruitfulness comes, don't worry about the harvest, that is God's work. It is our work to sow generously... Take the long view about growth.

Rachel Ramen... only child in a Russian immigrant family. Made gifts for each other, a pair of 24 karat gold earrings.. try them on, and close the door. I am too ugly to wear them, I know that someday they will fit you perfectly. Belief that change would happen.. We need to do continuous planting.

X. CCA large group sharing – day 2 morning

The large group session:

What did you notice in your group or came from yourself in the group?

The care of the sisters, find some ways to relate to those who are on their own. Moving from the practical to wisdom.. Sharing.. We have grown closer, we are one community now, not a bunch of separate communities. We are really pioneers, small gentle whispers of wisdom, trying to come to the fore, are we willing to stand in the space to allow it to emerge. Creating a spacious place for wisdom.

AS we go forward, the process is as important as the decision we make. We are going forward together.

An edge we looked at... a community of sisters who live in different ways, in a realization that all sisters are equal, living in a monastic setting, an apartment, or living in a community of other sisters.. can we go beyond delegates per community.

Vulltum Dei Querere, Pope Francis wanted associations/federations .. for the contemplative sisters to support each other, friendships...

WE actually are doing something new. It is clearer to me now. I can look at it with hope vs. worry. WE formed an association, it was something new. We are now a community. My curiosity is what is this going to mean for diffusing the Carmelite charism. A path of hope.

All of us are acutely aware of the diminishment that sisters are going through. I have lost my sight. I am seeing differently. I think it is an evolution that is broader and more universal.

A community of sisters, I feel like in the presence of you, as one unity, even if though I am online. I see that those who are living in different situations are radiating..

I see not physically, but see deeply. Seeing from a deeper place.

In order to include everyone, we have to remind ourselves, what we are about is seen as wonderful or not wonderful, it is not intended to be the final word, we have a lot of work to do into the future whatever we decide, it exists to promote unity and friendships, and to serve us, it is spiritual and practical in what it is done. We have to do things differently. Whatever we do there will be evolution.. in terms of how we will be... It doesn't diminish our hope.

Sisters within the community with physical difficulties they are contributing to the growth of the community and the association, just appreciating what each sister can contribute at each stage of life

XI. Sr. Mary Elizabeth presentation

Sr. Mary Elizabeth - Flemington Carmel

Our rep for the new Constitutions.

Serve as a member of the International Commission to revise the Constitutions

Meeting in Nemi - Learning and growth

What do you want Lord? Trepidation at the unknown. My need to surrender to God's will..

Fr. Miquel. Yes, I will serve

You will receive the project... exchange.. Draft table of contents in July.

We will continue to move forward with this project.

Four meetings in Oct. via ZOOM. Draft some versions of the Table of the Contents.

Need for in person meetings.

March 20 left from Philly. We are Teresa's wildest dreams!

Sr. Rose from Cameroon, was new. The rest knew each other from Nemi in 2023.

August I enjoyed ourselves.

To establish our own community of discernment. Transparency, wisdom, confidentiality, active listening, presence. Personal vocation journeys. March 25 - Day of retreat. Identity and autonomy, synodality and autonomy. Unity and diversity, craft a text a form of life and the context in which we

community - life of community local and associations

formation - renewed especially human formation

closing of communities.

Global perspective

First three chapters of the Way of Perfection

- 1) reality of the world in which she lived, what did being such
- 2) signs of the time today, the Church's response today to this reality,
A more concrete plan. Propose a method to review the responses. Reflections on the rule. Final document on the synod. Essential aspects - balance between community and eremetical - Juan Pablo, Miguel met via zoom with a presentation on heremetical. set a plan for time, meet every 6 months.. in Rome/Spain...

What is the Church is asking of us now:

1. Vocation and identity
2. Transmission and community
3. Mission

Union in God with Love, core - radiance.. however we are called to live it.

Equilibrium, the balance... Present Spanish, and English texts.

Beacons of hope..

XII. 2025 Proposal – Kilduff Interest



Carmelite Communities Associated

CCA 2025 Proposal

Baltimore, MD

Barrington, RI

Beacon, NY

Boston, MA

Cleveland, OH

Clinton, IA

Danville, PA

Latrobe, PA

Oldenburg, IN

Reno, NV

Subject: Removal of "Restricted" Designation for the Kilduff Fund Interest Account

Background Information:

This fund was originally established to provide a stable source of interest income for CCA, to be focused primarily on programs. It was set up so that the principal could not be touched. Currently the interest in this fund is restricted only to programs and has been judiciously used for initial and ongoing formation as well as to supplement part of cost of some of our General Assembly programs. At this point in time the interest in the Kilduff fund has grown to be larger than the principal.

Current Funds (Acct103) Principal: \$42,000

Current Funds (Acct 302) Interest: \$61,426.15

Rationale:

As we look to the future of CCA, we anticipate that expenses for administration and operational needs to maintain the organization will only increase. This is due in large part to needing to hire outside people to take over administrative duties, and thereby relieving the members of the Leadership Team to concentrate on providing services and other programs that will benefit the membership.

Proposal:

We propose that the restricted status of interest from the Kilduff Fund be removed to allow the money to be used for operational and administrative purposes, as well as for programs, at the discretion of the Leadership Team.

Submitted By: The CCA Leadership Team **Date:** March 19, 2025

Presented By: To Be Decided

XIII. 2025 CCA Proposal Exec Director



Carmelite Communities Associated

CCA 2025 Proposal

Baltimore, MD

Barrington, RI

Beacon, NY

Boston, MA

Cleveland, OH

Clinton, IA

Danville, PA

Latrobe, PA

Oldenburg, IN

Reno, NV

Subject: Proposed "model/option" for the functioning of CCA during the next term.

Background Information:

The future functioning of CCA as an association is uncertain, given the current reality of our CCA Communities, including:

- aging of all of our sisters
- lack of new membership
- diminishment of some communities
- current status of five autonomous communities,
- stages of suppression for Concord and Barrington
- affiliated status of Cleveland, Danville and Clinton

At the GA in 2023, the assembly adopted a goal to explore and propose options for the future functioning of CCA by the end of the current tenure (2025). It was further proposed at the 2023 GA to hold a discernment retreat for all members, which concluded with a final session on January 21. The Leadership Team listened to ideas and discussions from the participants regarding possible options and ideas. These have been taken into consideration with this proposal.

Rationale:

CCA's future is dependent on the future and vitality of its member communities. The challenge to obtain leadership from its membership has proved to be increasingly difficult. Just as each member community has been putting in place a realistic plan for its own future, CCA has been exploring options for functioning as it goes forward given the fragility of its current membership. The governance of affiliated communities has proved to be extremely time-consuming not only for the present Leadership Team but also for the two previous Leadership Teams. Several sisters of communities coming to final closure have been incardinated but not all. The care of these dispersed sisters and the financial burden associated with such has been challenging.

It is anticipated that going forward, the leadership of the CCA must address how the association will provide for its 1) financial requirements and responsibilities; 2) on-going formation; 3) care of the affiliated sisters who are not incardinated and are dispersed; 4) bring to final closure those affiliated monasteries that are still need to be closed/officially suppressed (Danville, Concord, Barrington and Clinton); 4) address the needs of its members as they arise.

Proposal:

We propose that the CCA:

- 1) hire or contract with a part-time Executive Director (ED) to direct the administrative/operational responsibilities of the association for the two year term of the next LT;
- 2) continue to utilize the services of an Administrative Assistant (AA);
- 3) elect up to four sisters to a leadership team that has oversight of the ED, and that is supported by advisors/consultants consisting of at least two to three past CCA presidents;
- 4) continue to use the volunteer services of its current facilitator;
- 5) elect a treasurer who will continue to be supported by the services of BMT to manage its finances with oversight from the ED and LT.

In order to implement this proposal, the current LT will serve in a transition capacity until Sept. 1.

This proposal assumes that sisters from the member communities will serve in various delegated roles to support the Association's needs (e.g., the CCA newsletter, the CCA website, the CCA fundraising committee, coordinating formation, designated volunteer "companion contacts" to dispersed sisters, moderator of prioresses' meetings, etc.).

Submitted By: The CCA Leadership Team **Date:** March 19, 2025

Presented By: To Be Decided

Addendum: *Executive Director Job Description*

XIII B. 2025 Exec Dir Job Description.



Carmelite Communities Associated

Title: CCA Executive Director (part-time)

Baltimore, MD

Barrington, RI

Beacon, NY

Boston, MA

Cleveland, OH

Clinton, IA

Danville, PA

Latrobe, PA

Oldenburg, IN

Reno, NV

Description: The Executive Director (ED) is responsible for all the business and administrative functions of the CCA. CCA is a non-profit association with membership of six autonomous communities: Baltimore, Boston, Carmelite Communion (NY), Cleveland (affiliated with CCA), Latrobe PA and Reno, NV. The ED is accountable to the Leadership Team. She has direct supervision and coordination of the CCA Finances (and its affiliated communities), its Treasurer and outsourced provider, Holly Borzacchiello, Health Care coordination for CCA sisters that are not incardinated, regular communications to CCA membership and in concert with the LT, contact for delegations as assigned, e.g., CCA newsletter, CCA archives, CCA fundraising committee, CCA on-going formation, CCA piroresses meetings, etc. She serves as an ex-officio but non voting member of the LT and the CCA GA. She coordinates and directs the work of the Administrative Assistant.

Responsibilities:

1. Affiliated communities.

Work with the member communities to identify and support companion sisters who are suitable to accompany the sisters who are not incardinated. These companion sisters would serve as sisterly companions and keep alive a connection with CCA and Carmel.

Work with CCA legal support, both canonical and civil to bring these affiliated communities to final completion and suppression. If the ED is a religious sister, she will function as the superior for the sisters who are not incardinated. In situations where there is an active local superior, she will support that superior as necessary. She will maintain effective oversight and coordination for the Health Care, Financial and support needs of these sisters and ensure that appropriate files with necessary directives are maintained and available.

Note: CCA has, as of this writing, 9 sisters who are not incardinated.

2. Represent the CCA externally as appropriate and in consultation with the LT. This would include the OCD domestic and international associations/federations, the OCD Friars, the Generalate, CICSAL, the International Commission for the revision of the Carmelite Constitutions, etc.

3. Maintain effective communications with the LT regarding important and extraordinary matters, while servicing the day to day regular affairs of the CCA.

XIV. Alternate Proposal to #3 of Proposed “Model/Option” for functioning.

**CCA 2025 PROPOSAL
ALTERNATE PROPOSAL TO #3 of the
Proposed “model/option” for the functioning of CCA
during the next term.**

BACKGROUND INFORMATION

Facing similar situations as CCA, communities in the U.S. are experimenting with models of governance that fit their present reality.

CCA’s current membership is complicated, confusing, and shifting—autonomous, affiliated, sisters incardinated, closed monasteries, suppressed monasteries, sisters with unusual status, sisters in various phases of transition.

CCA is no longer an association of autonomous Carmelite Monasteries. It is both an association of autonomous monasteries and a communion of sisters—a sisterhood.

RATIONALE

A serious study of the current census of CCA’s membership raises the question of holding elections at this time.

This is the smallest in-person participation at a national meeting in CCA’s history, with 40+ sisters registered for zoom participation.

Rome seems very open to options or experiments that communities are choosing as they look to the future: various models of governance; new means of ongoing and initial formation; opportunities and options for the care of their members.

With fewer viable member Carmels, it is unfair to draw sisters from their communities into full-time leadership in CCA when they are needed in their communities.

Allowing ourselves to consider an “experimental” model of governance reflects the careful discernment and responsible functioning that has always been a characteristic of CCA.

It is important to have a means for handling sensitive situations, while guarding confidentiality, in an appropriate manner (with the ED).

PROPOSAL

#3 of the Proposal submitted by the LT reads: *elect up to four sisters to a leadership team that has oversight of the ED, and that is supported by advisors/consultants consisting of at least two to three past CCA presidents.*

We propose an alternate to #3 of the Proposal:

We will not hold elections at this time but will choose an Advisory Group. The Advisory Group is made up of the prioresses and past presidents of CCA and will have oversight of the ED. The proposed Advisory Group is already a functioning group within CCA which meets regularly, with Sr. Susan Weber as moderator.

The sisters of the Advisory Group would function as a unit, sharing among themselves necessary responsibilities, experience, expertise, and requirements for CCA leadership. They will decide and choose who within the Group will carry out various roles.

Submitted by: The Carmelite Communion Date: April 13, 2025

Presented by: Sr. Marjorie

XV. CCA proposals – discussions

Wednesday Morning:

Large group discussion:

Note Kilduff proposal passed as written unanimously.

ED Proposal 1 and 1 a (modification to #3) - What happened in your group?

Group 2 In the room

Luisa, Hilary, Marita, Mary F., Shirley Marie, Sr. Mary Elizabeth, Stephanie (moderator)

Can elect the prioresses to serve as the Leadership?

Past Presidents, Margie, BT, Colette

All in favor of ED

Mary , find one or two sisters to elect to be the Official representative, they work with ED.

Experiment - the prioresses.. their contact person would be Executive Director.

Group 2 Proposal:

Elect the office of the Prioresses of Baltimore, Carmelite Communion, Latrobe, Boston, Reno to the Office of the Presidency. They constitute the office of the Presidency. Among themselves they will determine who will be the email/contact with CICASAL and the generalate. Office of the Presidency. (not to be confused with the Prioresses group.) Note: Any place in the proposal where there is LT change to the the Office of the Presidency.

The three past presidents (some of whom are prioresses,), I.e. Colette, Margie and BT, agree to serve as advisors.

Group 1 on line

Maria Viatori Jon Fe, Donna, Sue Lumb

Representative for the other groups, affiliated and the unincardinated,

Canonically we need a president. Elect a president?

Prioresses, or other persons.

Maintain our grass roots way of being.

Keep others involved via different roles, and can help out with various needs.

Prioresses, more delineated roles,

encourage all sisters to be part of this..

Group 3 in the room

Margie,

agreed on not holding elections - why?

Proposal for advisory group= leadership one person will be asked to take on being the liaison to the canonical authorities.

ED, committee of the three past presidents, advisory group of the prioresses, representative.

The ED needs someone(s) can help with the history.

Canonical. Visitations? Who will do them? -

Current LT will be in place for 9/1/

What are the president's responsibilities..

We might call the EXE Director

Three tiered system - ED with the assistant, we insist that it be a religious sister

2nd tier: the three past presidents- will they designate who does the official.. Can put too much on them.. Advisory, they could delegate.. A smaller group of people.

3rd group: Could be a prioress, or a representative from each community.

Group 4 online:

Different ways to get people to serve in the ways we need

Generally in favor of 1a, but need to do more clarification how it work.

In Reno, We have an Executive Assistant, we have experimented with. It is a very wonderful process. It has been successful. Getting the right director. Prioresses meet together they represent the group. They would delegate.

commissary... example of Holy Family sisters.. they have a Holy Name sister she will be the superior. They are grateful for this leadership.

We have to choose Executive Director wisely.

Nancy Reynolds... leadership roles possible from active communities who are maximizing their current terms.. and will be or are looking for opportunities.

there is going to be people that can be tapped.

Group 1 in the room

BT

We clarified Margie's proposal, We understand a governing body who will have an Executive Director. There would be an affirmation (election by acclamation).

For the canonical Responsibilities, have a nominal president. Need someone to do this. Delegate to do the visitations.

The way we envisaged, the ED is a critical piece. We were envisioning a governing board of directors.. they will assign to the ED, who can then tap communities and sisters who are willing to do the ground work.

We defined the governing board, past presidents, Claire, Judy L and Mary Wild, PP: BT, Margie, and Coe. Nominal president, decisions would be made by the governing board, would designate a signatory. We need to clarify what needs to be done. With feedback from the communities.. Critical piece is the ED. She will coordinate.

you still have a governing body represents the grass roots, autonomous plus affiliated.

Step up the process of incardinating... pick a sister. Initiate incardination. This would leave so few sisters isolated. We are all concerned about care of the sisters.

They very issue of who to vet, the current LT, what every governing body would work during the summer.

People who are committed to serve, e.g. treasurer, newsletter, fundraising committee, and the current configured, prioresses group.

Group 5 online

Are you going to give the persons (PP and prioresses) an opportunity to say yes or no? Each community willing to put forward their prioress or a representative.

In terms of incardination, initiate and invitation. They are still free to say no.

Each sister belongs to a monastery because of the new documents, you are to be a member of a monastery, incardination. Become a member without moving. CCA has taken on the responsibility for the unincardinated. There is no time limit. You have to be a member.

ED who will be responsible for hiring.

Who will be in the advisory group - will they have a say

Who will do the visiting of the sisters.

Group 2 on line

Marie Elizabeth, Susan, Carol, Mary Louise,

ED - concern.. who would be the official signer

Who would educate her?

The governing body would provide representatives

The ED she would not be cheap

Need to figure out how to fund

Prioresses.. communication to Rome,

Need to hear from them about their willingness to serve

How to respond to the outreach of th dispersed.

Can we cut back on the perpheral jobs? E.g. newsletter, publish on the website.
Simplify what we want to accomplish. It may be the time, focus on what we have to do.

Financial aspect, Rome, the sisters...

Iron out what we what to accomplish over the next two years.

Group 3 online (no one in this group – people who didn't stay)

XVI. CCA leadership decisions

1. Do you want to hire/contract with an Executive Director? **Yes.**
2. Do you want to determine a possible Search Committee to seek and vet candidates?
YES If so, Who would serve on it?
Three past presidents - Add Margie, if the community is willing, to the Search committee.

The current LT - should be involved

Could delegate a person outside of this group

LT could delegate someone to do the initial work, do the first screening...

Include Nancy Reynolds as a possible member of the Search team.

LT and two of the past presidents.. add expertise as necessary.

Decision: LT members will be the Search committee plus Margie.

3. How do you see the vetting process going? **E.g. first a Search Committee, develop a couple of candidates, then the new Leadership and the transitional LT, and then possibly a ZOOM with the 10 delegates. OK, approved process by delegates**
4. Can you support having the current LT refresh as needed the ED job description that will be circulated/provided to potential candidates? - **The delegates and participants reviewed in detail the ED job description. The search committee will use this revised description.**
5. Model for CCA leadership:
 - ED and 3 tiers? (ED, past presidents, prioresses and others) not selected
 - ED with a governance board? **Yes , this is the model selected: Governance Board defined as the prioresses, Claire, Judy L and Mary Wild, PP: BT, Margie, and Coe. (6 in total) Nominal president, decisions would be made by the governing board, would designate a signatory. ED manages the organization, the GB sets the strategy and supports the ED in her role. The prioress may permanently or temporarily appoint a representative in her place.**
 - **The motion has passed.**
 - ED and an Office of the President (office of the prioress of Baltimore, Boston, Carmelite Communiton, Latrobe and Reno) with Past presidents, ie. Coe, BT and Margie serving as advisors. Office of the President oversees/supports the ED
 - not selected.
 - ED and Prioresses or their designated representative...
 - Note: All models assume that the leadership has the authority to delegate
 - **Are the prioresses and the Past Presidents willing to serve? YES**
6. How to officially designate the leadership? **Affirmation/election(acclamation) –**

XVII. CCA Governance Board

The CCA Governance Board

The CCA Governance Board will assume their role effective September 1, 2025. The initial term of the Board will be two years from this date. The Board will consist of the prioresses of the following CCA communities:

Baltimore

Boston

Carmelite Communion

Latrobe

Reno

And the local superior of the Cleveland Community, which is affiliated with CCA.

Additionally, the following past presidents:

Sr Colette Ackerman, OCD

Sr Bernadette Therese, OCD (also current prioress of Boston Carmel)

Sr. Marjorie Robinson, OCD (also current prioress of the Carmelite Communion)

Proposed role of the Governance Board.

The Board will provide oversight and support to the Executive Director in her role of directing and managing the affairs and needs of the CCA. They will determine her compensation, and review her performance. The Board will determine among themselves the strategic oversight roles each may serve as, e.g., Treasurer (oversight of the CCA accounting and cash disbursements). According to the adopted CCA Schedule of authorizations, the Treasurer's and or President's signature may be required on contracts and purchases. One of the Board members will serve as the President. She will be the official representative to the Generalate and to Rome. The Board will determine their need for meetings. The Board provides the overall strategic direction of the CCA in accordance with the vision, mission and goals of the CCA.

XVIII. Simplification of Goals – Small Group Input

CCA Proposed Simplification of Goals- small group input. :

Group 2:(in room) Hilary Mary F. Luisa, Sr. Marita, Sr. Shirley Marie, Claire, Sr. Mary Elizabeth, Stephanie Hauge, moderator.

Our goals are to:

1. We value the diversity of the world wide Carmelite family and continue to strengthen our collaboration with other associations and federations here at home and abroad as well as with other religious organizations, exploring life giving partnerships for our mutual benefit
2. Continue to work at achieving a representative voice in matters affecting our lives, our charism, the Order and our role in the Church and the world.
 - The responses to the Constitution Commission
3. We continue to Care for one another in a spirit of sisterly support and friendship, In light of our new and changing realities.

In light of the evolving cultural context and religious reality, we continue to care for all our sisters.

Ongoing formation, sisterly visits, delegated roles.

In light of our new fragile reality and changes in how to live out our charism we continue to provide support for all of our members.

We value and support our culture of sisterhood. In light of our new and changing reality, we continue to provide support for all our members.

Find ways to support our members, given our current reality.

Under each goal identify a specific priority for 2025-2

Group 1: (in room) Robin, Collete Judy M, BT, Miriam, Beth, Roz, Fr. Michael

1. Continue to accept our diversity and the mutuality of the Carmelite family and continue to collaborate with other associations and federations here at home and abroad as well as other religious organization, exploring life giving relations for our mutual benefit

2. Continue to work at achieving a representative voice in matters affecting our lives, our Teresian charism, the Order and our role in the Church
3. Continue to provide active mutual support to the identified needs of our communities. Continue to create a culture of sisterhood, and empower our members to serve as leaders and contributors to CCA and the broader Carmelite Family.

Group 3 (in room)

1. Continue to Embrace the diversity of the Carmelite family, collaborating with other associations and federations here at home and abroad as well as with other religious organizations, exploring life-giving relationships and partnerships.
2. Direct our efforts towards the review of the revised Constitution text and provide timely responses/feedback.
3. *Continue* the culture and active support of our *established* sisterhood- Our members are empowered. Support their service.

Group 4 - online, submitted by Sr. Mary Wild (Marie Elizabeth, Judy Long, Rosanne, Mary Clare, Mary Wild, Agnes, Mary Eileen)

1. **Embrace** our diversity of the Carmelite family and continue to collaborate with other associations and federations here at home and abroad.

Continue to reach out to them and to share specifically on our new challenges and situations that we might assist each other in new ways.

2. Continue to **exercise** our voice and presence in matters affecting our lives, our Teresian charism, the Order, our role in the Church, the world and all of creation.
3. Provide active, mutual support to the identified needs of our communities, create a culture of sisterhood, and **support** our members to serve as leaders and contributors to CCA.

Room 2: (online) Carolyn O'Hara, Donna Schultz, Michaelene Divine, Teresa Susan. Maria V., Sue L. Claudette

We reaffirmed all the goals, but did not identify priorities for any of them, just agreeing that #3 is the one that represents the most immediate need. That's it

XIX. Goals for 2025+ and priorities

Continue to Embrace the diversity of the Carmelite family, collaborating with other associations and federations here at home and abroad as well as with other religious organizations, exploring life-giving relationships and partnerships.

Priority: Be open to specific practical ways that the groups could support each other. Encourage local initiatives.

Confederation.... In the US, international, worldwide.- long term.

Continue to **exercise** our voice and presence in matters affecting our lives, our Teresian charism, the Order, our role in the Church, the world and all of creation.

Priorities: Direct our efforts towards the review of the revised Constitution text and provide timely responses/feedback. Send all responses to Sr. Claire Sokol.

We continue to care for one another in a spirit of sisterly support and friendship, in light of our new and changing realities.

Priority: Encourage the non incardinated sisters to be incardinated.

Note: All sisters have an obligation to be a member of a community. They need to have the support of a community.

How can we companion the non incardinated and other sisters? **Susan Weber volunteered to ask who is doing what and who is willing to do something, or have ideas as to how to do this,**

The healthcare oversight/coordination of the non incardinated sisters needs to be determined.

XIX B . Discussion on CCA vision and other matters at GA

Discussion on Vision and whether we need another goal...other matters. .

Give voice to what Ann Weber said about, we live in a changing era... We should be expanding our horizons.

Goal to pray for improving our current reality and political situation?

Work we are doing in leadership, in two years.. Write it down to evaluate in two years the model selected. **We will do this without needing a goal to do it.**

CCA has been/is Visionary, always had a vision... Need an aspirational goal? --- Hope

Express in our goals and on line - express our solidarity... with all those who are suffering. How best to do this?

Develop a vision statement - establish a vision development committee?

Connie offered to develop a draft vision statement with assistance from her community.

We have the CCA Governance Board. We have a community in Cleveland, should Barb be added to the CCA Governance Board??? Yes she is willing to serve.

Barb added to the CCA Governance Board.

What is a Governance Board... need a definition/description? Stephanie to draft.

Denise to be the collection point for recommendations for the ED role.

XX. Thursdays to do's – with discussion notes.

- 1 Goals
- 2 Priorities of focus for the goals
- 3 Elect/officially affirm the CCA Governance Board - term to begin 9/1 ?? The term will begin on 9/1? The current LT is in a transition time. As part of their transition role they will bring the Governance Board up to date. Who will deal with the “day to day” What is pending that is urgent? Related to the unincardinated sisters. Plus some canonical and legal matters that are urgent and pending. The association’s response to the Commission on the revision of the Constitutions.

LT -delegate the urgent and pending issues, they are going 100% focus on a ED hire.

LT will devise an alternate for post 9/1 as a back up in case of an ED not being able to assume the role by 9/1. Transitioning and sharing info with the CCA Governance Board as needed.

How to get the ED on board, A shadow?

- 4 long will the term be, 2 Years from 9/1
- 5 Election of Treasurer- candidates? Paying bills, making deposits, filling out forms, maintaining files. Regular communication with Holly. Collecting dues from all the members, payments of organizations, registrations/payments for meetings. Reimbursements of what has been incurred by members on behalf of CCA. It makes a big difference whether or not a person has some accounting background. Quick books knowledge would be helpful. Maybe 3-4 hours a week. Barb to stay on for two months. Look for an accountant. Perhaps a retired sister... LT to look for solutions...

- 6 Follow up on ongoing formation. See separate document.
- 7 Review current delegations (who is going to continue to do what)
Let the Governance Board... deal with whose name to have as the treasurer role and the formator.

CCA Newsletter - Donna

CCA Fundraising - Judy M, Michaelene, Stephanie

CCA Website - Sr Jeanne Marie and Sr. Shirley Marie(until Sept 1)

CCA Archives - Colette

CCA On going formation - see proposed ways to do this.

Additional delegations:

Who can be delegated to be a focal point for the International Commission on Constitution's responses- Claire to do, can work with CCA's AA Denise - submit by Sept 14

Invite sisters not incardinated to incardinate with your community.

What else??

Current LT focus is finding/selecting/recommending candidate(s) for ED. How can you help???

XXI. Sr. Roz's (LT Sec) notes 5-8-2025 on LT responsibilities until 9-1-2025

In addition to being members of the Search Team for an Ex Director, the LT, as Transitional Team, will have the following priorities

1. With new challenges and situations in US Associations, it is important to work together to support each other in concrete ways
2. Updating our Constitution
 - all information received from the International Commission to be sent to CCA communities/sisters asap
 - reports/feedback from communities to be compiled and sent to the Commission via Sister Mary Elizabeth before the deadline given us
3. Make decision: until we get an Ex Dir, who will deal with the day-to-day details
 - Canonical/legal matters
 - Association response to International Commission on Constitution
 - Individual sisters' issues (those not yet incardinated)
4. Search for someone to take Barbara Losh's place as CCA Treasurer

- A sister to receive checks, make bank deposits, collect payments, dues, reimburse for CCA expenses, maintain files and establish new bank account as needed, etc. AND OR?
 - Someone like Holly, who has a background in accounting and non-profits, would be needed for about 2-4 hours a week to advise and maintain proper non-profit accounting records
 - There would need to be a Nominal Treasurer in Governance group who with the Ex Director would have oversight of the Treasurer
5. Designate someone (perhaps 2) to help new Ex Dir learn CCA culture
 6. Devise alternative governance if Ex Dir cannot begin 9/1—perhaps delegate to 2-3 people