

EMBRACING THE MYSTERY: LIVING TRANSFORMATION

2016 - 2017 Annual Report
Leadership Conference of Women Religious

Annual Report of the
Leadership Conference of Women Religious
2016 – 2017



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The Power of *Transformation*

Like budgets and calendars, annual reports communicate something about who we are and what we value. They're intended to render accountability. They tell the story of where our time, our energy, and our money went. They recall our aspirations and reflect our reality. They are a snapshot of a segment of an organization's life, and read from year to year they unfold a unique narrative of mission, vision, values, and activity.

As we look forward to our 2017 assembly, the pages ahead are intended to be all of this and more for our conference. Inspired by the theme of the 2016 assembly, *Embracing the Mystery: Living Transformation*, this report is the story – in words and images – of faithful leaders rooted in our identity as ecclesial women embracing daily mysteries of all kinds and experiencing the power of transformation in ourselves, our congregations, and our conference.

Guided by the LCWR Call 2015-2022 and responsive to the ever-urgent needs of this moment in history, we embrace the transformations that are underway as our own participation in the Paschal Mystery. Our contemplative intuitions reveal to us that this joyful and wrenching rhythm of life, death, and resurrection, embedded in every aspect and atom of creation, is the one Mystery that gives shape and meaning and guidance to all our transformations and everything we hope to evolve and make new.

We hope that each member of the conference will recognize herself, her values, her hopes, and aspirations in the story of the work of the regions, the board, and the staff

of the national office. We hope that the accountability that we render and the reality that we reflect will fill you with hope and eager anticipation for the transformations that the mystery of God's grace has in store for the conference for the sake of the Gospel.

Mary Pellegrino, CSJ -- LCWR President
Teresa Maya, CCVI -- LCWR President-Elect
Marcia Allen, CSJ -- LCWR Past President



Teresa Maya, CCVI; Joan Marie Steadman, CSC; Mary Pellegrino, CSJ; and Marcia Allen, CSJ visiting the office of the Congregation for the Doctrine of the Faith in Rome

... we embrace the transformations that are underway as our own participation in

the Paschal Mystery.

Christ Revealed in Our Midst

The theme of our 2016 assembly, Embracing the Mystery: Living Transformation, drew us deeper into the reality of God's presence in all the dimensions of our lives and the call of the Gospel to be and recognize the presence of Christ revealed in our midst. Reflecting on how this theme shaped the work of the conference the words collaboration, planning, and gratitude come to mind.

LCWR's presence opens doors for collaboration and the exploration of ways to foster and deepen these relationships as many common concerns and hopes bring us together.

The following is a snapshot of some of the organizations where LCWR has been represented formally:

- Leadership Collaborative
- National Religious Retirement Office Management Committee
- Resource Center for Religious Institutes Board Meeting and National Conference
- USCCB Committee on Domestic Justice and Human Development
- USCCB Committee on International Justice and Peace
- USCCB Committee on Clergy, Consecrated Life and Vocations
- USCCB Commission on Religious Life and Ministry
- USCCB Plenary Sessions
- UISG International Union of Superiors General Plenary Session
- Catholic Health Association Board Meetings
(others are contained in this report)

Time, energy, and creativity have been devoted to moving the planning process forward. This communal work will help move LCWR further along in making the decisions necessary for a hopeful and viable future for the conference.

LCWR provided guidance and support to the Coordinating Committee of the Association of Hispanic Sisters in the United States as they applied for a grant to enable them to develop the organizational structure necessary to support the mission and work of AHREU.

As I reflect on the global, ecclesial and national reality in which we live I find myself asking again and again how might we, as a conference, be transformed if we are more intentional about developing the skills needed to respond to the intercultural nature of religious life, the church, and the global community?

This annual report gives a comprehensive picture of the vitality of LCWR and the desire of all who serve the conference and our members to move into the future as a creative and sustainable organization whose mission and call find flesh in all our decisions and actions. The hope we share opens new horizons and enables us to dream, discern, and take the next steps on this unfolding journey together.

Joan Marie Steadman, CSC
LCWR Executive Director



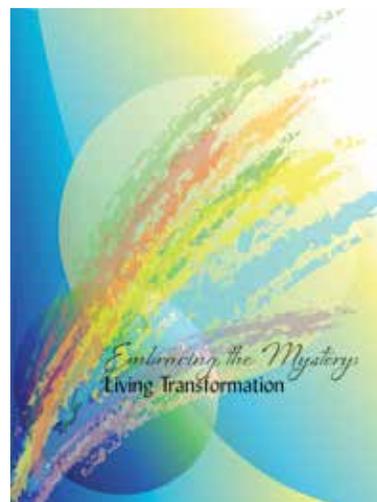
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2016 LCWR Assembly Embracing the Mystery: Living Transformation

Nearly 800 LCWR members and associates participated in the annual LCWR assembly, held August 9-12 in Atlanta, Georgia. Set in a context of contemplative engagement and under the theme, “Embracing the Mystery: Living Transformation,” the presentations and processes led participants to new understandings of the unique opportunities open to US Catholic sisters and how those opportunities may be explored.

Among the features of this assembly were:

- Keynote presentations by Margaret Wheatley and Pat Farrell, OSF
- Presidential address by Marcia Allen CSJ
- Facilitation by Cathy Bertrand, SSND and reflection/listening by Liz Sweeney, SSJ
- Deepening group experiences to consider what is required of leaders today and what matters most for the future of religious communities and the world they serve
- Opportunities for personal and communal contemplation designed to place participants in deeper communion with places of suffering and pain in the world
- Presentation by Shannen Dee Williams on racism in the history of US women religious with responses from LCWR members Anita Baird, DHM and Dawn Tomaszewski, SP
- Unanimous affirmation of a resolution on the root causes of injustice
- Presentation of 2016 LCWR Outstanding Leadership Award to Janice Bader, CPPS
- Transfer of the presidency of LCWR to Mary Pellegrino, CSJ and the voting in of Teresa Maya, CCVI as its president-elect
- The participation of more than 40 professional facilitators who were present to experience the input and contemplative processing that occurred during the assembly. Twenty of the facilitators later participated in one of three videoconferences where they shared their impressions of the assembly, as well the key issues that they see emerging among women religious that could benefit from LCWR’s attention.



Keynoter
Pat Farrell, OSF



2016 LCWR president Marcia Allen, CSJ

2016 LCWR Assembly



Creating New Governance Structures for LCWR

In an effort to conduct its meetings in a contemplative context, LCWR engaged former LCWR board member Cathy Bertrand, SSND to facilitate the meetings of the national board. In this context, the board is better able to explore the important matters on its agenda with greater depth and focus, valuing the time spent in reflection and dialogue before entering into discernment and decision-making.

The board met following the 2016 assembly in Atlanta. In addition to evaluating the assembly, the board also shared their experiences of and insights about the document, *Mutuae Relationes*, as well as their experiences on the impact of the Year of Mercy that will be shared with the USCCB Committee on Clergy, Consecrated Life and Vocations. Members also engaged in conversations on where LCWR members are finding hope and energy, what they are wrestling and struggling with, and what the board and staff need to know from the members.

Conversation also took place on the need to adapt LCWR's governance structures to the demographic realities of the conference and the ongoing transformations characterizing US religious life. The board commissioned the LCWR executive committee and staff to begin an exploration of options for governance structure modifications. Consultant and facilitator Marisa Guerin led the committee and staff through a two-day workshop in November to generate ideas for adjustments and raise some of the questions and concerns such changes might entail for the organization.

At its February meeting in Florida, the LCWR national board affirmed a proposal designed to adapt LCWR structures to the changing realities in US religious life today. As noted by the board, rapidly changing times require a flexible and creative approach to how the conference organizes and operates. The proposal suggests a plan for incremental change which begins with the configuration of the board. Later changes will include a redesign of the presidency, executive director, and staff roles as well as the structuring of the regions. The hoped-for outcome in the restructuring of the board will be to create a body of women with specific skills sets who can move competently and effectively as situations demand so that LCWR will be able to respond to needs. As board reconfiguration occurs, structures for qualitative communications with and among regions will also be developed.

Regions examined this proposal at their spring meetings and provided feedback. A proposal will be presented at the LCWR assembly for the members' approval.



The LCWR board and staff held its February meeting at the same time as the CMSM board and staff met, allowing them to share in prayer, liturgy, meals, and one joint meeting together.

Partnering with the Global Church

LCWR nationally and regionally finds ways to partner with many leaders in the Catholic Church as together they explore ways to make the Gospel visible in the places of great need in the world today. The partnering includes connections with church leaders nationally and internationally.

Collaboration with USCCB

The LCWR officers attended meetings throughout the year sponsored by the US Catholic Conference of Bishops (USCCB). These included the:

Commission for Religious Life and Ministry

- Conversation included the request to extend the national collection for religious for another 10 years
- Dialogue on Mutuae Relationes

USCCB Committee on Clergy, Consecrated Life and Vocations

- Conversation on the question: What is the most significant fruit that has come forth from the Jubilee Year of Mercy?
- Welcoming then Cardinal-designate Joseph Tobin as the new CCLV chairperson

USCCB General Assembly

LCWR officers attend the general sessions as observers. The November 2016 meeting included many presentations on the plight of persons living in poverty or experiencing marginalization, as well as the persecution of Christians and other religious minorities in the Middle East. On one evening the participants joined the parishioners at St. Peter Claver Parish in Baltimore who often experience violence and racism.

The USCCB also extended an invitation for 20 LCWR members to attend its National Convocation for Church Leaders in July in Orlando.

Annual Visit to Rome

The LCWR presidency and executive director represented LCWR at meetings in Rome in April with various Vatican officials.

Some visits were made with the representatives of the Conference of Major Superiors of Men and included the Congregation for Catholic Education, Congregation for the Evangelization of Peoples, Congregation for Promoting Integral Human Development, Pontifical Council for New Evangelization, Pontifical Council for Social Communications; and a meeting with the United States Embassy chargé d' affaires.

LCWR also visited the Congregation for the Doctrine of the Faith, Congregation for Institutes of Consecrated Life and Societies of Apostolic Life, Pontifical Council for Inter-Religious Dialogue, and the Vatican Secretary of State. As is the custom, they met as well with congregation leaders who have members in the United States and representatives of the Union of International Superiors General (UISG).

Mary and Joan also participated in a liturgy with Pope Francis at Santa Marta, after which they were able to personally greet Pope Francis and extend the love and gratitude of the members of LCWR.



Partnering with the Global Church

Delegation of European Church Leaders

For the third year, the LCWR national office staff hosted a delegation of church leaders from German-speaking countries who were in the United States to visit parishes and various church organizations that are responding in innovative ways to the pastoral needs of Catholics today. The nine-person delegation discussed a variety of topics with the LCWR staff including building relationships with church leaders, contemplative practices, working for justice, and evangelization.



Delegation of European church leaders visits LCWR

Convenings on International Sisters in US

Mary Pellegrino, CSJ and Joan Marie Steadman, CSC represented LCWR at a convening in Washington, DC to unveil the first national study of the 4,000 international sisters living in the United States conducted by Mary Johnson, SNDdeN and a team of researchers to better understand the experiences and contributions of international sisters. These sisters often experience the strains of migration and, in some cases, separation from their own religious communities for extended periods. Following the annual visits of the three LCWR presidents and executive director to the Vatican, they discussed this study in another convening in Rome sponsored by the GHR Foundation and the International Union of Superiors General (UISG).



Contemporary Religious Life Committee

Nurturing Contemplation

LCWR emphasizes in a variety of ways the essential role of individual and communal contemplation in the lives and ministry of women religious leaders, with the belief that the more one engages life's challenges contemplatively, the more one's capacity grows to find God and embody Love.

The LCWR Contemporary Religious Life Committee works to support the use of contemplative practices and processing throughout the conference's endeavors. Some of these efforts have included:

- The production of a set of 10 greeting cards based on the insights of its members that were voiced at the 2016 LCWR assembly during the deepening group sessions. These cards are a means of sharing ideas about contemplation, communion, and Gospel-centered living.
- Monthly sharing through the LCWR newsletter of the insights that arose during the contemplative dialogues that took place during the 2016 LCWR assembly. Individuals and leadership teams are encouraged to spend time with these insights in light of their leadership ministry.



Commitment to Social Justice

LCWR's commitment to social justice is grounded in its 2015-22 call which claims the moral imperative of the Gospel and pledges its collective voice in solidarity with others to establish economic justice, abolish modern-day slavery, ensure immigrant rights, promote nonviolence, and protect Earth.

Assembly Resolution

At the 2016 LCWR assembly, the members affirmed the interrelatedness of justice concerns and committed themselves to examine the root causes of injustice, especially racism, their own complicity and to effect systemic change.

Resolutions to Action

The Global Concerns Committee published Resolutions to Action examining the choices presented by election 2016, racism in religious life, and the gospel call to nonviolence.

Action for Justice

LCWR, in cooperation with a coalition of Catholic advocacy organizations, published the Revolution of Tenderness: A 2016 Election Values Reflection Guide to help voters reflect on the issues facing the nation in the light of faith.

The conference also mounted a campaign calling for civil discourse in the presidential campaign. LCWR presidents issued a public statement and members penned pieces for their local press. That was followed by a letter to presidential candidates signed by more than 5600 women religious.

LCWR helped to organize a number of events to draw attention to the incarceration of immigrant mothers and children including "Diapers in Detention" and a Mother's Day event at the White House. In addition, LCWR made a number of statements and was party to amicus briefs supporting immigrant and refugee rights. Finally, LCWR voiced deep concern about President Trump's executive orders on immigration and refugee resettlement.

Troubled by President Trump's executive order calling for the expedited approval of the Dakota Access Pipeline and the revival of the Keystone XL Pipeline, LCWR co-sponsored Catholic Climate Covenant's (CCC) petition calling on the president to honor standing commitments to the Paris Agreement, the Green Climate Fund, and the Clean Power Plan.

LCWR continues to be active in the Catholic Nonviolence Initiative (CNI). Members worked closely with the Pontifical Council for Justice and Peace in preparing materials for the Pope's World Peace Day message on nonviolence. In addition, CNI continues to publish resources on gospel nonviolence and the World Day of Peace message. In December, steering group members returned to Rome to continue the dialogue on gospel nonviolence with various Vatican officials.

LCWR continues to support US Catholic Sisters against Human Trafficking and to chair its advocacy working group which guided the "Women of the Senate" campaign to garner support for the Business Supply Chain Transparency on Trafficking and Slavery Act. LCWR also collaborated with the Human Thread Campaign on a postcard campaign to encourage Macy's and Kohl's to improve practices in their supply chains.

While health care has not been a priority in recent years, given the threat posed by the current Congress and the Trump administration, LCWR has once again become actively involved in efforts to ensure people's right to healthcare.

External Partners

The LCWR associate director for social mission serves on a number of USCCB staff committees including: the Justice for Immigrants; the Catholic Climate Covenant the Coalition of Catholic Organizations against Trafficking. She also sits on the steering committee of the Justice Conference of Women Religious and on the boards of NETWORK and US Catholic Sisters against Human Trafficking. In addition, she serves on the Coalition of DC-based Catholic Organizations, the steering committee of the Catholic Nonviolence Initiative, and is liaison to UN Department of Public Information.

LCWR continues to collaborate with the interfaith community including the Heads of Faith-Based Washington Offices, Interfaith Immigration Coalition Steering Committee, Faiths United to Prevent Gun Violence, the WISC Working Group on Human Trafficking, and the WISC Affordable Health Care Working Group.

Opportunities for Leadership Development

The theme of Embracing the Mystery: Living Transformation ran through the various programs offered during the past year by LCWR. Members had the opportunity to participate in Leadership Pathways, the online program designed to assist members in strengthening their capacities as transformational leaders. Two new learning groups formed to explore Becoming the Leaders We Hope to Be: The Foundations of Transformational Leadership. One group is exploring The Foundations of Mission-Grounded Leadership, and another group is exploring Leading in an Evolving Universe. In addition, LCWR provided a modified version of Becoming the Leaders We Hope to Be for congregation members serving in a variety of leadership positions other than elected leadership. Eight groups of five women each are engaged in this process.

In January, 28 women participated in the Leading From Within Retreat offered at Bethany Center in Lutz, Florida. The retreat experience, which was facilitated by Janet Mock, CSJ; Marie McCarthy, SP; and Annmarie Sanders, IHM, invited the participants to spend time accessing their own inner wisdom and depths and their deep desires, exploring the path of transformation, and saying “yes” to the activity of God in their lives. Retreatants returned home renewed and refreshed by the experience as well as strengthened for the journey ahead.

In March, 105 members from 29 different congregations gathered at the retreat and conference center at St. Mary of the Lake University in Mundelein, IL for the annual New Leaders Workshop. The workshop focused on both the practical challenges of leadership and staying mission-grounded and hope-filled. It incorporated contemplative structures and processes as well as significant opportunities for participant interaction with resource personnel and with one another. Engagement throughout the workshop was both lively and profound. Throughout the days together participants were invited to reflect on the gift that religious life has to offer to the world at this particular time in history.

In addition to these activities, the Conrad N. Hilton Foundation has gifted LCWR with a \$780,000 grant to be used over the next three years to enhance leadership development efforts and expand intercultural capacities among the members. This generous grant will greatly assist LCWR in assisting the members to embrace mystery and live transformation.



2017 New Leader Workshop

2017 Leading from Within Retreat



Resources for Leadership Development

LCWR continues to provide print and online resources for education, spiritual growth, inspiration, and leadership development. Members, associates, and subscribers receive *Update*, a monthly newsletter, as well as the quarterly *Resolutions to Action*.

The bi-annual journal, *Occasional Papers*, is read by women religious throughout the country and the world, and used widely in reflection and study groups. The winter issue centered on "Living into Love," exploring the mystery of Love and how love compels one toward transformative action for the life of the world, and included interviews with both Episcopal minister Cynthia Bourgeault and journalist and public radio program host Krista Tippett. The summer issue took the theme "Put Out into the Deep," looking at how the complexities of these times create conditions that urge religious toward deep thought and reflection in ways perhaps not required in the past. Interviewees in this issue were Richard Rohr, OFM and MIT lecturer and author Dr. C Otto Scharmer, well-known for his work with Theory U, presencing, and leadership.

LCWR makes it possible for people to subscribe to or purchase a gift subscription for *Occasional Papers* and it has made out-of-print editions of this publication since 2009 available for purchase as downloadable PDF files.

The conference also published *The Intimate Nearness of God: A Reflective Journal Exploring Contemplation and Transformation*, a collection of reflections written by LCWR members about how they are reclaiming and deepening the contemplative dimensions of their lives.

The LCWR website also hosts a number of resources including a growing collection of LCWR articles and resources translated into other languages. These resources are made available through the generosity of congregations that translate LCWR materials for their own members and then share them with LCWR so that they can be used by a wider audience.

New LCWR Book: *However Long the Night*

LCWR has been approached by many organizations and individuals encouraging the conference to share what it learned as it worked through the doctrinal assessment by and mandate from the Vatican's Congregation for the Doctrine of the Faith (CDF). As others seek to learn how to work through situations of conflict and difference, especially those that become public as the situation between LCWR and CDF did, they turn to LCWR to gain



greater understanding of how the organization navigated the complexities of those difficult years. With the belief that the insights gained by LCWR through its six years of work with CDF (2009 - 2015) are needed particularly at this difficult time for the nation and world, LCWR has decided to capture these learnings in a book so that they can be shared with as wide a public as possible.

The book will be written as a way of describing the principles by which LCWR operated through those six years, and will illuminate these principles and learnings by describing LCWR's experience with the CDF assessment. It will also include suggestions for how readers may reflect on their own experiences. The book is currently in process.

Walking with Religious Through Transitions

The “new” that God is inviting us into has yet to be revealed in its fullness but increasing numbers of religious congregations are walking into the mystery of the “new” with courage, with creativity, and with grace.

Mary Hughes, OP, LCWR’s director of transitional services, made 20 individual community visits over these last months. LCWR communities, monastic communities, and communities holding no conference membership have all been part of the mix. While there is an occasional one-day visit, most require several days. Visits have been with leadership teams, with entire communities of sisters, with associates of a congregation, and with formation personnel for international communities. There are completing communities in regular conversation with one another to share experiences and to see if any of their work can be done together. Most impressive has been the grasp of reality coupled with a sense of optimism about the multiple possibilities that are being crafted to keep religious life alive. Still other communities are moving toward completion as women of faith and believers in the Pascal Mystery. Smaller communities are our teachers at this moment in time and they are embracing this role as a sacred trust. Visits to two more regional gatherings and to the leaders of a monastic association have all served to familiarize congregational leaders with the services available to them.

In the midst of the decisions multiple communities are facing, there have been pockets of sisters seeking advice on what will be needed for leadership to keep consecrated life alive even if their own institute comes to completion. They long to be part of the new that is emerging. Sisters from 14 countries gathered to think about weaving a future together. Others have gathered to

learn how to look to the future with enthusiasm and hope. Such gatherings are always well attended. There have been some international requests but there is more than sufficient work to keep busy in this single hemisphere. There has been a visit to a community in Canada.

As the work continues, the leadership of LCWR, the Resource Center for Religious Institutes, and the National Religious Retirement Office remain in close contact to discuss what seems to be emerging and to develop resources and programs to support women religious in the work that is theirs to do at this time. There are regular additions to The Toolbox—an online resource for leaders and their communities. Organizational leaders attend one another’s conferences, work together at the LCWR New Leaders’ Workshop, and recently held a second Fidelity to the Journey workshop for completing communities.

As the opportunities for service increases so also does the need for additional resource support. There is a need for resource persons skilled in individual and communal discernment that might be able to offer some time and instruction to communities grappling with critical decisions about their future. If you are one of those persons or know someone with these gifts, the contact information would be most appreciated.

Religious life is at both crossroads and thresholds. Even as congregations divest themselves of what has become too large, too cumbersome, or simply no longer useful to mission, there is the persistent longing to foster the new and to be part of its birthing process. Women religious await the future with utter confidence in God’s presence in our midst.

Even as congregations divest themselves of what has become
too large, too cumbersome,
or simply no longer useful to mission,
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Embracing the Mystery: Living Transformation

Region 1

The 15 LCWR regions respond to the questions:

- How is your region being invited to embrace Mystery?
- How is the region living transformation?



The theme “Embracing the Mystery: Living Transformation” wove its way through our fall and spring meetings. Our times together afforded us the opportunity for some deeply appreciated contemplative space at the Genesis Spiritual Life Center in Westfield, Massachusetts. This led to meaningful and heartfelt discussions as well as shared wisdom. At our fall meeting we received reports from two of our Region 1 endeavors. Mary West from the National Housing Trust gave an update on the affordable housing loan project ICE (Institute for Community Economics) that we have been part of for more than 20 years. We also reviewed and renewed our commitment to Wisdom’s Way, a project Region 1 established in 1998 to assist women with limited financial resources in achieving their educational goals.

At our fall meeting we entered into a discussion of some potential changes in our region by-laws. We also viewed Professor Colleen Griffith’s lecture entitled “Thomas Merton: A Prophet for Our Time” which focused on Merton’s significant contribution to the contemplative practice that is so needed for today’s world.

At our spring meeting we had the opportunity for a more substantial conversation on the proposed LCWR governance changes. And again thanks to technology we viewed a video of a lecture entitled “The Francis Pontificate ~ Historical Anomaly or the Beginning of a Modern Papacy” by Professor Richard Gaillardetz. (Both of these videoed lectures are available through the Boston College website.)



Region 2

We in New York State are conscious of being on the cusp of something new emerging, invited to embrace Mystery unfolding in our midst.

Janet Mock, CSJ and Maria Cimperman, RSCJ provoked our going deeper into the graced reality that beckons us toward God's future. Knowing who we are and who we are not, we are being challenged to speak and act with our moral authority. Engaged in contemplation and dialogue, we are committed to personal reflection and communal action to address the sin of racism and other structural forms of oppression. We are empowered to use our collective voice, to stay at the table and reach across the aisle, living out our shared values to meet the needs of refugees and immigrants, victims of violence, poverty, and human trafficking, as care for all creation continues to be our cry.

We recognize the call to move from the "crucible to the peripheries," locally and globally, articulating what our diverse charisms have to offer to our suffering world and church. Realizing the need to create space for the newness God intends, we question from what we need to "de-link" – not forget, simply hold lightly – to be able to engage current needs and welcome the future.



Region 2

Region 3

We recognize that life itself is mystery, and we are transformed in how we live it together. We can embrace the mystery or we can resist it. Our Region 3 meetings allow us to embrace the mystery of living religious life at this time.

Our social and political context challenges us to work together. At our fall meeting, Margaret Mayce, OP invited us to be God's own compassion in the midst of racial injustice. We gained a deeper insight into how we interface with racism — personally, communally and as church. Our religious life context is also one of mystery. We are in the process of redefining ourselves. We are coming to see our demographic reality not as diminishment, but as opportunity for transformation.

At our spring meeting, Mary Hughes, OP helped us to discern what a future might look and feel like—smaller, collaborative, light, and focused more on mission than ministry.

As a region we have increased collaboration and strengthened relationships between and among congregations, as illustrated by the response of the region to the fire at the CSJP residence in Englewood Cliffs. We share our resources, care, and concern as we live into the mystery of transformation.



Region 3

Region 4

As a geographically dispersed region, we generally live out the LCWR commitments in our local settings. We believe we live the transformation of the Paschal Mystery by tending to both our congregational realities and joining with others in solidarity and advocacy as people of God and faithful citizens. As women religious of this particular time in history, we strive consciously to live the evolution of religious life. The suffering and dying of the generations before us is a constant reminder of the Paschal Mystery that draws us into God's desired future for us. As the world around us wrestles with the ebb and flow of globalization and nationalism, we are called to use the influence of our moral authority to promote the common good outlined in Catholic Social Teaching and the current writings of Pope Francis.

Foundational to being leaven in these critical times is our commitment to practicing contemplative silence and contemplative dialogue as we process information and strategize to move into the future as women religious, as church, and as global citizens.

In October, Mary Hughes, OP reflected with us on current trends across US congregations of women religious. In March, Teresa Maya CCVI challenged us to embrace diversity in religious life and in our US culture, recognizing this as the Incarnation of a God whose evolving creation is beautifully diverse.



Region 4

Region 5

Matt Rousso, guest speaker for our fall meeting, spoke on Pope Francis' "The Joy of the Gospel." Mr. Rousso challenged us to "gossip the Gospel," by sharing tidbits of the gospel message in our daily conversations. We agreed, for nothing spreads as fast as gossip.

Pope Francis says, "I want a Church that is poor and for the poor." (#198) Among our many discussion questions that day were: What does Francis mean when he says that inequality is the root of social ills? and What channels do you find most effective in attacking the structural causes of inequality?

On November 17, 2017, across Region 5 we will engage in a prayer service on the elimination of racism. We in Region 5 are very committed to addressing racial discrimination, in fact, discrimination in all forms. We continue our collaboration in the Lake Providence project. We believe that LCWR needs to be aware that the Lake Providence project is an LCWR project, not merely a Region 5 project.

Our spring meeting began with a trip to the Whitney Plantation. One of the most unique things about this plantation is that it has hundreds of first-person slave narratives. We learned what slavery was like from the slave's point of view. We also learned of the Catholic Church's complicity by endorsing slavery, primarily through a bull written by Pope Nicholas V in 1452. Region 5 also takes to heart Pope Francis' call to care for our common home – the earth -- by recycling.



Region 5

Region 6

The members of Region 6 were invited to “embrace Mystery” when Christopher Pramuk spoke to us at our spring meeting in a talk entitled, “Seeing our Way in the Dark: Racial Justice and the Prophetic Imagination.” All of the members were moved by the presentation calling it “informative and touching.” In the fall, Sharon Euart, RSM spoke to us about the PJP process in both healthcare and education.

Through a discernment process developed by Brenda Gonzales, SCN, the vice-chair of our region, we were able to present a slate of new officers for the next three years at our spring meeting. This was very much appreciated by the members.

The members of Region 6 are “living transformation” in their profound response to the year of Mercy and their efforts to combat racism both in individual congregations and as subgroups working together.

In the spring meeting the present leadership team expressed their deep appreciation to the members for the enthusiasm they brought to the regional meetings as they passed the “baton” to a new group of leaders.



Region 6

Region 7

Region 7 believes that embracing the mystery leads directly to transformation. As each of us embrace the mystery in our congregations, as we accept our present realities, we also recognize that we travel this path together. Through the contemplative process we continue to strive to be transparent, honest, and open as we share both our challenges and our successes. In this way we recognize the mystery as it is unfolding before and within us.

The LCWR Call has given us a direction to be engaged in formative events that continue to lead us to transformation. We have taken opportunities at regional gatherings to come to a deeper understanding and appreciation of the LGBTQ community and biomimicry. As a follow up to the 2016 LCWR assembly, we also delved into the issue of racism and white privilege, realizing that this is only the beginning of our work.

We are all in the process of letting go, doing legacy and long-range planning as we live into the new that is emerging. In all the stress and challenges of being in leadership during this time, we come together to support one another, share in the joys as well as the challenges and, through it all, we enjoy being with one another. We laugh and play and find God in it all.



Region 7

Region 8

*"What is ours to do - is to be about God's mission."
-- Marie McCarthy, SP*

Region 8 began the year by continuing and deepening our understanding of transformational leadership with the help of Marie McCarthy, SP. This presentation led us to embrace mystery through many and varied opportunities. During our region gatherings, there is sacred space for contemplative engagement and conversations that matter. This year we have tried to listen and respond to "what is ours to do in God's mission. Project IRENE (Illinois Religious Engaging in Non-violent Endeavors) invites collaboration with others in order to meet the thirsts of women, children, and families through systemic change around issues of immigration, human trafficking, and economic justice in the state of Illinois. Rose Mary Meyer, BVM, Project IRENE director, provided reflection, education, and practical actions that link the work of Project IRENE with the LCWR resolution. Some other collaborative efforts include organizing to provide for the needs of unaccompanied female minors (18-21) who no longer qualify for the detention centers and are at risk of deportation, sponsoring a workshop for World Youth Day on social analysis, and providing for conversations and connections that nourish us as leaders for the good of God's mission.



Region 8

Region 9

Our Wisconsin Religious Collaborative is helping us look at who we are, where we are going, and how to facilitate that process. The fall presentation by Caroljean Willie, SC on interculturality and the spring presentation by Carol Zinn, SSJ on legacy planning broke open different ways of thinking for us. The consistent use of contemplative dialogue on the national, regional, and congregational levels helps us to be open to the unknown and surrender to grace. Sisters without Borders, a group of women who entered religious life after Vatican II, led contemplative dialogue circles at five universities during National Catholic Sisters Week. The ongoing efforts of Region 9 in anti-human trafficking are bearing fruit and gaining statewide attention, with others joining the cause. Milwaukee's Sisters Program South, sponsored by Region 9 congregations, helps women involved in street prostitution and sex trafficking to gain the skills and support to live safer, healthier lives. As we struggle with decisions being made by our country's administration, we have committed ourselves to promote the common good through prayer, education, and advocacy in specific ways throughout the year.



Region 9

Region 10

Region 10 continues to embrace both contemplation and collaboration as we move beyond ourselves, widen our circles, and work with others in order to bring about positive change in our world.

This past year, Region 10 chose to focus on issues of migrants and refugees and of white privilege. At our fall meeting, representatives from the St. Louis International Institute educated us on the difference between an immigrant and a refugee, the path in becoming a refugee, and the long process of settlement. Women from Somalia, Vietnam, and Myanmar shared their experiences of leaving their homelands to come to the United States.

At the spring meeting, Dr. John Stewart of the Dubuque Multicultural Family Center, discussed white privilege, providing materials that challenged us to make a lifelong commitment to be aware, “response-able,” genuine, curious, and vulnerable.

One of our learnings as a region is that we can’t expect others to live our legacy if we don’t share it. We are getting better at “going public” whether it is through billboards promoting awareness of human trafficking, praying and protesting at the West Lake Landfill in St. Louis, or calling our legislators to express our views on changes to healthcare. We can be the critical yeast to make a positive difference and bring needed change.



Region 10

Region 11

As we face and accept our vulnerability and pain and risk entering into an unknown future, we have entered into the Paschal Mystery. We have experienced deep peace in our acceptance of our brokenness. We’ve experienced God’s future emerging, and are moving forward with hope.

We are grateful for the support we have experienced from one another in our congregations and in our region as we joined in discernment, prayer, and respectful sharing. We know we are not in this alone; as together we journey with our sisters and fellow leaders.

Attentive to diverse populations, as we open ourselves to a multiplicity of cultures and needs, we’ve experienced the emergence of new ministries. We are creating ways to offer hospitality to Muslim people, persons caught in human trafficking, persons of differing sexual orientations, immigrants, and others.

We are grateful for LCWR’s focus on contemplative listening, presence, and dialogue and the rich input of Mary Hughes, OP in her presentation to us on communities in transition; Carol Zinn, SSJ, in her work with several congregations on transformation, as well as Pat Farrell, OSF; Nancy Schreck, OSF; and other assembly presenters. Entering into contemplative dialogue has allowed us to move to the edges where God’s mission and human needs meet.



Region 11

Region 12

Region 12's response to the theme, "Embracing the Mystery: Living Transformation," emphasized six points.

1. We embrace the mystery we live through transformation, engaging in a contemplative process to listen, be attentive to the present moment, and allowing ourselves to encounter God in all creation. As we do this, we witness how we are doing away with our borders as we share resources for the common good of religious life.
2. We appreciate the LCWR video on contemplative dialogue by Liz Sweeney, SSJ which set the stage for our contemplative dialogues, and provided a peaceful experience that enabled us to engage in reverent and prayerful sharing with one another.
3. We are aware of our becoming neighbors to the poor, that we are embracing the mystery of all of our congregations, and we are committing to stand in solidarity with border issues.
4. Our coming together as a region and experiencing the unity in our diverse membership has enabled us to draw inner strength.
5. Our experiences of communal contemplation and engagement bring us hope.
6. We recognize that the political climate does not define who we are as women of faith as we listen to and become conscious of statewide and national justice issues. We feel we are being transformed as one.



Region 13

Region 13

Given the current political scene and events in the world, Region 13 members find themselves called to hold the tension between reality and the depth of need in this world, and the sometimes contradictory forces that create more need or diminish any ability to respond. Still, God and mystery, are present in the midst of this – and the members and their communities work to bring God's loving care into these situations. These attempts consist of a diverse number of ministries which include the support of immigrants and those on the margins, work to aid those who have been trafficked, education about human trafficking and racism, and the promotion of care for creation, among a few. The diversity of the communities is mirrored in the diversity of ministries and opportunities that address root causes of injustice. This is done while witnessing to the gospel message both in the church and in an increasingly complex world at large.

The unknown is present in most of their congregational situations as well, but again, the dyings and risings are embraced in hope of the new. They are continually called into the unknown, to respond to the current reality, and to trust that change is the work of the Spirit. Their own transformation and that of the world is scribed in the daily communal and individual response of prayer, work, and human interaction.



Region 13

Region 14

To embrace mystery Region 14 invites in the changing future of religious life and what lies beyond the current articulation of the common life. We are listening carefully to the next generation of leaders. Reflecting on our own aging, we are re-imagining and re-defining what it means to serve, witness, and advocate.

We live transformation through our engagement with immigrants, refugees, trafficked persons, and the homeless, challenged by our current political climate. These encounters with the marginalized face of Christ call us to deeper participation in our communities. We are led by the charismatic vision of Pope Francis and enlivened by the developing practice of contemplative dialogue with our communities, ministerial partners, and one another.

Our two regional assemblies led us to understand the root causes of injustice in our society. In the fall Amata Miller, IHM spoke about economic injustice, and in the spring Eric Law and Lucky Lynch from the Kaleidoscope Institute helped us discover our own roots of racism.

As we enter into new relationships and reconfigurations with one another as community and in ministry, we find creative ways to engage, support, and partner together beyond the narrow delineations of the past. God is moving and we are trying to follow faithfully.



Region 14

Region 15

In this time of global and national turbulence, Region 15 has begun to experience hands-on action at the closing of our last two meetings.

After the October meeting, in keeping with our values and the needs of the homeless, members of Region 15 stayed after the meeting and drove to the home of local sisters where everyone formed an assembly line of sandwich-making. We made more than 100 sandwiches which we packaged with food bars which the local sisters then distributed to an encampment of homeless and others who were hungry.

Following the spring meeting and, in the interest of solidarity and interreligious dialogue, members of the region drove to the Muslim Educational Trust outside of Portland, Oregon. The sisters were given an extensive tour of the school and a lovely luncheon. When asked about the threat of violence, the response was that they could not live in fear. They continue to reach out to others, feeling that interreligious dialogue is the true path to safety and friendship. Two congregations in the area were, and continue to be, very closely united as neighbors who help in time of needs. Their biggest sorrow at the moment is that they cannot afford to replace, at the advice of local police, the first-floor windows with bullet-proof glass. It was an extremely valuable and interesting time of sharing.



Region 15

Stewardship of LCWR's Financial Resources

Stewardship of LCWR's Financial Resources

During 2016, the LCWR Finance and Audit Committee and the office staff have continued to work diligently to ensure the careful stewardship of LCWR's resources. The decline in elected leadership members, congregation units, and congregation members continues. Re-configurations of congregations will continue to affect LCWR membership. The committee was aware of significant changes that have been occurring and in 2016 recommended a one-year increase of dues that was effective for 2017.

Auditor's Report

Linton, Shafer, Warfield and Garrett, PA completed an audit of LCWR's financial statements and issued an unqualified opinion, noting that they present fairly, in all material respects, the financial position of LCWR, the changes in net assets and cash flows in accordance with accounting principles as of December 31, 2016 and 2015.

Investments

The LCWR Finance and Audit Committee continues to meet with Mark Degenhart, representative of Christian Brothers Investment Services (CBIS) to review investment performance and the Socially Responsible Investment (SRI) Guidelines which were reviewed and updated by the committee and approved by the national board. In 2016 the mutual fund investments increased in value from \$6,780,909 at December 31, 2015 to \$8,306,172. The realized and unrealized gain was \$424,609. Net purchases of investments in 2016 were \$ 1,100,654.

Audited Revenues

The total operation revenue increased 5.9% over 2015. Revenue from operations was \$1,790,213 and \$1,895,781 for 2015 and 2016, respectively. The major contributors to the operating revenue are membership dues, assembly, and grants. The major category of decrease is 58% reduction in contributions.

Audited Expenses

There was a minor increase .5% in expenses in 2016 compared to the prior year and the major categories contributing to the increase are the grants and assembly expenses. The national office and board and the committees showed the most significant decreases in operating expenses from 2015.

Net Assets

In 2016 LCWR net assets increased by 13% due to strong investment performance and an increase in grant revenue.

Budget 2016 to Actual 2016

Budget targets for expenses and revenue were carefully monitored. Operating revenues were 12% over budget and expenses were under budget by 11%, resulting in a positive operating variance to budget for the year.

LCWR Building

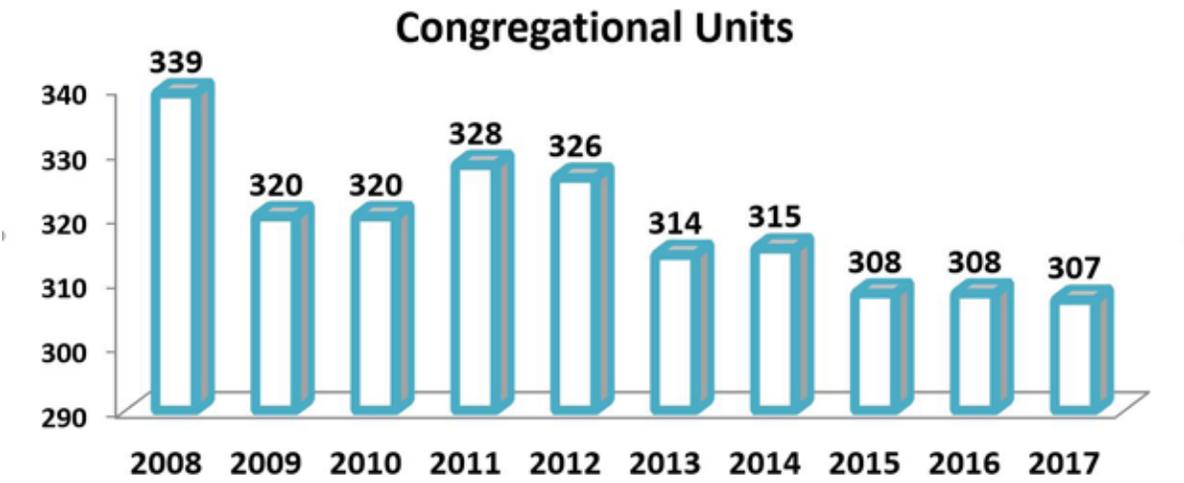
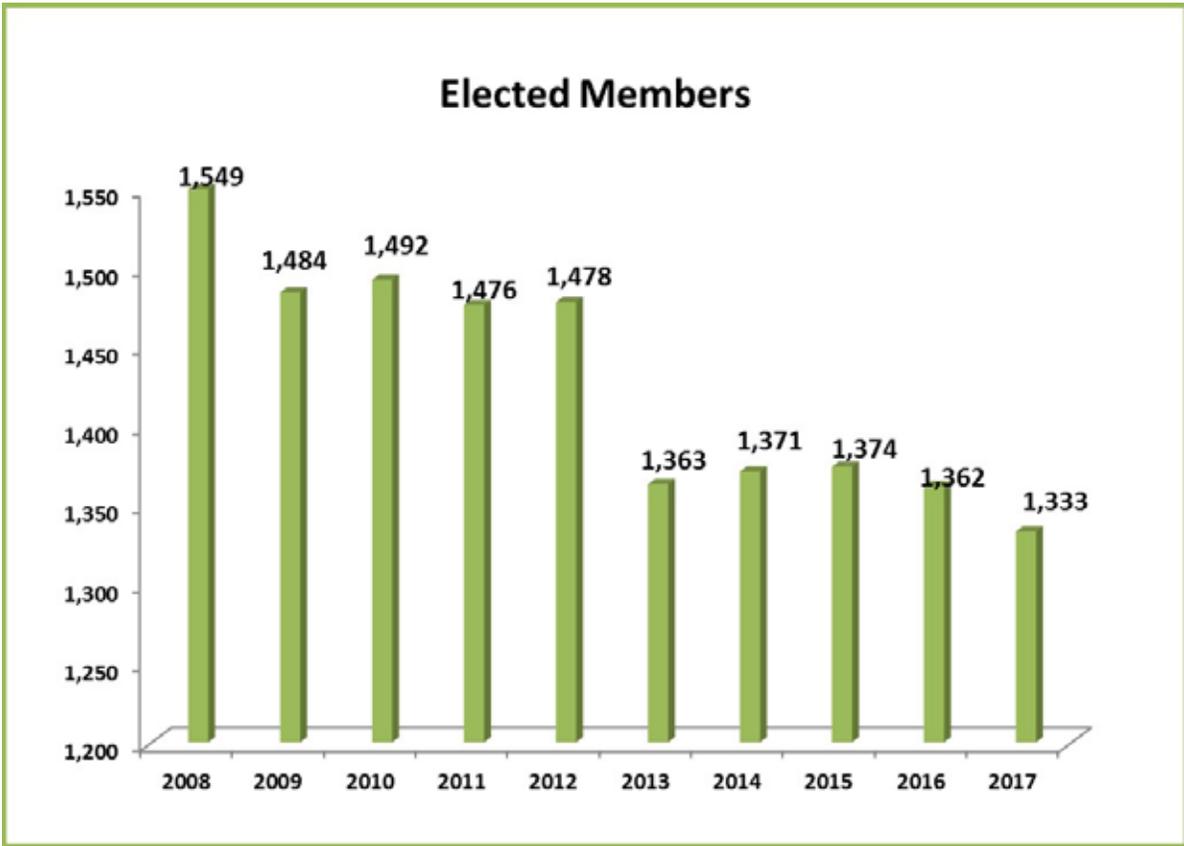
The Cameron Street building, jointly owned by LCWR and CMSM, includes offices for their own staff as well as for the Resource Center for Religious Institutes. The income from rents covered 2016 expenses and provided necessary capital improvements. For calendar year 2016, LCWR's portion of the building fund increase was \$84,685 compared to \$29,775 in 2015, primarily due to investment gains.

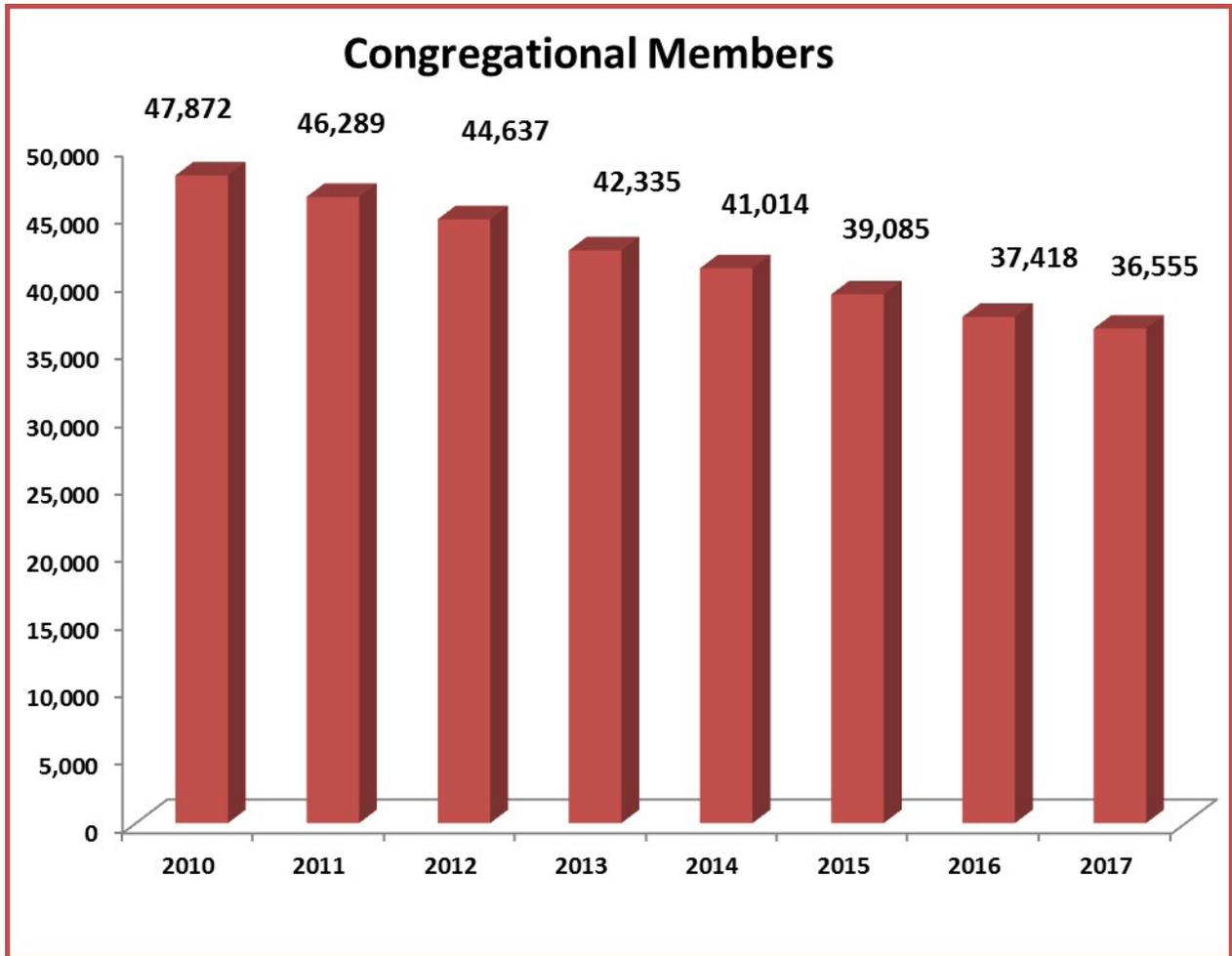


The LCWR Finance and Audit Committee: Julia Lanigan, GHSH; Catherine Fedewa, CSFN; Judith Frikker, RSM; Mary Jane Herb, IHM; Kathleen Keenan, RSM; LCWR treasurer Pat Eck, CBS; Kate Katoski, OSF; and LCWR associate director Grace Hartzog, SC. (Missing from the photo is LCWR executive director Joan Marie Steadman, CSC)

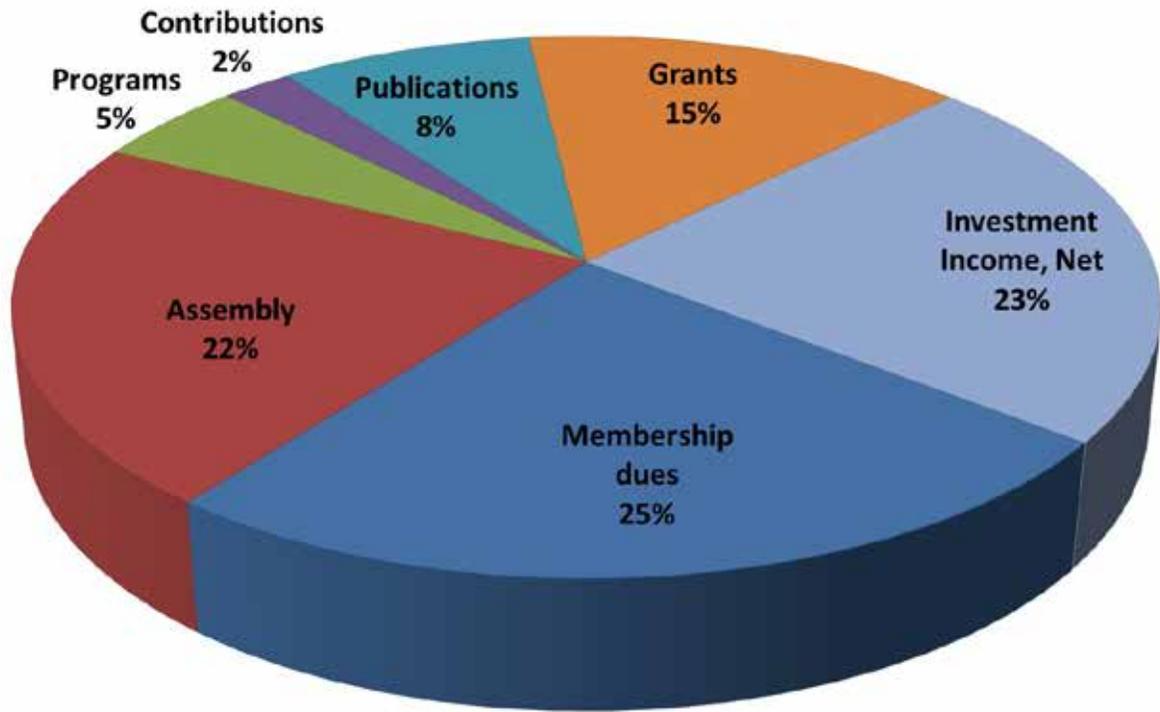
LCWR tends the evolution of religious life
by attending to the internal organizational changes
necessitated by shifting demographics.

-- LCWR Call 2015 - 2022

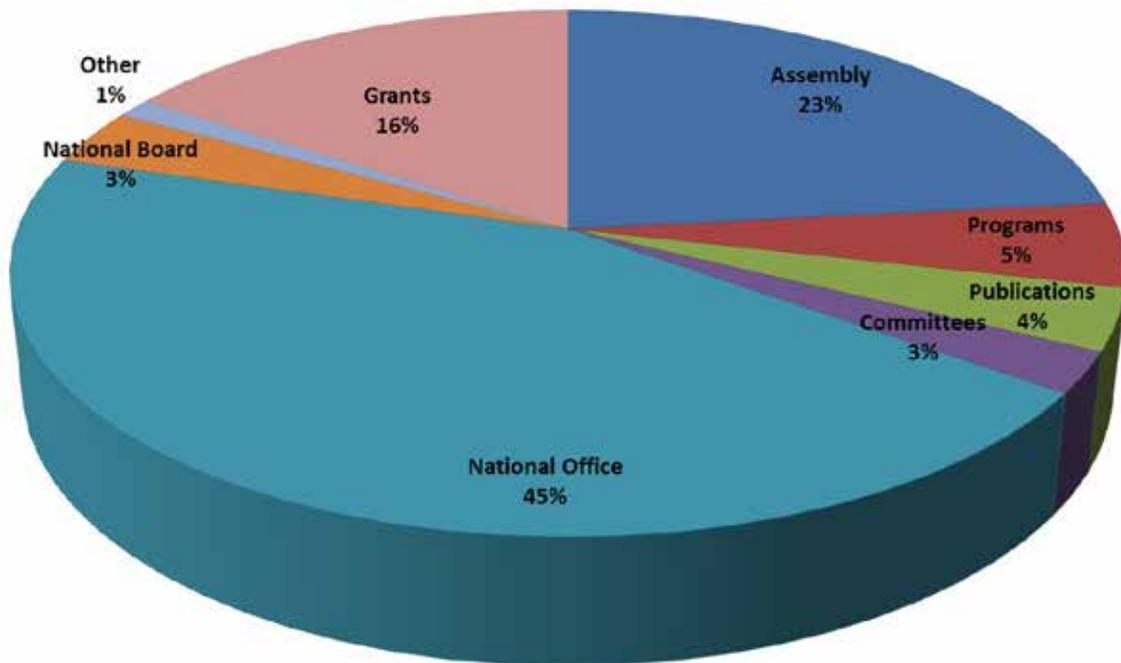




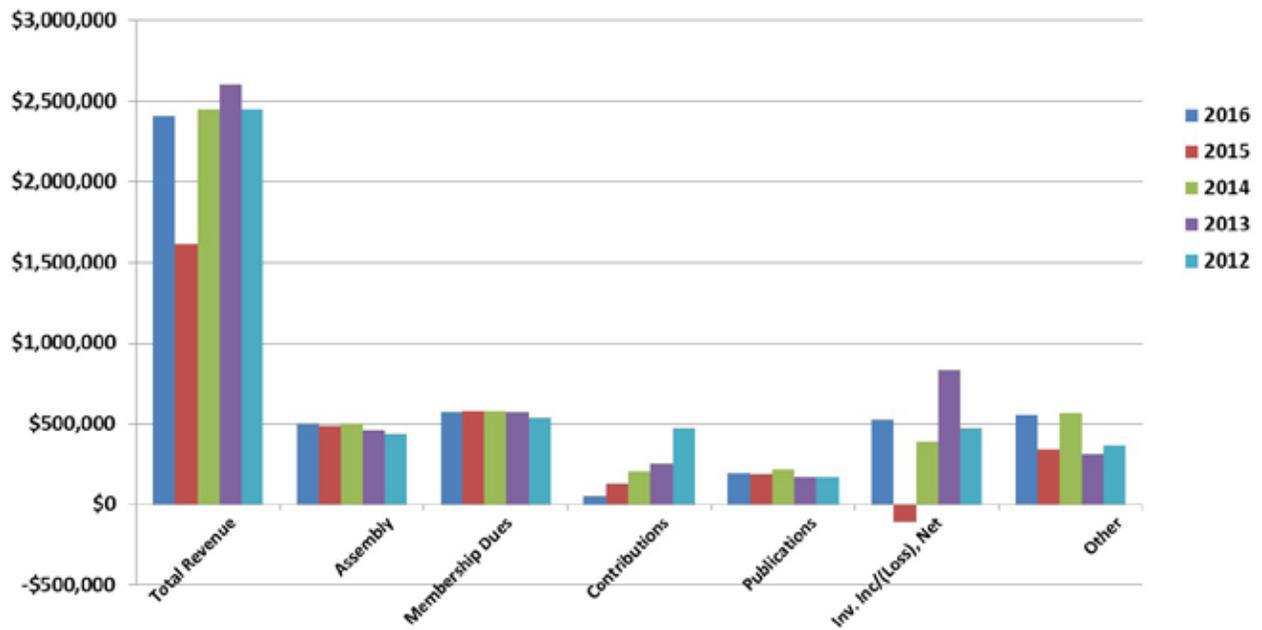
2016 LCWR REVENUES



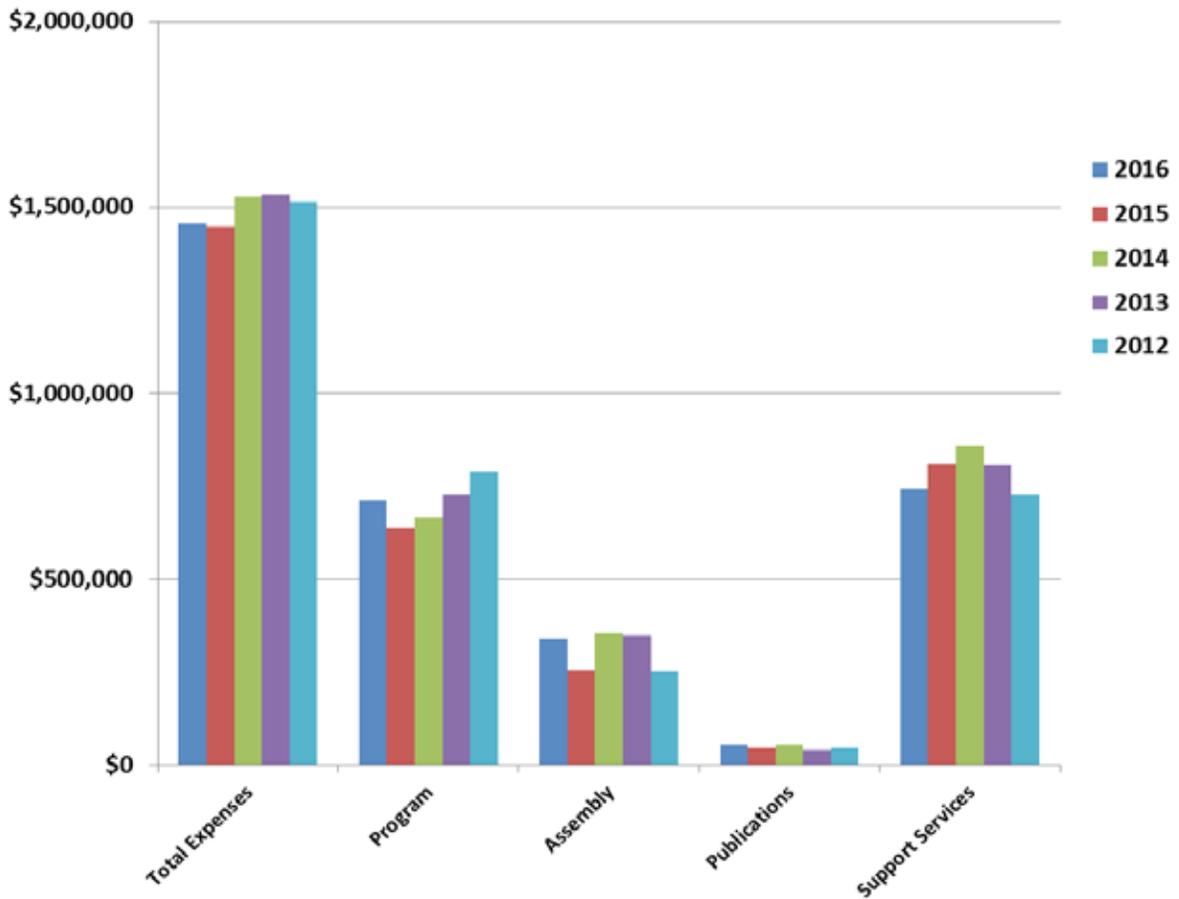
2016 LCWR EXPENSES



LCWR Revenue Trends



LCWR Expenses Trends



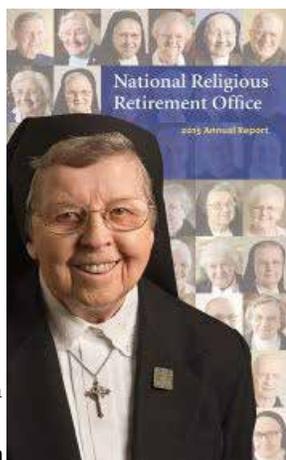
Collaborating for the Mission of Religious Life

LCWR works closely with other organizations serving women and men religious in the United States. These organizations describe how, since the summer of 2016, their activities and initiatives have been “meeting the thirsts of the world.”

National Religious Retirement Office

Stephanie Still, PBVM
Executive Director

The theme, Embracing the Mystery: Living Transformation, called us to attend to the increasing complexities of a suffering world. The NRRO mission intersects with the charism of religious institutes as they attend to these complexities and live with transformation in every sphere of life. Today, institute leaders are called to address complex issues within their membership and within the expression of their charism for others. NRRO resources and programs directly aid these vital activities.



The NRRO mandate to provide retirement funding, as well as leadership, educational, and consultative services was affirmed by the US bishops at their November general assembly, when they renewed the Retirement Fund for Religious collection for 10 more years. We furthered that mandate by granting \$25 million to 401 men and women's institutes through direct care assistance. Ten new institutes entered our Planning and Implementation Assistance program to address future planning. Our Tending the Vineyard initiative, sponsored by a Hilton Foundation grant, aided leaders in property issues. NRRO provided educational opportunities through webinars and workshops on elder care issues.

Profound gratitude is due to generous Catholics across the country who make all this possible

National Religious Vocation Conference

Deborah M. Borneman, SSCM
Director of Member Relations and Services

There is good news about significant increases in recent vocations to religious life. In 2016, 216 women and men professed final vows in 82 religious institutes. In 2016, 502 women and men entered 122 religious institutes while in 2015, 411 entered 109 religious institutes. These numbers cast a brighter narrative of living transformation while embracing the mystery of God's call to holiness.

NRVC also experienced a 10% growth in membership. Our summer institute had the highest attendance since 2009 and the newly created Vocation Ambassadors program brought together teams of vocation ministers, communicators, and millennials to learn key messages to promote vocations to religious life. VISION Vocation Guide and HORIZON Journal received seven awards from the Catholic Press Association. The NFCRV awarded seven grants to alleviate educational debt of candidates entering religious life.

Almost 300 convocation participants gathered in Kansas around the theme: Awakened by the Spirit: Called to Discipleship. NRVC bid farewell to staff members, Julie and Wayne Montague, along with Brother Paul Bednarczyk, CSC, who served as executive director for 14 years. We welcomed Maureen Cetera, director of finance and human resources.





Resource Center for Religious Institutes

Sharon Euart, RSM
Executive Director

Over the past year RCRI continued to seek ways to carry out its mission of assisting religious institutes in tending to their stewardship responsibilities. Our 2016 annual conference in Anaheim was a highlight of our activities. The spirit of the gathering, the program, speakers, worship celebrations, and opportunities for networking were exciting and well received by the participants.

We completed implementation of Phase I of the GHR grant Planning for the Future and received approval for Phase II which included a second workshop on Fidelity to the Journey: Transition in Changing Times in May 2017. The workshop brought together institutes moving toward completion or in their last generation of leadership to provide institute leaders with tools and information, to connect with other leaders, learn about available resources, and tap into the reservoir of wisdom given by the Spirit for this important transition. The Toolbox on the RCRI website continues to expand with new resources available to members of RCRI, LCWR, CMSWR, CMSM, UISG, and vicars for religious. Opportunities for collaboration continue to increase and we look forward to new possibilities in the months ahead.

The Board of RCRI continues to monitor implementation of the four priorities of RCRI's Strategic Plan. We continue to produce written publications on legal updates and topics of interest to leadership, finance personnel, canon and civil lawyers as well as monthly/bi-monthly webinars. As we attend to transitions in changing times, we embrace the Mystery and join LCWR members in "living the transformation" with integrity and authenticity.

Religious Formation

Conference

Ellen Dauwer, SC
Executive Director

Implicit to living transformation is change: gradual, dramatic, and the gradients in between. As women religious, world citizens, and human beings, we experience this mysterious process throughout our lives. In a particular way, RFC embraces, supports, and encourages the transformation that is core to formation.

During the past year we have accompanied soon-to-be formators in our ForMission program. Another group participated in a shorter orientation to formation weekend. Our webinars have engaged hundreds of women and men religious across continents; some were designed for ongoing formation while others focused on initial formation. The well-attended webinar led by Dr. Ted Dunn was followed up with a lead article in our quarterly publication, InFormation.

In addition to facilitating the continual learning and transformation of others, RFC experienced its own changes during the past year. Key among them has been our move to Chicago. Beyond the ordinary moving tasks of shredding and packing, it has also entailed much letting go as well as opening to the new. We were particularly reluctant to increase our physical distance from LCWR, but have found many ways to bridge that distance to continue and strengthen the collaboration and connection between our two conferences.

Looking ahead, we embrace the transformative process of planning for the future, made possible through a grant from the GHR Foundation. There is much on the road ahead to explore and we look forward to doing so, gifted by the companionship of our sisters in LCWR.





Friends in Solidarity

Joan Mumaw, IHM

US Regional Development Director

The mystery of grace is clearly present in South Sudan. How is it that the ministry of Solidarity continues in the midst of a war-ravaged nation whose people are on the brink of famine? From whom does the courage come for Solidarity members to stand with the people? How is it that the Solidarity Teacher Training College was the only college to graduate teachers in 2016? And the Health Training Institute to matriculate over half of all nurses in the country? How is it that there was “food enough” for the 6000 displaced persons encamped at the agricultural training project in Riimenze? The miracle of the sweet potato harvest sufficed until international agencies supplied food in May. Friends in Solidarity, through your generosity, provided funding for wells and additional nourishment for children and elderly. You have helped to stave off famine in Riimenze!

Friends in Solidarity is, as of December 2016, a certified 501(c) 3 not-for-profit organization listed in the Official Catholic Directory. We are grateful to LCWR members for your support and for the members and board of directors for their service as we continue to raise awareness of the situation in South Sudan and seek funding for the work of Solidarity. www.solidarityfriends.org

Conference of Major Superiors of Men

John Pavlik, OFM Cap
Executive Director

Between August 2016 and spring 2017 CMSM has focused on three issues beyond the ordinary services offered to its member institutes. The first focus singled out religious brothers; the second initiated the fulfillment of recommendations accepted at the last CMSM assembly; and the third dealt with transitions in the staffing of the conference.



The collaborative Brothers’ Think Tank, the first national symposium on the vocation of religious brothers, was held in March at the University of Notre Dame. Nearly 225 persons attended, including Cardinal Joseph Tobin, where they heard keynote speaker, Br. John Mark Falkenhain, OSB. A second event, the first-ever National Brothers’ Day, was held on May 1, 2017, with local observances throughout the country. A third event will be the CMSM assembly from August 1-4 in Scottsdale, Arizona that will call members to focus as leaders on the vocation within individual institutes and on a broader notion of how male religious should relate primarily as brothers to church and society.

A national advisory council to CMSM offered independent professional recommendations on how male religious institutes might yet work to assure that minors and vulnerable persons be safeguarded in the church and that institutes might become thoroughly imbued with a new integral culture of the protection of the weakest. The council advised the creation of a new position at the CMSM office and much effort was devoted to discover funding, to refine a job description to fulfill the recommendations, and to hire an eminently qualified person. The new person will be in place as of August 30.

Transitions in ecclesial conferences cannot stymie the ministry and essential functions of a conference. Retirements brought three staff transitions within a year and necessitated reorganization of responsibilities and a re-prioritization of tasks to continue services to members, especially in light of the need to identify funding sources. The implications of these transitions will continue for at least the next half-year as the CMSM staff identifies some new ways of building up the body of membership while accepting limitations of presence. The CMSM echoes the sort of re-set common to many church-oriented groups at this time. CMSM continues to value its working relationship with religious women in the United States at the same time as it accepts its mission to serve significantly the leadership among men that offers brotherhood among believers in the church.

Generous Service to the Leadership Conference

LCWR thanks all who have contributed their time and talent to the conference through service on its national board and committees and as liaisons to other organizations.

National Board

Officers

Mary Pellegrino, CSJ* -- President
 Teresa Maya, CCVI* -- President-Elect
 Marcia Allen, CSJ* -- Past President
 Mary Beth Gianoli, OSF* -- Secretary
 Pat Eck, CBS* -- Treasurer

Regional Chairpersons

Rosemary Brennan, CSJ* -- Region 1
 Carol Wagner, RDC -- Region 2
 Kathryn Clauss, IHM -- Region 3
 Rose Marie Jasinski, CBS* -- Region 4
 Leona Bruner, SSF -- Region 5
 Marian Durkin, CSA -- Region 6
 Ginger Downey, OLVN -- Region 7
 Maria Hughes, ASC -- Region 8
 Theresa Sandok, OSM -- Region 9
 Jan Renz, ASC -- Region 10
 Marilyn Geiger, OSF -- Region 11
 Marilyn Springs, IWBS -- Region 12
 Jan Ginzkey, OSB -- Region 13
 Judith Dieterle, SSL -- Region 14
 Jo Ann Showalter, SP -- Region 15

Executive Director

Joan Marie Steadman, CSC*

**Members of the Executive Committee*

Committees

Advisory Committee for Leadership Pathways

Cathy Bertrand, SSND
 Ellen Dauwer, SC
 Yesenia Fernandez, MGSpS
 Jeanette Hagelskamp, SP
 Patricia Kozak, CSJ
 Alba Letelier, SP
 Sharlet Ann Wagner, CSC
 Marie McCarthy, SP, (LCWR staff)

Assembly Resolutions Committee

Jacquelyn Cramer, BVM
 Maureen Irvin, OSF (chair)
 Carol Lichtenberg, SDNdN
 Ann Scholz, SSND (LCWR staff)

Contemporary Religious Life Committee

Mary Ann Buckley, SHCJ
 Maria Hughes, ASC
 Ana Lydia Sonera Matos, CDP
 Marie McCarthy, SP (LCWR Staff)
 Patricia McDermott, RSM
 Annmarie Sanders, IHM (LCWR Staff)
 Joan Marie Steadman, CSC (LCWR Staff)
 Miriam Ukeritis, CSJ
 Catherine Bertrand, SSND (Facilitator)

Finance and Audit Committee

Pat Eck, CBS (Treasurer)
 Catherine Fedewa, CSFN
 Judith Frikker, RSM
 Grace Hartzog, SC (LCWR Staff)
 Mary Jane Herb, IHM
 Kate Katoski, OSF
 Kathleen Keenan, RSM
 Julia Lanigan, GHSH

Global Concerns Committee

Danielle Bonetti, CSJ
 Anne Curtis, RSM
 Gemma Doll, OP
 Susan Francois, CSJP
 Alice Gerdeman, CDP (chair)
 Patricia McCluskey, IHM
 Ann Scholz, SSND (LCWR Staff)

Nominations and Elections Committee

Kathryn Clauss, IHM
 Mary Ann Daly, SC
 Judith Desmarais, SP
 Barbara Dreher, CSJ (chair)
 Grace Hartzog, SC (LCWR Staff)
 Joyce Lehman, CPPS

Occasional Papers Advisory Board

Eileen Campbell, RSM
 Nancy Conway, CSJ
 Rebecca Ann Gemma, OP
 Mary McKay, CSJ
 Mary Jo Nelson, OLVN
 Annmarie Sanders, IHM (LCWR Staff)

Outstanding Leadership Award Committee

Grace Hartzog, SC (LCWR Staff)
 Jeannie Masterson, CSJ
 Dawn Tomaszewski, SP
 Marlene Weisenbeck, FSPA
 Mary Ann Zollmann, BVM

(continued on page 31)

Liaisons to Other Organizations

Catholic Health Association Board

Joan Marie Steadman, CSC (LCWR Staff)

Commission on Religious Life and Ministry

Marcia Allen, CSJ

Mary Beth Gianoli, OSF

Teresa Maya, CCVI

Mary Pellegrino, CSJ

Joan Marie Steadman, CSC (LCWR Staff)

Communicators for Women Religious

Annmarie Sanders, IHM (LCWR Staff)

National Religious Retirement Office Assistance Review Committee

Susan Scholl, FSM

National Religious Retirement Office Management Committee

Joan Marie Steadman, CSC (LCWR Staff)

NETWORK Board

Ann Scholz, SSND (LCWR Staff)

Resource Center for Religious Institutes

Joan Marie Steadman, CSC (LCWR Staff)

USCCB Accounting Practices Committee

Maureen Geary, OP

Sheila Megley, RSM

USCCB Committee on Consecrated Life and Vocations

Joan Marie Steadman, CSC (LCWR Staff)

USCCB Committee on Domestic Justice and Human Development

Joan Marie Steadman, CSC (LCWR Staff)

USCCB Committee on International Justice and Peace

Joan Marie Steadman, CSC (LCWR Staff)

USCCB National Advisory Council

Jenny Howard, SP

Kathryn Dougherty, OSF

LCWR accompanies leaders
in initial and ongoing development as they navigate critical issues
in the world, the church, and their religious institutes
by partnering with organizations that strengthen women religious
nationally and internationally.

-- LCWR Call 2015-2022

LCWR National Office Staff



Grace Hartzog, SC
Associate Director for
Business and Finance



Joan Marie Steadman,
CSC
Executive Director



Mary Hughes, OP
Director of Transitional
Services



Marie McCarthy, SP
Associate Director
of Programs



Janette Cahill
Executive Assistant



Anmarie Sanders, IHM
Associate Director
for Communications



Ann Scholz, SSND
Associate Director
for Social Mission



Marissa Thomas
Administrative
Assistant Specialist



Carol Glidden
Administrative Assistant
& Membership Coordinator