

Telling the REAL Story: Eliminating Misconceptions About the League

Misconceptions Working Group



GOAL: Through outreach and service, members of The Catholic Women's League of Canada foster a culture where all life is valued with dignity and respect.



STRATEGY: Address misconceptions about the League



Table of Contents

Agenda - Telling the REAL Story: Eliminating Misconceptions About the League.....	2	Introduction Handout 2: 2020 Misconceptions About the League	19
Welcome	3	Workshop 1 Handout 1: Role of Spiritual Advisors	20
Workshop 1: Kindling the Hearts and Minds of Priests and Parishioners— Engagement of Spiritual Advisors, Members and Non-Members.....	5	Workshop 1 Handout 2: Are These Perceived Misconceptions of the League?.....	22
Workshop 2: How Sisters Work Together to Achieve a Common Goal	9	Workshop 2 Handout 1: Personality Types.....	23
Workshop 3: Encouraging all Generations to Become Members	11	Workshop 2 Handout 2: Role Play Questions.....	24
Workshop 4: How to Recruit and Welcome New Members and Retain Existing Members.....	13	Workshop 3 Handout 1: Encouraging all Generations to Become Members	26
Workshop 5: How to Focus on Social Events.....	14	Workshop 3 Handout 2: Bridging the Gap.....	27
Closing Remarks	16	Workshop 3 Handout 3: Increasing Relevance.....	28
Introduction Handout 1: 2020 Misconceptions About the League.....	18	Closing Remarks Handout: Closing Prayer	29

Agenda

Telling the REAL Story: Eliminating Misconceptions About the League

(half-day workshop including lunch)

Registration, mingle, meet, coffee and muffins	10 minutes
Welcome (president, chairperson of organization or workshop host)	
Introduction and purpose of the workshop	30 minutes
Visions of the Future	
Coffee Break	15 minutes
Workshop 1-5: Topic chosen by executive (ahead of time)	1 hour each
Closing Remarks	
President	5 minutes
Lunch	30 minutes
TOTAL TIME	2 hours 30 min

Workshop 1: Kindling the Hearts and Minds of Priests and Parishioners—Engagement of Spiritual Advisors, Members and Non-Members

Workshop 2: How Sisters Work Together to Achieve a Common Goal

Workshop 3: Encouraging all Generations to Become Members

Workshop 4: How to Recruit and Welcome New Members and Retain Existing Members

Workshop 5: How to Focus on Social Events

Welcome

Introduction and Purpose of the Workshop

The welcome/introduction below is a sample only. Please make this your own by changing the wording as you see fit.

Good morning (afternoon). Thank you for coming to this workshop today. Canada is a multicultural, multi-faith country where it is easy to have misconceptions about individuals, groups of people, or topics that we are unfamiliar with or lack knowledge about. The League is no different—people have misconceptions about the organization whether they are members, non-members, spiritual advisors, clergy, parishioners or the general public.

As members, we all have the same status in the League, whether we have several years of service or hold an executive position. We are here to serve “For God and Canada!”

The League is committed to building awareness of the implementation of its strategic plan and the “League of the Future” to all members and potential members across Canada. See www.ca/implementation-of-the-strategic-plan if you wish to explore this further.

“Through outreach and service, members of The Catholic Women’s League of Canada foster a culture where all life is valued with dignity and respect.” (*The Catholic Women’s League of Canada Plans Strategically, 2018-2022, Goal 3*).

The first of a planned annual survey was contracted in conjunction with the services of a commercial research company to collect feedback from 800 randomly selected participants categorized as members or non-members with diverse backgrounds and ethnicity. They were asked if they had heard of the League and their perception of it. This workshop was created after receiving the survey results. A few misconceptions were reported from the study, and today we will focus on some of them. It is important to understand that we cannot “fix” things with a half-day workshop, but we can start engaging people in conversation. We need to continue to have these conversations when we return to our councils.



Conceptions and misconceptions cited of the League that were of note were:

- older members are judgmental
- closed-minded on their views and lack empathy for others
- younger members do not feel accepted
- senior members are very controlling
- some members are bossy and not open to working with others

If similar behaviours are occurring within your council, strive to come together to build a joyous and unified sisterhood that is welcoming to all women in the parish, regardless of position in the League, age, ethnic background, profession or family commitments that can prevent regular attendance at meetings or events.

It may be noticed that the same small group of people organize council and parish activities. There is a risk that one or two members may feel resentful when others are not invited to organize an event. Other members may feel burnout and have no more energy to give and still others may feel there is no problem.

It is essential to focus on respecting the opinions of all members while addressing the excellent work that they do together at the council. The purpose of today's workshop is not only to educate us all on what the League is and does but also to help us learn about what the League can become for each of us here today.

Optional (if time permits):

Please turn to **Introduction Handout 1: 2020 Misconceptions About the League**. Take 5-10 minutes to review and discuss the misconceptions identified with the people around you. What are your feelings and experiences about these topics? Do you feel that these are accurate for your council? What can each member do to eliminate these issues?

After the allotted time, have people share some highlights of discussions.

The Vision of the Future

We all desire to live in a country where everyone is treated fairly and welcomed with open arms. We love the League and want to see it grow and prosper. While national membership in the League has declined almost 40% since the 1980s, Canadians still give their time and volunteer. Statistics Canada research shows that in 2018, 41% of Canadians 15 years of age and older volunteered for charities, non-profits and community organizations for a total of 1.7 billion hours.

“In 2018, almost 12.7 million people volunteered for charities, non-profits and community organizations—accounting for 41% of Canadians aged 15 and older. They devoted approximately 1.7 billion hours to their formal volunteer activities, a volume of work equivalent to more than 863,000 full-time year-round jobs” (Statistics Canada).

Even though the focus of the League is not as a volunteer organization but one centred on spirituality, members do volunteer their time. Much has been done regarding increasing membership, but this is not our purpose today. Instead, we are interested in finding ways to share what the League is truly about with those around us. Please turn to **Introduction Handout 2: 2020 Misconceptions About the League** and take 5-10 minutes to reflect on the following questions either by yourself or with those around you:

- What does the League mean to you?
- What would you like the League to mean to you?
- Why do you think there is a difference between the two?

After the allotted time, have people share some highlights of discussions.

Thank you for sharing. We are now going to move into the main topic(s) for the day to learn about a specific issue.

Workshop 1:

Kindling the Hearts and Minds of Priests and Parishioners— Engagement of Spiritual Advisors, Members and Non-Members

Workshop Details (information for presenters)

Topic One: The Role of Spiritual Advisors

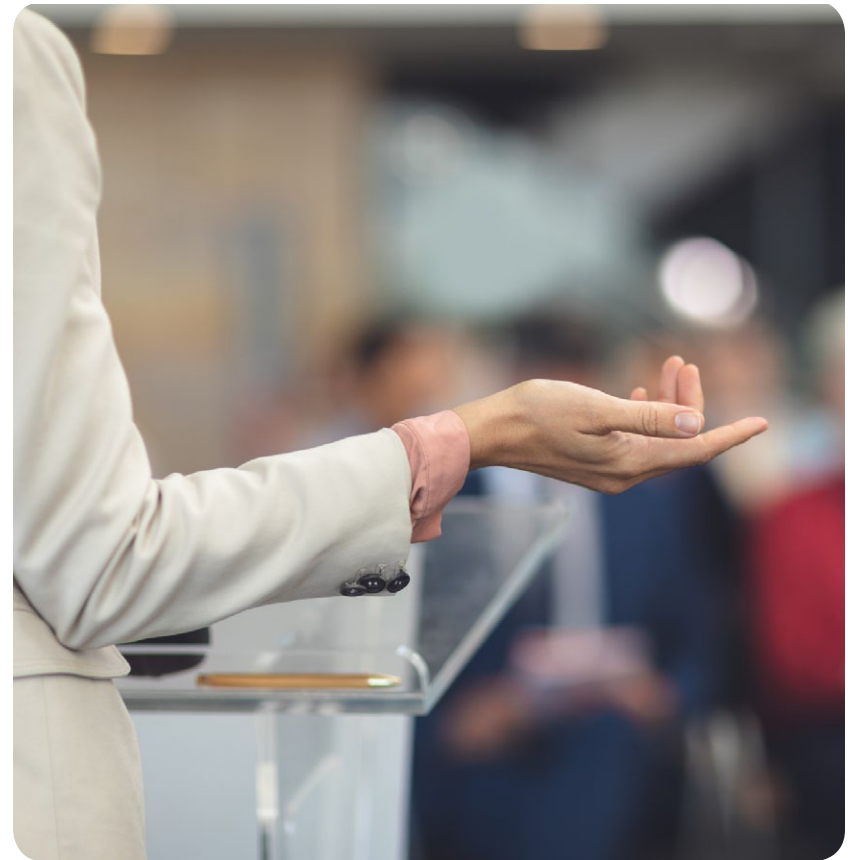
This topic will educate attendees about the role of spiritual advisors. This information is taken from the League's Handbook for Spiritual Advisors. Sections of the handbook will be shared, and we will discuss how we can build a sound relationship with our spiritual advisor.

Topic Two: Perceived Misconceptions among Parishioners and Spiritual Advisors

This topic will help attendees become more aware of how others in the Catholic community view the League and what it has to offer to its membership. It reminds us about the strong faith tradition the League holds in its role in the Catholic church. A handout will be provided.

Attendees will be asked to break into groups. Consider breaking them into groups by random seating at tables or by giving numbers (or the names of saints) to attendees as they enter the room to identify the table at which they will be seated.

Always Remember the Power of Prayer: *Let the Holy Spirit live in you. Living your faith will attract others. All of us yearn for quality and meaning in life. Participate in ministry and be intentionally visible by wearing your League pins and scarves.*



Topic One: The Role of Spiritual Advisors

Our first topic this morning/afternoon will be learning about the role spiritual advisors play in the life of the League. If we do not understand the duties and expectations of spiritual advisors, then it can be challenging to support them effectively and with love.

Before beginning, I would like to take some time to explore our current knowledge of spiritual advisors. Please take two minutes to silently reflect on your understanding of the spiritual advisors' role in a parish council. What are the duties the League asks them to fulfill? Why is it important to have spiritual advisors attend meetings?

After about two minutes, ask them to share their ideas with those at their table or around them. Give approximately 5-10 minutes for sharing ideas in small groups. Afterward, have people share the highlights of discussions with the entire room. You can record ideas on a whiteboard, flip chart, computer with a screen or another convenient method if you choose.

Thank you for these great ideas. I think from discussions we can all agree that we value spiritual advisors and that they provide a unique service for us as members.

The document, *Handbook for Spiritual Advisors*, may be downloaded from the national website and forms the basis for the information shared today.

The role of the spiritual advisor as described in the handbook is:

1. "The spiritual advisor, in cooperation with the chairperson of spiritual development, shall provide advice and guidance for the spiritual program."

At first, the role of the spiritual advisor seems very simple and straightforward. The League is first and foremost an organization of Catholic women, and receiving the advice and guidance of spiritual advisors on any spiritual programs offered at meetings or other gatherings seems obvious. With a show of hands, how many of you have been responsible for a spiritual program at a meeting of some type? Now, think if you have taken the time to consult with your spiritual advisor and in a way that allows him the time to give thoughtful advice and guidance on the programs that you prepared? Did you sometimes stand in the way of your spiritual advisor fulfilling his role?

2. The spiritual advisor shall receive due notice of all executive and council meetings and conventions and shall attend and participate in all such meetings and conventions when possible, in an advisory capacity.

Spiritual advisors do not have voting privileges; they serve in an advisory capacity. They are there to answer any questions that we might have on church teachings and guide those discussions in a positive way. Therefore, we need to ensure enough notice is given and that spiritual advisors are provided with a schedule so they can attend all meetings and conventions.

Many guidelines are outlined in the *Handbook for Spiritual Advisors*. Some guidelines relating to their roles in meetings and conventions include:

- to be familiar with spiritual resources offered by the League.
- to give a message of encouragement and support at the meetings.
- to be familiar with the League's Mission Statement: "The Catholic Women's League of Canada calls its members to grow in faith, and to witness to the love of God through ministry and service."
- to promote membership drives and other projects by speaking positively to the parish about the League.

Women may be appointed as spiritual advisors. Where a member is appointed spiritual advisor, she may continue to pay her membership fees to maintain her years of service. However, during her tenure as spiritual advisor, she will not have voting privileges.

At this time, circulate Workshop 1 Handout 1: Role of Spiritual Advisors.

Please take 3-5 minutes to speak with your table and discuss the questions found in the handout. The roles and guidelines for spiritual advisors have been included for reference.

After the allotted time, have people share some highlights from the discussions.

Thank you for your great ideas and sharing. The more we learn about the role of spiritual advisors and discuss and share ideas about how we can support them, the stronger the League will be.

To conclude this section of our morning/afternoon, please consider the following statement:

“What matters most is the quality of a priest’s heart, the strength of his faith, and the substance of his interior life.”

Take your time reading the following questions, pausing for a short reflection time between each.

- How does your council support your parish priest?
- Are you critical or supportive?
- How do you demonstrate your appreciation?



Topic Two: Perceived Misconceptions

Our second topic this morning/afternoon will be to discuss some of the misconceptions about the League that parishioners and spiritual advisors may hold. By identifying and dispelling misconceptions, it is hoped that many of the roadblocks and barriers preventing women from joining the League are removed, thereby encouraging more Catholic women to become members and facilitating the full participation of spiritual advisors.

A definition of “misconception” may be a good starting point for discussion:

- A mistaken thought, idea, or notion, or a misunderstanding.
E.g., there are many misconceptions about a Canadian winter.
- A misunderstanding or something perceived inaccurately.
E.g., turkey is the only reason people celebrate Thanksgiving.

To encourage discussion, please break up into groups. In your groups, identify any misconceptions about the League that you believe may exist in your parish. We will reconvene in about 20 minutes to see what the groups identified as perceived misconceptions. I will let you know when 10 minutes remain for discussion. After the small group sharing, each group will share the highlights of their discussions with the entire room. To start, your table has been provided with a list of possible misconceptions for your consideration.

Please distribute **Workshop 1 Handout 2: Are These Perceived Misconceptions of the League** if you have not already done so.

Are there any questions?

After the allotted time, have people share some highlights of discussions.

Workshop 2: How Sisters Work Together to Achieve a Common Goal

Workshop Details (information for presenters)

Items Required:

- flip chart and stand or large pieces of paper
- coloured markers (two)
- notepads and pens
- tape to secure flipcharts to the wall

All attendees are to be given a copy of this workshop outline.

The purpose of this workshop is to recognize that we do have different personalities, and together we can combine our unique skills to achieve success in all that we do for the League and our council.

Task One: 10 Minutes

Let us do a short exercise to learn some of the reasons why and how we behave in life.

Please turn to **Workshop 2 Handout 1: Personality Types**. We know that we have distinct personality types. Which personality do you have?

Take 5-10 minutes to review and discuss the information.

You may have heard about the statement “think before you speak,” which helps you decide what you are about to say. Is it:

- T** true or timely?
- H** helpful?
- I** inspiring?
- N** necessary?
- K** kind?

We should look for ways to choose our words more carefully.

Find more information and illustrated tips on “How to Think Before Speaking” at [wikihow.com/Think-Before-Speaking](http://www.wikihow.com/Think-Before-Speaking).

Task Two: 10 Minutes

Ask for two volunteers to function as the spokesperson for Role-play One and Role-play Two. Ideally, the spokespersons should be observers only and be willing to take notes on the flip charts throughout the workshop.

Everyone has copies of the role-play questions. Please turn to **Workshop 2 Handout 2: Role-play Questions** if you would like to take notes while the role-play occurs.

Role-play One: 40 Minutes

The volunteers are the participants in this role-play. All other attendees are observers.

Situation:

As a team, you volunteered to organize a major fundraiser at your council to support the national voluntary funds, the local food bank, community shelters, the local right-to-life association, and a student bursary (and others not mentioned here). The goal is to have an action plan for the activity and designate the person in charge by the end of this session.

As a group, we will now role-play two situations—volunteers will be the participants, and the observers will record the behaviours of the participants on a flip chart with the following questions in mind:

Write “Role-play One” on the flip chart.

1. How did the participants demonstrate sisterhood as portraying “How Sisters Work Together to Achieve a Common Goal”?
2. How were participants able to instill the feeling that all participants’ opinions, talents and ideas were equal, appreciated and valued?
3. Was there an opportunity to engage all members in the group discussion to demonstrate their needs, desires and expectations?
4. How well did they delegate responsibilities for events and fundraising opportunities to members to ensure all members were participating?

Role-play Two: 40 Minutes

The original observers will now be the participants. The initial participants are now the observers and will write the behaviour observations on the flip charts.

Write “Role-play Two” on the flip chart.

Situation:

As a team, you have volunteered to organize the League’s Advent Lunch for your parish that will be open to members and non-members. Who, what, why, where and when?

1. How did the participants demonstrate sisterhood as portraying “How Sisters Work Together to Achieve a Common Goal”?
2. How were participants able to instill the feeling that all participants’ opinions, talents and ideas were equal, appreciated and valued?
3. Was there an opportunity to engage all members in the group discussion to demonstrate their needs, desires and expectations?
4. How well did the participants assign the responsibilities to document the planning and delivery for the services needed for the luncheon and ensure all members were included?

Workshop Wrap-up:

Designate spokespersons to summarize the behaviours demonstrated at the role-play sessions and discuss the learnings that will help dispel any misconceptions of the League at their council meetings and events.

Workshop 3: Encouraging all Generations to Become Members

Workshop Details (Information for presenters)

The following perceived misconceptions of the League were identified in a survey of Catholics:

- *younger members do not feel accepted*
- *the League is not seen as being relevant*

Topic One: Younger Members Do Not Feel Accepted

There are many living generations that range from the Silent Generation (1922-1945) to Generation Z (1995-2012).

The focus of many organizations is to work together, and the League is one of these. When people from many different generations try to work together, there is a potential risk for misunderstanding and conflict within groups. As a result, some groups may get lost in conflict, and their goals get caught up in this conflict too making it very difficult to accomplish anything together.

With the potential for misunderstanding in multi-generational groups, it is easy for younger members to feel left behind or not accepted. It is hard for new voices to be heard among strong, senior voices, which may even prevent young people from joining an organization.

Another possible reason young people or potential members may not join the League is they really do not know what the League does. They see the League's purpose as hosting bake sales and preparing funeral

lunches. While these are important, they are only a small part of what the League does. Young people want to feel like they are making a difference and have a voice in society.

Turn to **Workshop 3 Handout 1: Encouraging all Generations to Become Members**. Please take 5-10 minutes to reflect on the following question either individually or with those around you: Why do younger members not feel accepted or believe they would not be accepted?

After the allotted time, have people share some highlights of discussions. If some of the following ideas have not been mentioned, bring them up in the group sharing.

- League members are often perceived as retirees.
- The League is thought to only coordinate bake sales and funeral lunches.
- The League does not pay attention to provincial or national problems.
- There are no other young people associated with the League in the parish.
- They feel the League does not have anything to interest young people.

Thank you for sharing. There are many ways multi-generational groups can be successful and achieve great things. It takes an understanding of how to lead members of different generations to create a common goal. You need to know how to involve everyone so young and senior members alike feel accepted and want to belong.

Please turn back to **Workshop 3 Handout 1** and take 5-10 minutes to generate some ideas on ways to help multi-generational groups work well together.

After the allotted time, have people share some highlights of discussions.

Thank you for your ideas. The following are some more ideas to help bridge the gap and get your group working better together.

Review the information on **Workshop 3 Handout 2: Bridging the Gap**. Distribute the handout either before or after sharing information or at the end of the workshop.

Using these hints will help you keep everyone engaged and accepted. As a result, the group will be more productive and cohesive and may even feel like telling their friends to come and join.

Topic Two: The League is Seen as Irrelevant

One misconception is that the League is not relevant today, which we all know is far from the truth. But how do we let the world around us know about the League and the great work it accomplishes?

Turn back to **Workshop 3 Handout 1: Encouraging all Generations to Become Members** and take 5-10 minutes to generate some ideas on possible reasons why the League is sometimes seen as irrelevant in today's society.

After the allotted time, have people share some highlights of discussions. If some of the following ideas have not been mentioned, bring them up in the group sharing.

- Many people do not know what the League really does.
- League actions are not advertised, especially on social media.
- The local parish council does not update the parish on its activities.

Use your handout to record some of your thoughts on the final question: What do you think could be done to make the League relevant today?

Take 5-10 minutes and then have groups share highlights from their small group discussions.

Thank you for your ideas. The following are some ideas that can be done to make the League more relevant today.

Review the information on **Workshop 3 Handout 3: Increasing Relevance**. Distribute the handout either before or after sharing information or at the end of the workshop.

These are only a few ideas—the possibilities are endless. The more the League is visible in communities, the more relevant it is. Be sure to visit the resources on the national website for any educational purposes or informative events.

With the help of the working groups and the strategic plan, the League is at the forefront and is much more relevant now. We are on the way to letting all members and non-members in Canada know too!

Workshop 4:

How to Recruit and Welcome New Members and Retain Existing Members

Workshop Details (Information for presenters)

Items Required:

- *flip chart and stand or large pieces of paper*
- *coloured markers (2)*
- *notepads and pens*
- *tape to secure flip charts to the wall*

All attendees are to be given a copy of this workshop outline. In addition, the new Welcome Program will provide you with ideas on how to welcome new members.

The purpose of this workshop is to welcome all members and new members to our council and become familiar with their ethnic, professional and personal backgrounds. Spend time to get to know their families.

Task One:

Your council executive/team meets to discuss the change over the past five years, where membership numbers have been steadily decreasing by about 10% per year. One member suggests a subcommittee could be set up to address this issue and report back to the executive/team with its findings and suggestions for resolution. You note that the following organizations are active in the parish in addition to the League—Knights of Columbus, Rite of Christian Initiation of Adults and the Catechism program for children in Grades 1-7 who do not attend Catholic school.

You are now part of the League subcommittee and have been asked to tackle the following questions and record answers on a flip chart:

1. How can the council be more visible in the parish community?
2. What can the council offer that would encourage members to join?
3. What are two new initiatives the council could take on that would reflect the growth and changes within the League as an organization and in the council?
4. Culture captures more than where people come from. It also encompasses social norms and traditions, customary beliefs, music, art, dance and food and is relevant to parishioners of all ages. Reflect on two or more feasible activities that would invite and strengthen cultural acceptance in your council while attracting new members and maintaining existing members.
5. What approach can be taken to motivate and encourage all Catholic women to become a member of the League?
6. What can be done to engage the spiritual advisor to promote the League and be visible and committed to supporting the activities in the council?

Workshop Takeaways:

- 1) Document the notes from the flip charts and review the suggestions at the executive and general meetings throughout the year.
- 2) Continually utilize all members to organize new events.
- 3) Focus on sisterhood and spiritual development.
- 4) Share the workshop notes with members and invite them to assist in promoting the League.

Workshop 5: How to Focus on Social Events

Workshop Details (Information for presenters)

Items Required:

- flip chart and stand or large pieces of paper
- coloured markers (2)
- notepads and pens
- tape to secure flip charts to the wall.

All attendees are to be given a copy of this workshop outline. The new Welcome Program will provide you with ideas on how to welcome all new members.

The purpose of this workshop is to welcome all members and new members to our council and become familiar with their ethnic, professional and personal backgrounds. Spend time to get to know their families.

- Do we do enough inclusive socializing?
- Do such events welcome members of all ages and cultures?
- Are new members made to feel comfortable?

Task One:

On the top of each flip chart page, write the question you are discussing.

Reflect on your council's social activities and record answers on a flip chart:

As a group, reflect on the following questions:

1. Suggest social activities that would be fun and encourage socialization amongst members. Provide a variety of activities, especially those that would be easy to plan while others require a bit more effort. Know your target audience so that members of all ages and cultures who are in attendance are acknowledged and made welcome by the organizer at scheduled events.
2. What efforts can you suggest to encourage new members to participate in social events? Often it is difficult to attend these events where you will not know anybody—tables always seem to be taken by “groups of friends,” or we look for people we know and ask if we can join their table. Newer members may struggle to look for people to start a conversation with or decide not to go because they do not know anyone. These are often questions new members will be thinking about.
3. How can we engage the membership to offer suggestions for upcoming social events?
4. On behalf of your council, share social activities that worked and did not work. If possible, indicate why some activities did not work.

Workshop Takeaways:

- 1) Document the notes from the flip charts and review the suggestions at the executive and general meetings throughout the year.
- 2) Continually utilize all members to organize new events.
- 3) Focus on sisterhood and spiritual development events.
- 4) Share the workshop notes with members and invite them to assist in promoting the League.



Closing Remarks

The closing remarks below are a suggestion/sample only. Please make this your own by changing wording as you see fit. Thanking people for their time, summarizing what has been learned, and reciting a closing prayer are all important to include. If you are having lunch after the workshop, it would be appropriate to say grace before meals.

Before we wrap up for today, I would like to take the time to say thank you to everyone who has helped make this morning (afternoon) a success. Thank you to:

- those who helped set up and organize our space
- those who prepared coffee, snacks and lunch (if applicable)
- those who presented our topic(s) for today
- all of you here today. You have shared your knowledge and demonstrated your desire to learn more about the League. I urge you to take that knowledge and share it with others.

One of the first things that the implementation committee did was write a prayer to guide its work. Please turn to **Closing Remarks Handout: Closing Prayer** and join me in the closing prayer.

Use the CWL Prayer for Renewal included in the handout or another closing prayer.

HANDOUTS

Introduction Handout 1: 2020 Misconceptions About the League

Leadership:

- younger members do not feel accepted
- not open to new ideas
- little promotion of their mandate and action
- not interested in issues that young people care about
- closed minded in their views and lack of empathy for others

Operational Drawbacks:

- do not seem to be making an effort to recruit new members
- too slow to adapt to change

Behavioural Stigmas:

- younger members do not feel accepted
- should be non-racial

Personal:

- do not see the League as being relevant

Discussion Questions (optional):

What are your feelings and experiences about these topics?

Do you feel that these are accurate for your council?

What can we do as individuals to eliminate these issues?

Introduction Handout 2: 2020 Misconceptions About the League

What does the League mean to you?

What would you like the League to mean to you?

Why do you think there is a difference between the two?



Workshop 1 Handout 1:

Role of Spiritual Advisors

Role:

1. The spiritual advisor, in cooperation with the chairperson of spiritual development, shall provide advice and guidance for the spiritual program.
2. The spiritual advisor shall receive due notice of all executive and council meetings and conventions and shall attend and participate in all such meetings and conventions when possible, in an advisory capacity.

Guidelines:

- Take an interest in the spiritual life of the members and the council by consulting with the president and chairperson of spiritual development.
- Work closely with the chairperson of spiritual development to give assistance with prayers/reflections at meetings.
- Celebrate the Eucharist or a Liturgy of the Word and help plan programs for meetings and special occasions.
- Be familiar with spiritual resources offered by the League.
- Give a message of encouragement and support at the meetings.
- Be familiar with the League's Mission Statement: [The Catholic Women's League of Canada calls its members to grow in faith, and to witness to the love of God through ministry and service].

- Promote membership drives and other projects by speaking positively to the parish about the League.
- Note that catering or kitchen chores, though a traditional League service in many parishes, is not the sole work or main concern of League members.
- Assist the League to avoid conflict in dates with other parish events.
- Recognize the value of a League representative as liaison on the pastoral council.
- Be familiar with League protocol for a deceased member: Eucharistic offering, guard of honour, League stole, prayer service at the funeral home, luncheon, etc.
- Serve on the nomination and elections committee.
- Attend regional meetings and conventions at the next level whenever possible and participate with members.

(Handbook for Spiritual Advisors, revised 2020)

Discussion Questions:

1. What can we do as members to effectively and consistently communicate with our spiritual advisors to help them fulfill their role?
2. How can your council improve communication with your spiritual advisor?
3. Are they asked for advice and feedback on activities or events held by the parish council?

Workshop 1 Handout 2: Are These Perceived Misconceptions of the League?

- The League is a social club of Catholic women who are limited in what they do and are not open to new ideas and hence has become irrelevant.
- The League only accommodates women of middle or advanced age or with specific cultural heritages.
- The League is not welcoming, non-racial and inclusive.
- Most members belong because their husbands are members of the Knights of Columbus or have a family member who belongs.
- The League primarily exists to prepare and serve funeral lunches.
- The League does not provide enhanced opportunities to grow in faith as it is busy with other activities.
- The League has only limited interest in the involvement of spiritual advisors.
- The League says it is a sisterhood, but what does that mean?
- The League has not modernized its way of doing things and is mired in dated traditions.
- The League has a narrow focus and only helps Catholics.



Workshop 2 Handout 1:

Personality Types

- **Extraverts** are energized by people, enjoy a variety of tasks, work at a quick pace and are good at multitasking.
- **Introverts** often like working alone or in small groups, prefer a deliberate pace and like focussing on one task at a time.
- **Sensors** are realistic, like to focus on tasks and details and apply common sense and experience to discover practical solutions.
- **Intuitives** prefer to focus on the big picture, easily see patterns, value innovation and seek creative solutions to problems.
- **Thinkers** tend to make decisions using logic analysis, objectively weigh pros and cons and value honesty, consistency and fairness.
- **Feelers** tend to be sensitive and cooperative, and decide on their personal values and how their actions affect others.
- **Judgers** tend to be organized and prepared, like making and sticking to plans and are comfortable following most rules.
- **Perceivers** prefer to keep their options open, like to act spontaneously and are flexible in making plans.

You may have heard about the statement “think before you speak,” which helps you decide what you are about to say. Is it:

T	true or timely
H	helpful
I	inspiring
N	necessary
K	kind

Workshop 2 Handout 2: Role Play Questions

Role-play One:

- A. How did the participants demonstrate our sisterhood as portraying “How Sisters Work Together to Achieve a Common Goal”?
- B. How were participants able to instill the feeling that all participants’ opinions, talents and ideas were equal, appreciated and valued?
- C. Was there an opportunity to engage all members in the group discussion to demonstrate their needs, desires and expectations?
- D. How well did they delegate responsibilities for events and fundraising opportunities to members to ensure all members were participating?

Role-play Two:

- A. How did the participants demonstrate our sisterhood as portraying “How Sisters Work Together to Achieve a Common Goal”?
- B. Was there an opportunity to engage all members in the group discussion to demonstrate their needs, desires and expectations?
- A. How were participants able to instill the feeling that all participants’ opinions, talents and ideas were equal, appreciated and valued?
- C. How well did the participants assign the responsibilities to document the planning and delivery for the services needed for the luncheon and ensure all members were included?

Workshop 3 Handout 1:

Encouraging all Generations to Become Members

Topic One: Younger Members Do Not Feel Accepted

Record Ideas Here:

Why do younger members not feel accepted or believe they would not be accepted?

Brainstorm ways that might help multi-generational groups work well together.

Topic Two: The League is Seen as Irrelevant

Why is the League sometimes seen as irrelevant in today's society?

What do you think could be done to make the League relevant today?

Workshop 3 Handout 2: Bridging the Gap

- 1. Create a respectful environment:** We all want to feel respected, regardless of our generation. This ranges from the wisdom and experience of senior members to the new ideas and abilities of the group's youngest member. The group will be stalled without respect.
- 2. Be adaptable and flexible:** If you know what generations you have in your group and what works for them, you will be able to help them help the group. Find out what each member expects and hopes to achieve. Remember, there is always more than one road to take to reach a goal. You may have to deviate from your initial path, but if the result is what is wanted, that is okay.

Every generation has its own traits. The Silent Generation is dutiful, hardworking and loyal and prefers written communication. People from this generation may be considered practical but old fashioned.

Generation Z is unique and creative, flexible and self-reliant. This generation of people are digital natives and are “tech-savvy.” They want real-time, immediate results. They are perceived to be distracted, apathetic and constantly connected. They are also considered multitaskers.

- 1. Do not stereotype:** Just because a member fits into a particular demographic group does not mean she is what her stereotype says. Take a moment to get to know each member, what they do or do not like. For example, are they quiet thinkers, or do they like to vocalize their ideas? Be willing to listen to new ideas and perspectives.
- 2. Help and be willing to learn from one another:** Different generations will bring different knowledge and experiences to the table. These can help foster and grow ideas and strategies. Let the knowledge flow.
- 3. Fit your communication style to your group:** Each generation has a different preferred communication method. So, talk with your group and see what will work best. Maybe you will need to use multiple types—written, e-mails and texts. Be sure everyone is on the same page and knows what will be used.
- 4. Focus on the positives, not the negatives:** There will always be things that bring a group together, along with the obvious differences. Put similar people together or on the same projects. Do not put a talker with the strong silent type—you will lose the quiet person.

Workshop 3 Handout 3: Increasing Relevance

- 1. Educate members:** First things first—do your members know what the League really does? If members are not aware of what the League does, how can we expect the public to know? Promote the League website (cwl.ca), Facebook, Twitter and Instagram.
- 2. Use multiple communication avenues:** Do not assume that word of mouth will spread the good word. It is a multimedia world, so use it. Of course, there are the usual avenues like church or community bulletins and monthly updates from the pulpit (if allowed). Consider using social media such as Facebook, Twitter and Instagram or the local newspaper.
- 3. Host a community information night:** One of the best ways to let people know what you are up to is to tell them. Inform parishioners of the excellent work of the League. It could be a bi-annual event or more often, and you can use multimedia for it too. Consider creating a slideshow photograph presentation of all the events attended. Educate parishioners on recently adopted resolutions and letter writing and postcard campaigns.
- 4. Be creative—ask members for ideas:** Do not overlook what is right in front of you. Maybe one of your members has an idea to keep the League relevant. You will not know until you ask—they may come up with a super idea.

Closing Remarks Handout: Closing Prayer



CWL Prayer for Renewal

God of new beginnings, ever faithful God,
we thank You for your constant care for
the women of The Catholic Women's League of Canada.
We have sought to serve You in faith by service to your
people.

Under the guidance of the Holy Spirit and with the help of
Our Lady of Good Counsel,
we continue to discern Your call to seek justice
and build Your Kingdom on earth each day.

We ask your guidance as we plan the evolution of
The Catholic Women's League of Canada.
Grant us wisdom, the grace of discernment, and strength.
May each of us open her heart and mind to Your will and
welcome the new life You bring to the League.

We ask this through Jesus, Your beloved Son and Our Lord,
Who lives and reigns with You and the Holy Spirit, God
forever and ever.

AMEN



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