

# MIDWEST – MIDWEEK

Brothers of Holy Cross –Midwest Province - P.O. Box 460 – Notre Dame, Indiana 46556-0460

April 13, 2016

Volunteer – Brother Douglas Roach  
Article from *Prime Times, Florida* - April 2016, Page 3

## Friendship at Home: Lending a Helping Hand to Isolated Seniors

Our Friendship at Home program matches caring volunteers with isolated seniors through telephone reassurance, a friendly visitor program and supportive intervention.

In Venice, volunteer Brother Doug Roach stops in to see Ann Kane to help sort through the mail and take her on errands. Ann, who is legally blind, says she would have a lot of difficulty staying in her own home without his help.

"He even looks up things on the Internet for me," she says with a big smile.

In the 1970s, Brother Roach worked with Friendship Centers founder Brother William Geenen to help start the Ft Myers Friendship Center. He retired in 2002 and has been volunteering ever since. Seldom seen by

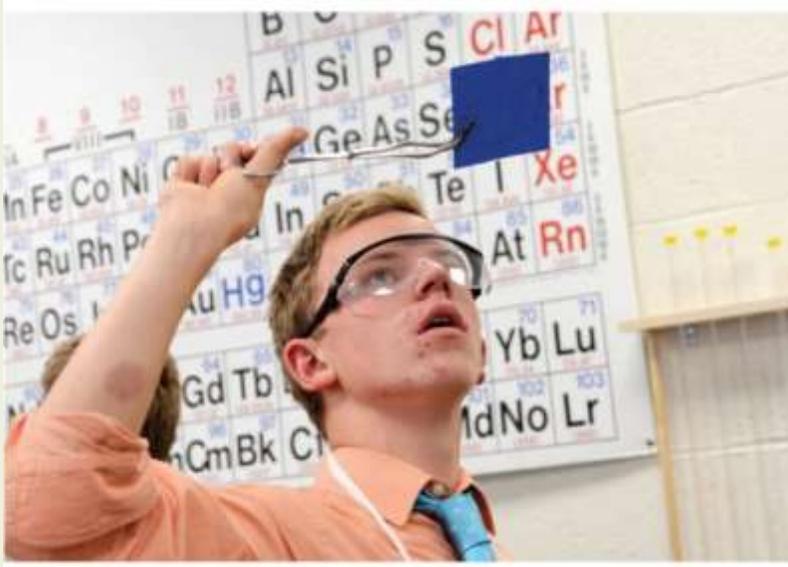


*Friendship at Home volunteer Brother Doug Roach visits Ann Kane. Photo by Daniel Perales*

the general public, this is the kind of deeply compassionate and vital work that makes the Friendship Centers such an amazing resource in our community.

**Lakewood Catholic Academy & St. Edward High School**  
Diocese of Cleveland NCEA Members Since: 2006 (LCA) and 1997 (St. Ed)

- **Lakewood Catholic Academy is paving the way for Catholic schools across the country as the first Catholic school to introduce the International Baccalaureate Middle Years Programme (MYP) in the state of Ohio.**



Its neighboring high school, St. Edward, is home to the largest IB Diploma Programme in the state. Together, these schools are showing that a faith-based institution provides world class education. IB recognizes each student's critical role as a citizen of the world and therefore encourages and promotes international mindedness.

- **Using global contexts, MYP students develop an understanding of their common humanity and shared guardianship of the planet through developmentally appropriate explorations of:**
  - identities and relationships
  - personal and cultural identity
  - orientations in space and time
  - scientific and technical innovation
  - fairness and development
  - globalization and sustainability

The MYP is not a curriculum. Rather it outlines an approach to teaching and learning that emphasizes inquiry, reflection, and action.

- **The partnership between LCA and St. Ed began through discussions between school presidents Brian Sinchak and Jim Kubacki two years ago.** The two began to discuss the merits of IB approaches to teaching and learning, and St. Edward's success with the implementation of the IB Diploma Programme. It became clear to both leaders that the opportunity to form a partnership between middle and high school programs located in close proximity in Lakewood, based on the outstanding curriculum,



assessment, and pedagogy of IB, would be different for the two schools. And it would represent a tremendous and unique educational opportunity for Catholic students throughout metro-Cleveland.

- **Partnerships between elementary and secondary Catholic schools serve to optimize resources, both intellectual and structural.** Catholic schools traditionally look at themselves as K-8 or 9-12. Although informal collaboration exists, formal partnerships that are sustained over time rarely do. Catholic schools at every level must be innovative and must constantly strive for excellence. Joining talented teachers and leaders to pursue goals, IB or otherwise, results in greater growth over time and promotes a positive, challenging atmosphere where we can work to create the very best educational institutions.

- **Change is challenging.** Time is our most precious resource. Positive, intentional, transformational change takes time. Teachers have devoted time and effort to design a more active, student-centered classroom. Our students experience language immersion, frequent scientific investigations, engaging debates, and challenging problem-solving activities. Increasingly, classrooms are filled with student inquiry rather than traditional direct instruction. Any substantive change is both invigorating and challenging. The IB journeys at St. Edward, now six years in, and at LCA, over the past year, have served as catalysts to ensure that teaching and learning at both schools is authentic, student-centered, inquiry-driven, and 21st-century skill-building. In the



end, however, the leadership at both schools knows that the IB approach and values are consistent with the best of Catholic education and mission in 2016 and beyond. Catholic schools must innovate in positive and forward-thinking ways in order to remain critical educational institutions.

SPRING 2016 • **MOMENTUM**



## Students participate in alternative spring break trips

As an alternative to going to the beach for spring break twenty Hoban students provided service to the needy in New Orleans, LA, and Austin, TX. The New Orleans group partnered with Project Homecoming, an organization actively working to bring housing to those who are still displaced from Hurricane Katrina.

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Click the link to read the entire article and view pictures linked to the article:

<http://www.hoban.org/s/1098/15/interior.aspx?sid=1098&gid=1&pgid=252&cid=7892&ecid=7892&crd=0&calpgid=61&calcid=7299>

## Change in Leadership: A Glimpse into Succession Planning

By Marco Clark  
MOMENTUM • SPRING 2016

In recent years, leadership succession planning and managing leadership transitions have emerged as important issues confronting Catholic schools. The scene is a familiar one to Catholic schools throughout the United States. The president, principal, or head of school has announced retirement plans after many years in that position. Several questions begin to swirl: Who will be the replacement? Is there an in-house candidate? Should we conduct a national search? Should a consultant lead the search? Is there a successor in the pipeline? Will this school be able to survive without this longstanding leader? Why are there so few interested candidates? These and many more questions are the reality that Catholic schools are facing all over the nation, and the question that looms the largest is, what are we doing to prepare for this inevitability?

A change in leadership is one of the most significant events in the life of a school. Yet the research indicates that leadership succession planning is often unplanned, mis-managed, and disruptive. Conversely, there is a strong link between succession planning and the long-term health and viability of a school. The research indicates that a well thought out succession plan sustains and builds on the culture and previous successes. So why don't more of our schools and boards prioritize succession planning? Among the many responsibilities of a head of school, emphasis must be placed on establishing a set of processes and systems to address transitions that will maximize continuity and minimize disruptions.

Brother Robert Lavelle, C.S.C., served as the head of school at Gilmour Academy for the past 35 years. He retired at the conclusion of the 2014-2015 school year, and yet he provides a great example of the important role that current leaders have in succession planning. Blessed Father Basil Moreau, C.S.C., founder of the Congregation of Holy Cross, stated that "education is the art of bringing young people to completeness." Brother Robert epitomizes the "complete" Catholic school leader in that he recognizes that there can be no success to the mission if there are no successors to the mission. With this in mind, Brother Robert made leadership development and succession planning a priority.

Spend just a few minutes with Brother Robert and you'll quickly learn why he has been such an effective Catholic school leader and why his school has enjoyed consistent and sustained success for so many years. This past spring, I had the chance

to interview Brother Robert and several members of the Gilmour Academy faculty, staff, and administration to learn more about Brother Robert's leadership approach. The first characteristic that resonated in each of the interviews was his personal witness and how he modeled effective leadership. He was described as humble, joyful, authentic, inspirational, passionate, personal, and visionary. In spite of the many demands of the job and the long hours, Brother Robert embraced his vocation and led with honor, integrity, and respect for the important leadership role he held.

A second dominant characteristic was Brother Robert's emphasis on the mission and charism of Holy Cross. Brother Robert indicated to me that he believes that the stewardship of the mission is the most important part of his job. One teacher commented that Brother Robert "oozes mission." Another teacher pointed to the example of the president: "He is everything that the mission is meant to be. He is ready to promote it and live it every single day, whether in just a brief conversation or in front of the entire school—it doesn't matter." Brother Robert's commitment to mission is a primary incentive to becoming a Catholic school administrator. One administrator saw his role as "improving our world and our society by giving our students the tools to go out and make that change." Another spoke about the joy of influencing the direction of the school. Another saw her administrative role as an opportunity to make "meaningful change ... to make a difference for young people, the Church, Holy Cross, and the school." One department member said it best: "I saw that I could work for a meaningful cause that I believed in and wanted to carry forth...it's about legacy!"

A third common theme from the interviews was the intentional efforts made by Brother Robert to mentor aspiring leaders. Referring to it as "inviting them to the balcony," Brother Robert made leadership development a priority. He took a personal interest in and cultivated those he identified as prospective leaders and those who expressed interest in leadership positions. He provided opportunities for aspirant leaders to lead, which helped to build their confidence and self-efficacy. Brother Robert would also "invite them to the table" for collaborative decision-making. This helped each of the aspiring leaders to learn more about the layers and complexities of Catholic school leadership. Providing more opportunities to lead was also cited as a way to encourage more people to consider leadership and administration. Overwhelmingly, both the teachers and mid-level administrators saw the importance of getting people involved, empowering and trusting them, finding opportunities that speak to their passions, and giving people influence to engage more people and expose them to the possibility of leadership. One mid-level administrator stated, "As those leadership roles got bigger and bigger, it felt more natural. By providing more opportunities to lead, and cultivating and mentoring aspirant leaders, Brother Robert

was also effective at helping to demystify the role of administrative leadership and encourage more to consider this as a good way to continue their vocation in Catholic education.

The sense of intentionality with which Brother Robert approached his eventual retirement helped to develop numerous leaders within the Gilmour Academy community at multiple levels. Some of those leaders went on to lead other schools, and one among them became his successor. In the 2015-2016 school year, Gilmour Academy opened its doors without Brother Robert as its head of school. This school year also marks the first time that a lay administrator holds this position. While the school community misses Brother Robert dearly, there remains great confidence that the school will continue to thrive. Brother Robert and the board of trustees at Gilmour Academy are to be commended for recognizing that being a complete Catholic school leader includes preparing for the inevitability of change.

## Notice

I will be out of the country from April 10<sup>th</sup> until May 1<sup>st</sup> to attend the Solidarity Commission meetings in Rome, and then to conduct the annual visitation with our Brothers in Ghana, West Africa. In the event of an emergency during these days, please contact Brother Ken Haders for assistance.

Thank you.

Brother Chester

## Time for the Weather at Holy Cross College



**NOTRE DAME, IN (April 13, 2016)** – Meteorologist Abby Wepler, part of the WSBT 22 First Alert weather team, will speak at Holy Cross College during the “Practical Lessons in Success” speaker series on Wednesday, April 13, at 7 p.m.

Wepler joined WSBT in March, 2010, and has enjoyed studying the unusual South Bend weather that comes from close proximity to Lake Michigan. In addition to delivering the forecast on WSBT 22 News First and WSBT 22 News, Wepler is also a part of the popular Sunny 101.5 morning radio show, “The Jack, Steve, and Abby Show.” She has also been involved in the “I Love to Read” challenge started by WSBT that encourages children to read more in the month of February.

Wepler obtained her degree in geoscience with a focus in meteorology from Mississippi State University. Prior to working at WSBT, Wepler was a weather anchor and co-anchor at WTAP-TV, covering the mid-Ohio Valley. During her four years there, Wepler was honored as “best weathercaster” by the West Virginia Broadcasters Association, as well as being named “best anchor” and awarded “best weathercast” by the Associated Press.

All *Practical Lessons in Success* seminars are free, open to the public, and followed by a reception with the speaker in the Vincent Atrium on the Holy Cross College campus. For more information about the event or Holy Cross College, please visit [www.hcc-nd.edu](http://www.hcc-nd.edu).

A graduate of Archbishop Hoban High School '02

Swing into Spring  
With Br. Lew and the Village Big Band!

Sunday, April 17<sup>th</sup>

2:00-3:00 PM

St. Joe Chapel at Holy Cross  
College

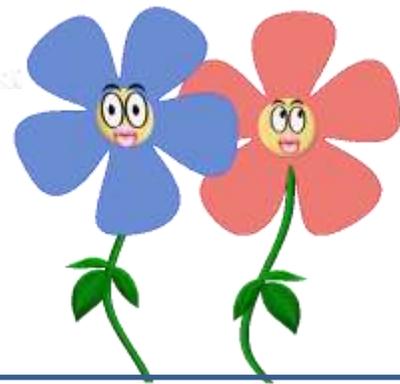
Featuring the Big Band Music and  
Vocalists from the 1940's

Invite your friends and family!

Refreshments will be served.

Open to the public!

If you like Big Band Swing music, you might be interested in the “Swing into Spring” concert right here at St. Joseph Chapel, next Sunday, April 17<sup>th</sup> at 2:00 PM featuring the 16 piece Holy Cross Village Big Band and their four vocalists as they perform Swing music from the 1940’s. They perform twice a year for the entertainment of the Village residents. However, this concert is open to the public and there is no admission charge.



## Reflection



*As the sun makes ice melt, kindness  
causes misunderstanding, mistrust, and  
hostility to evaporate.*

**Albert Schweitzer**

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Editor                    **Br. Kenneth Kane**  
Webmaster              **Br. Richard Johnson**  
Proofreader:          **Br. George Klawitter**

Please send material to the link below by Thursday the week before Midwest-Midweek is published.

**Send material to this address:**

[Midwest-Midweek@brothersofholycross.com](mailto:Midwest-Midweek@brothersofholycross.com)