

# NADD NEWS

SPRING, 2005

## A Shared Vision...

I have been a member of dozens of professional and civic organizations over my career as a high school teacher and university professor. On occasion I have served on one of their boards or been elected to one of their offices. From my perspective, not one of these very important organizations or any of the positions I was honored to hold, exceeds the challenges and opportunities now present to you as a member of the National Association of Diaconate Directors and to me as your president. Spiraling consumerism, individualism, and secularism mark North American culture and challenge us all. But these aspects of modernism offer abundant opportunities for leadership within the whole church and especially for those called to guide the diaconal community. The diaconate in America in these early decades of its restoration has matured to a point at which bishops are now confident with entrusting the leadership of deacons to deacons. This phenomena has manifold implications for the National Association of Diaconate Directors.

The mission of NADD is to support diaconate directors, associated directors, and their staffs as they in turn enable deacons, candidates, aspirants and their wives to utilize their gifts in the service of the Church. Put in other terms, the mission of NADD is to identify ways to support **the leaders of** leaders. It might be helpful to briefly reflect on nature and methods of this support to those who are charged by their bishop with the leadership of deacons of a diocese.

I believe as peer leaders of deacons, we can be better served if we are supported by a dynamic, organization such as the National Association of Diaconate Directors, which is grounded and energized by a clear vision. I believe the wisdom of Pope John Paul II as beautifully expressed in the *Church in America* offers such a wide view. Using this gift, we can judge our mission, evaluate our objectives and do an assessment of our activities by the extent to which they foster an encounter with the living Jesus Christ, foster conversion, build community, and engender solidarity.

With this in mind, I suggest that there are three significant principles that are critical parameters of the nature and methods of the support NADD provides. These are the principles that will form my year as your president. I believe that NADD must be rooted in Jesus, that we have a duty to serve our

bishops, and that our mission is one of Holy, Servant, leadership.

**Rooted in Jesus:** What is the first task of the Director of Deacons? It is to keep us rooted in the Lord Jesus Christ. He must be our joy, our motivation, and our source. If we are not rooted in him, how are we going to do his work? Our duty as the delegate, eyes and ears of our bishop, is to renew everyday our encounter with the Lord. We do this in different ways from our bishops, priests, and sisters. But do it we must. It is our first duty, our most powerful witness, and our greatest gift.

**Service to Our Bishops:** Second, NADD serves the Church and its bishops. It is a given that the leadership intrinsic to an association like NADD is distinct from a union bargaining with employers, or a professional society lobbying for its own benefit. NADD is not an organization of hobbyists sharing common interests. Clearly, we are not an autonomous entity doing our "own thing" for our "own good" in our "own way." Deacons are not lay ecclesial ministers who are free to transfer, resign or retire as circumstances or whim move us and those of us chosen to lead deacons are called to serve in a manner that fosters this special diaconal relationship with our bishop.

NADD was constituted under the auspices of the United States Conference of Catholic Bishops and every diaconate director serves at the pleasure of the ordinary. Just as deacons are but one part of the hierarchy of the Church, so diaconate directors are but one facet of the many channels by which the bishop shepherds his flock. To properly serve diaconate directors, NADD must function in collaboration with the USCCB and in harmony with the bishops of our membership. The Secretariat of the Diaconate is one major formal link with the body of bishops. Our executive director communicates with the secretariat on a regular basis, we collaborate with the secretariat as an organization, and the president and president-elect of NADD serve on the advisory board to the secretariat.

But we also connect with the bishops of the United States through the direct services of NADD including our professional publications, our professional library and website, training of new directors, and the on-going formation of experienced deacon directors. *Cont'd page 2*

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### From the Executive Director Deacon Greg Urban

Well, Convention 2005 is almost upon us and Jim Swiler and the folks from New Orleans plan to blow us over with their hospitality! For those who can join us, we look forward to seeing you. For those who can't join us this year, we will miss you. Remember, a great way to take advantage of the talks, even if you can't be with us, is to order copies of the videos and audios we offer annually. An order form is included with this newsletter.

Convention attendees are invited to a **hospitality suite** in the **Royal Garden Terrace Patio** hosted by the Archdiocese of New Orleans on Monday, Tuesday, and Thursday evenings at 9:00 pm each night.

I would like to thank **Deacon Lionel Roberts** from St. Petersburg, FL, who has agreed to act as Convention Parliamentarian this year. Thanks too to all of you who responded to my call for help. It was most appreciated.

We will be doing a few things a little differently this year.

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**Holy Servant-Leadership:** The nature of the leadership of the diaconate director is not achieved by appeal to job titles or to institutional authority. Rather the essence of such leadership is found in the model of Jesus who frees, enriches, and empowers our lives. All deacons are called to be Holy, Servant, Leaders and the diaconate director is therefore called to promote holiness, servant-hood and leadership within and among communities of deacons. One implication, it seems to me, is that NADD must be a resource for holiness, servant-hood, and leadership.

**The Call to Holiness:** As I stated above, the sustained encounter with our Lord Jesus Christ is our first duty to self and our first duty to the deacon communities we serve. Our first focus must be on Christ and his Gospel, from this the servant and leadership dimensions necessarily unfold. The implication of this observation for NADD is that as an association we are called first to personal holiness and within this spirituality to build holiness in the sacred fraternity of deacons. This community is built around the person of Christ and sharing his Spirit. At first glance, this might sound like a very pious and overworked cliché, but it is far from that. It is the sole basis for real church community. It is a hard and difficult notion.

Over my 10 years or so in the diaconate office of the Diocese of Phoenix I have encountered many deacons with conflicts with their pastors, symptoms of burn out, interpersonal problems and marriage difficulties. I cannot recall one situation, which did not have some roots in the prayer life and spirituality of the deacon and in which the resolution was in the encounter with the living Jesus Christ.

As the leaders of leaders, we have a job to do together, a shared mission. Our shared mission in NADD is found in our relationship with Jesus Christ. This principle should guide our board meetings, conventions, publications, website, and all that we do as a community of leaders of deacons.

**The Call to Service:** It is a truism that a spirit of service is in the heart of every deacon. What is added to this call to service for diaconate directors is the call to community. We share this vision with our Lord Jesus Christ. We share this vision with our Mother Church. We share this vision with our bishops both singularly and corporately. Indeed, it is not our vision that lights the way, but rather the vision of our Lord. It is not our mission that shapes our ministry, but rather the mission of Holy Mother Church. It is not our personal will and call to action which animates us, but rather the will of the Father and the call of the Magisterium.

**The Call to Lead:** The very essence of leadership, according to Robert Greenleaf, derives from more than usual openness to inspiration. The leader initiates, provides ideas and structure, and takes the “risk of failure along with the chance of success.” I believe NADD is called to the leadership that Greenleaf so articulately framed for us more than a generation ago. NADD, as a body, is called to lead leaders. All change and growth begins with the initiative of an individual. Diaconate Directors are very often at the heart of these initiatives in their (arch)dioceses. NADD must be a major source of support, of ideas and initiatives for the deacon leaders of the United States.

### Goals for 2005-2006

**Goals:** Greenleaf uses the word *goal* in the special sense of “overarching purpose, the big dream, the visionary concept, the ultimate consummation which one approaches but never really achieves.” As your president, I need to clearly state the goals that have guided me as an officer of NADD to this point and to articulate the goals that will shape my presidency. These goals are not

exhaustive. For example, I believe NADD should and will continue to attend to the concerns in such areas as peace, justice and charity, but I have not singled out this area as a marker for the coming year. There are other worthy goals, but each president must select the priorities which will be his focus for the year. Although I take full responsibility for the way in which the following five goals are stated, they have been formed collaboratively in consultation with the board of representatives, the officers and executive board, and many NADD members among others.

**1. NADD Professional Office:** The first task of the NADD Executive Board is to hire the executive director of NADD. Our executive officer is not only the manager of day-to-day operations, but he is also called to be a person of vision, energy, and creativity. In my view, the duties of the executive director are that he provides the overarching leadership of NADD and he serves as the pivotal source of continuity and stability for NADD. In other words, he is our key leader. Of course, a major role of the NADD president is to supervise the executive director in consultation with the executive board. I am very pleased with the work of our executive director and his assistant, and I share with him the goals to have an office that is characterized by a spirit of hospitality, is fiscally responsible, responsive to the membership, efficient and creative in its leadership.

**2. NADD as a Listening and Understanding Community:** NADD, as a community charged with the leadership of leaders, must be a listening and understanding community if it is to succeed in its mission. First, singularly and corporately, we should pray to know God’s will. Second, we should hear our bishops. Third, we must listen to our members. If we truly seek to serve diaconate directors, we must automatically respond to any problem, any complaint, any request for help by listening *first*. The NADD Board of Region Representatives must be a body that listens and is listened to. The Executive Board of NADD must likewise listen and understand what it hears. The NADD office, executive director, and staff seek to model active listening and understanding.

**3. NADD as a Eucharistic Community of Prayerful Leaders:** The three principles stated above support the goal of NADD as a Eucharistic community of prayerful leaders. This not only calls NADD to serve as a resource of spiritual formation for diaconate directors, deacons and deacon candidates, but it also calls NADD to be a Eucharistic community, to be a prayerful fraternity, and to model liturgies of excellence. This goal will find expression in the management of our office, the ways we gather as committees and boards, the nature of our conventions, the content of our publications, and the organization of our training programs.

**4. NADD as a Formation Community – The Deacon Director’s Institute:** The establishment of the Institute for Diaconate Directors is a NADD goal for the 2005-2006 year. The vision of the Institute for Diocesan Deacon Directors is that every leader newly appointed or with the continuing responsibility to guide a diaconal formation or life and ministry office shall have the opportunity to acquire the critical knowledge and skills particular to the organization and management of a diocesan diaconal program in an environment of educational excellence. There is a certain body of special knowledge and a detailed skill base that is particular to most leadership positions and this is as much the instance for diaconal leadership as it is in other specialized fields. The Deacon Director’s Institute seeks to identify the critical elements of this specialized knowledge and focused skills, to organize this content into meaningful instructional modules, to select highly qualified faculty to teach these essentials, and to

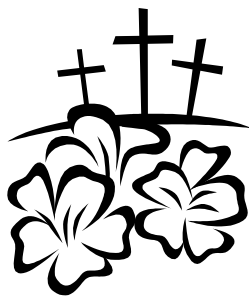


partner with a higher education institute of excellence to ensure the quality of instruction. The result should be a learning experience that significantly contributes to preparation of those selected to lead diocesan diaconal programs in the United States.

**Seminary-University Affiliation:** NADD will develop an affiliation with a highly regarded Catholic university or Catholic seminary that has a commitment to diocesan leadership and to the formation of deacons and priests.

**Institute Description:** This will be an intensive three to four day institute offered annually during the summer:

- a. Enrollment will be limited to 25-35 students to help ensure individualized instruction.
- b. On-campus and off-campus living will be available.
- c. Instructors will consist of seminary-university faculty and visiting institute faculty.
- d. Modules, short courses and seminars within the institute will merit undergraduate and/or graduate credit.
- e. An adult learning model will be used.
- f. Access and methodology will include on-line and other technologically supported delivery systems.
- g. Modules, short courses and seminars will contain a student evaluation component.
- h. There will be a student/instructor manual that will contain appropriate background readings and instructional articles including those specifically authored for the purposes of the institute.
- i. There will be a faculty committed to instructional excellence with the academic preparation and credentials suited to committee and teaching appointments.
- j. There will be a stable faculty which will commit to a three year term of faculty committee service and/or teaching.
- k. One marker of the maturation of a profession is the extent to which the members organize and assume the responsibility for the formation and education of those admitted to membership. This movement towards a professionalized institute is one more sign of that unfolding growth in NADD.



**5. NADD as a Community of Scholars - *The Diaconate Director's Journal*:** A sign of the maturity of any community formed around a common mission and state of life is the extent to which it encourages and engages in seeking truth, sharing wisdom, and disseminating knowledge. With this in mind, the NADD Executive Board in consultation with the Board of Regional Representatives has authorized the publication of an annual journal for diaconate directors. The name of the journal is under discussion, but one possibility is *The Diaconate Director's Journal*. During the 2005-2006 year it is our shared goal to appoint an editor, to form an editorial board, and to have our inaugural issue ready for publication by May, 2006. The journal will have articles which have been invited by the editor and others which have been refereed by experts in the field.

**A Personal Commitment**

I began this article with a discussion of shared vision and I would like to end it with a personal commitment. In my view, NADD is not a not a professional society of Chief Executive Officers (CEOs), but a leadership community for deacon leaders. I believe that a primary role of the Director of Deacons is to facilitate the Christ encounters of individual deacons and the body of deacons. It is there that we will be restored and energized to do the work of the Lord and to faithfully serve our respective bishops and our bishops collectively. My aspiration is that NADD will experience a renewed emphasis on liturgy, prayer and spirituality. My intent is that our publications

make titles of spiritual leadership one priority, that our conventions will be not only occasions of fellowship and education, but also times of prayer and reflection. I am committed to this ideal personally and I shall do all I can to live it out during my year as your president.

I am furthermore committed to strengthening the Board of Regional Representatives. In this vain, I plan to ask the executive board to meet jointly with the Board of Representatives, to consult with and involve them prior to decisions of strategic planning and policy. I will charge them with the task of continuing the study on our constitution and by-laws, and to make other recommendations for the organization and management of NADD.

My aspiration is that the NADD office will not only be a source of references and an effective referral agency on matters of administration and management, but also to grow as a rich depot of spiritual formation. It will continue to be a center of hospitality, service and leadership.

I will give my best effort to bring our dream of *The Diaconate Director's Journal* to reality within the coming year. I am committed to helping the Deacon Director's Institute become a world-class academy affiliated with a major university or seminary.

**A Prayer**

It is my prayer for you and for me that in the NADD year ahead we will keep ourselves rooted in the Lord Jesus Christ. By remaining grounded in Him, we will know that we are doing his work and that "all will be well."

With prayers for a fruitful year in the service of our Lord, I am

Fraternally yours in Christ,

(Deacon) Daniel L. Peterson  
President-Elect

NADD CALENDAR		
4/13/05 - 4/16/05	Convention 2005	Omni Royal Orleans Hotel New Orleans, LA
4/12/05	Board/Convention Chair Mtg/ Reps Arrive	
4/13/05	Board/Rep/Conv. Chair Mtg.	
4/17/05	Board/New Officers Mtg	
6/9/05—6/11/05	Board Meetings	St. Edmunds Enders Island Mystic, CT
6/12/05	Departure	
9/14/05	Board/Conv. Chair Arrive	Marycrest Retreat Center Denver, CO
9/15/05	Board/Conv. Chair Meeting	
9/16/05	Reps Arrive (afternoon mtg. & dinner)	
9/17/05	Rep & Board Meeting	
9/18/05	Departure	
1/26/06 - 1/28/06	Board Meeting w/Conv. Chairs	Marywood Retreat Center Jacksonville, FL
1/29/06	Departure	
4/19/06 - 4/22/06	Convention 2006	Hyatt Regency Tech Center Denver, CO
6/1/06 - 6/3/06	Board Meetings	Kansas City, MO @ TBA
9/13/06	Board/Conv. Chair Arrive	Orange, CA @ TBA
9/14/06	Board/Conv. Chair Mtg.	
9/15/06	Reps Arrive (afternoon mtg. & dinner)	
9/16/06	Rep & Board Meeting	
9/17/06	Departure	



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### INSERTS IN THIS ISSUE

- Proxy Form (full members only (see guidelines below))
- Nominee Biographies
- Convention Video Order Form
- NDICE Brochure

### PROXY VOTE

The form for Proxy voting is enclosed with this mailing. Only Full Member Dioceses having no voting member at the convention may cast a proxy vote. See proxy form for additional guidelines.

**We're On the Web!**  
[www.nadd.cc](http://www.nadd.cc)

## Update from the Secretariat for the Diaconate

By Deacon William T. Ditewig

The *National Directory for the Formation, Ministry and Life of Permanent Deacons* is now available for purchase through the NADD or directly from USCCB Publishing. As I reported previously, the book actually contains three separate documents: the *National Directory* itself, along with the *Basic Standards for Formation* (the "competencies"), and the updated "Visitation Protocol" to be used when requesting a formal visit from the BCD. By the time you read this, the online version of the documents should also be on our website, and the Spanish translation is well underway.

The Directors' Edition contains the same three documents, but also includes a CD full of supplemental documents that were used as references in the preparation of the *Directory*, such as conciliar and papal documents, documents of the USCCB, and so on.

There are several other projects "in the works" that I would like to outline briefly. Our *National Directory* is part of triad of documents on ministerial formation. First there is the *Program for Priestly Formation* (the PPF) handles the formation of priests (and includes the formation of transitional deacons); the fifth edition of the PPF is now being prepared. Then you have our document. Now in preparation is a new document on the formation of lay ecclesial ministers. Just as the documents on the priesthood and diaconate deal with the human, spiritual, intellectual and pastoral dimensions of formation, so too will the new document on lay ecclesial ministers.

### Executive Director

*Cont'd from page 1*

For example, the awards will be distributed after the Eucharistic Liturgies on Thursday and Friday evenings; the **Philbin** with acceptance speech after Mass on Thursday with the balance of awards after Mass on Friday. On Friday, this food for our souls will lead us to food for our bodies and celebration, as we parade from the St. Louis Cathedral to the hotel through the streets of the French Quarter! The reception and banquet will be a time for relaxation and enjoyment! The diaconate of New Orleans has arranged a Cajun band and has scheduled Hank Babin, a deacon Cajun humorist, for our entertainment! All of you have worked hard this year and deserve this little respite!

There is a change from what's printed in the convention flyer for Saturday. Due to circumstances beyond our control, we need to move the Sunday anticipatory (Saturday) Mass from 5:30 pm to 3:30 pm. In addition, we will be unable to offer Exposition of the Blessed Sacrament before Mass. We will still

This is a critically important document, and I would ask for your prayers as it is being developed. It is also interesting to note that the bishop in charge of this effort is Bishop Gerald Kicanas who, of course, was so instrumental in getting our own document approved.

We have also begun discussions about revising and updating "Fulfilled in Your Hearing," the USCCB's document on the homily. Most agree that this document has been invaluable in the preparation of homilists, but it needs to be updated to reflect the latest in magisterial teaching and theological reflection. This project is still in its early stages, but it will have great significance for deacons, and our Secretariat is involved in the revision process.

Finally, the Secretariat on the Liturgy is working on the successor volume to the venerable "Deacon as Minister of Word and Sacrament: Study Text VI" that many of us used during formation. As with "Fulfilled in Your Hearing," this text needs to be updated due to the significant developments in liturgical theology, pastoral practice, and liturgical revisions. This project is much further along in development and should be presented to the new Committee on the Liturgy in the near future.

As you can see, there are a number of projects here at the USCCB that touch upon the diaconate in addition to "our" *National Directory*, and I'll be keeping you informed as these (and other) projects develop.

If I can be of assistance to any of you on anything, please don't hesitate to contact me at 202-541-3038 or [wditewig@usccb.org](mailto:wditewig@usccb.org). See you in New Orleans!

offer tours of the Ursuline Convent facilities following Mass and a light buffet dinner will be provided courtesy of the Archdiocese of New Orleans.

Lastly, I wanted to address the newly released **National Directory for the Formation, Ministry, and Life of Permanent Deacons in the United States**. An email was sent by both Bill Ditewig and myself announcing its availability and ship dates. There will be two versions available through NADD. The first is a paperback edition with a list price of \$19.95. **NADD is offering the paperback edition to members for \$14.95 and to non-members for \$16.95 each.** The second version is called the Director's Edition, or the Director's Cut as some are calling it. This version is unique in that it includes not only the document and addendum in three-hole punched loose-leaf format, but it also includes a computer CD packed with the footnote source reference documents. **This Director's Cut, which has a list price of \$24.95, will be offered to NADD members for \$22.50 and to non-members for \$23.75 each.**