



REGNUM CHRISTI

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LEGIONARIES OF CHRIST

**Regnum Christi Framework for Collaboration**

VERSION 2015.1

# Introduction

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This document sets out the essential role and responsibilities of the Regnum Christi Territorial Committee and the corresponding Regnum Christi Local Committee for the North American Territory. The design of this governance model is built upon the principles set out in the *Marco Para La Colaboración* issued by the general directorate in March 2014 and has been further refined using the recently issued *Manual de Organización*. The governance model does not seek to define the governance within the individual branches but rather seeks to achieve effective collaboration among all branches<sup>1</sup> of Regnum Christi (RC) at both the territorial and local levels in their work to serve Regnum Christi in the North American Territory. The purpose of this document is to provide clarity to all Regnum Christi members, and particularly the members of the respective committees as to the roles and responsibilities of the two committees.

## General Principles

The following principles inspire and guide the governance of the shared apostolic mission of Regnum Christi within the territory:

### 1. Communion

Each branch represented in the Committees<sup>2</sup> will nurture a true spirit of communion by recognizing and valuing the inter-relationships and complementary contributions that each branch brings to bear in the fulfillment of our joint mission.

### 2. Collaboration

Individuals serving in a governance role will fulfill their role in a spirit of solidarity, assuming co-responsibility for the work of the committee and supporting one another to achieve the mission.

### 3. Accountability

Individuals and committees accepting responsibility will hold each other accountable. Responsibility will be aligned with capability and authority, that is, nothing shall be asked of someone without also granting the authority and ensuring the capability to achieve what is being asked.

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<sup>1</sup> There are currently 4 branches within Regnum Christi, including Legionaries of Christ, Consecrated Women of Regnum Christi, Consecrated Men of Regnum Christi, and the 1<sup>st</sup> and 2<sup>nd</sup> degree members of Regnum Christi.

<sup>2</sup> "Committees" is intended to signify both the Regnum Christi Territorial Committee (RC Territorial Committee) and the Regnum Christi Local Committees (RC Local Committee)

#### 4. Mutual Trust and Respect

Each committee will promote a culture of mutual trust and respect within itself and within the communities it serves, by fostering frank, open and respectful dialogue, and by practicing true listening to understand all points of view so as to make decisions that best serve the mission.

#### 5. Subsidiarity

In the spirit of subsidiarity<sup>3</sup>, committees will work to ensure that decisions are made and responsibilities held at the lowest level lowest competent level (be it at the territorial, local, or RC section level) with certain powers remaining centralized to safeguard the charism of the Movement.

### Governance Structure

The heart of the apostolic mission of Regnum Christi is lived out in the locality by its members through its sections and apostolates<sup>4</sup>. The **Regnum Christi Local Committee** serves this mission by providing governance support at the locality level under the direction of the **Regnum Christi Territorial Committee**. The following sections sets out the specific responsibilities for: 1) the Regnum Christi Local Committee, 2) its chair, the Regnum Christi Local Director, and 3) the territorial governing body, the Regnum Christi Territorial Committee.

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<sup>3</sup> Subsidiarity is a principle that applies most aptly to civic political realities and not to ecclesial hierarchical structures or charismatic families. In this document the term is used loosely and is applied only to the areas of governance common to all the branches.

<sup>4</sup> A locality is a geographic scope of operations within a territory which generally includes one or two hub cities along with their associated diaspora.

## Regnum Christi Local Committee

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The Regnum Christi Local Committee is a representative group of Regnum Christi members, Legionaries and consecrated members from a given locality whose function is to direct the common apostolic mission, fostering communion and collaboration among the branches in the locality.

### RC Local Committee Roles & Responsibilities

- a) **Reports to:** the RC Territorial Committee
- b) **Membership:** Minimum of five and maximum of nine members, expandable to 11 on an exceptional basis, comprised of the leadership of the locality. The RC Local Director, the Legionary community superior, the Consecrated community director, as well as the adult and youth section directors, the president of an RC owned school, and the Legionary priest who is the pastor of a diocesan parish are *ex-officio* members. Other members are proposed by the RC Local Committee to the RC Territorial Committee. RC Local Committee members must be members of the Movement.
- c) **Term:** 3 years renewable for up to 9 years for all non *ex-officio* members.
- d) **Chaired by:** the RC Local Director
- e) **Meets:** as frequently as necessary but at least four times a year with all due formality
- f) **Decisions:** simple majority
- g) **Direct reports:** Locality support team (if applicable), and the ECyD and RC sections<sup>7</sup>.
  - i) The locality support team consists of volunteer or hired staff to support operations.
  - ii) The section directors report to the RC Local Committee in the following areas: yearly plan, calendar, budget and reports.
- h) **Scope of responsibility<sup>8</sup>:** The RC Local Committee is responsible for all common areas of work in the locality, including RC section apostolic work, local apostolate operations and the locality's financial health. The RC Local Committee works in collaboration with any institutions, territorial apostolates/programs and the LC/CRC communities operating within the locality.
- i) **Specific areas of responsibility are:**

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<sup>5</sup> In the case that the president of the school is not a member of RC, he can participate as an advisory member of the committee and would not have a vote.

<sup>6</sup> Membership, to the extent possible and based on whether or not there is permanent or consistent presence of Legionaries and consecrated locally, should be balanced amongst the branches so as to avoid any single branch from dominating the RC Local Committee. In the case that the committee would like to invite someone who is not a member of RC, this is possible with the understanding that they are an advisor to the committee and do not have a vote.

<sup>7</sup> The final reporting structure for the RC sections will not be settled until the renewal process is complete. The sections are asked to report to the local committee in the interim as a practical solution.

<sup>8</sup> Areas not included within the scope of the RC Local Committee's responsibilities include the Legionary and consecrated member's communities, the life of the associated RC sections, or the operations of any institutional apostolates (e.g. RC schools).

- i) Build communion within and across the locality, fostering dialogue and collaboration among the locality leadership.
  - (1) Focus effort to build and maintain healthy and vibrant communion among the Regnum Christi members across the locality
  - (2) Approve locality calendar (common events, retreats, conventions, festivities)
  - (3) Hold communion building locality wide events and activities
  
- ii) Establish the apostolic and financial vision and strategy for the locality in alignment with the territorial strategy.
  - (1) Define the locality's apostolic and financial vision and strategy based on overall territorial strategy and submit it to RC Territorial Committee for ratification.
  - (2) Ensure the use of the locality's assets are directed to<sup>9</sup>:
    - (a) Sustain divine worship
    - (b) Support and form Movement members (Legionaries, consecrated and lay)
    - (c) Promote and develop the apostolate, particularly the activities of Regnum Christi
    - (d) Promote vocations
    - (e) Provide assistance to support the needs of the Church, particularly those works of charity directed to the most needy
  
- iii) Ensure the development of yearly plans and budgets within the locality.
  - (1) Assist in the coordination and preparation of plans and budgets within the locality (total locality plan, sections<sup>10</sup>, local programs and apostolates including retreat and family centers, local support team<sup>11</sup>) soliciting guidance and support from the territorial offices as required.
  - (2) Prepare a total locality plan and submit it to the RC Territorial Committee for approval.
  - (3) Prepare a total locality budget by aggregating budgets from all locality entities, including sections, residences, local programs, the locality support team and other locality expenses, and where requested by the RC Territorial Committee, institutional apostolates<sup>12</sup>. Submit the total locality budget to the RC Territorial Committee for approval.
  - (4) Validate the revenue amounts included in the Legionary and consecrated residence budgets to confirm a) stipends from activities overseen by the Local Committee and b) direct support to be provided to the residence from the locality.
  - (5) Prepare a locality fundraising plan based on the aggregated needs of the locality.

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<sup>9</sup> Canon 222, §1

<sup>10</sup> The need to build consensus around what each section is planning is intended to help build communion, increase transparency, and serve as a learning experience that will equip us to integrate better with parishes and other institutions where similar cooperation is necessary.

<sup>11</sup> The term "locality support team" as used in this document refers to the team of individuals assigned to directly support the RC Local Committee by providing management, administrative or fundraising support.

<sup>12</sup> A model for donations, member contributions, and stipends will follow after further development

- (6) Within the context of the authorized total locality plan and budget, approve the individual plans, fundraising goals and budgets of the sections, local programs and local support team.
  - (7) Respectfully adhere to the deadlines given for submission of plans, budgets and reports.
- iv) Build up a vibrant economy and sound fiscal administration within the locality.
- (1) Promote a healthy spirit of stewardship within the locality
  - (2) Ensure the spirit of poverty is preserved in the use of financial resources
  - (3) Confirm that all financial and administration work adheres to RC policy, corresponding legal requirements and meets professional standards for non-profit organizations
- v) Provide mutual support and accountability in the fulfillment of the apostolic and financial plans of the locality.
- (1) Monitor performance of the sections, local apostolates and local support team according to the plan and budget.
  - (2) Aggregate financial and apostolic results of the locality (sections, residences, local programs, support team, national goals) twice a year and submit a report to the RC Territorial Committee.
  - (3) Propose to the RC Territorial Committee any apostolic or financial proposals from localities that:
    - (a) Imply a significant deviation from approved total locality plans
    - (b) imply a deviation over \$20,000 from approved total locality budgets
    - (c) affect territorial cash flow or territorial fundraising results
    - (d) entail the acquisition or disposition of LC/CRC assets
    - (e) any capital project over \$20,000
    - (f) establishing new corporations
    - (g) entail securing a line of credit or loan or the use of common assets as collateral
    - (h) accepting restricted donations of property
    - (i) imply assignments of personnel that require approval by the territorial director
    - (j) imply significant change or exception to RC policy
- vi) Promote the optimal allocation of personnel within the locality.
- (1) Provide input to the RC Territorial Committee on the profile, performance and needs for religious and consecrated personnel within the locality.
  - (2) Ensure succession plans are in place for local committee, section and apostolate directors.
  - (3) Coordinate the consultation process and make a recommendation to the RC Territorial Committee for the appointment or renewal of the RC Local Director, section directors, and local apostolate directors according to the approved procedure.<sup>13</sup>

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<sup>13</sup> The consultation procedure currently authorized by the territorial director will be followed until the renewal process for the RC members is completed and new statutes are defined.

- (4) Ensure that proper management and administrative practices are in place to hire and monitor performance of any staff. In the case of hiring a local fundraiser, confirm that guidance and support from the territorial offices has been considered.
- vii) Provide for collaboration between the locality and the territory facilitated through the RC Local Director.
- (1) Keep informed of priorities, programs, services, and initiatives at the territorial level.
  - (2) Maintain open communication with the RC Territorial Committee.
  - (3) Inform the RC Territorial Committee of any significant issues requiring attention.
  - (4) At the request of RC Territorial Committee, review and comment on the institutional apostolate's plans, budgets, apostolic programs, religious assignments.
  - (5) At the request of the RC Territorial Committee, review and comment on any territory-wide initiative, investment or project that may affect the locality and its goals.
- viii) Support ecclesial relations and the development of reports to the diocese.
- (1) Confirm that the most natural relationship/person is assigned to be the one in contact with the bishop and that this relationship is attended.
  - (2) Align all efforts to support ecclesial relations under the direction of the territorial director and in partnership with the local Legionary and consecrated communities.
  - (3) Ensure that the annual (or other periodicity as established with diocese) report on RC activity in each diocese where we are present is prepared, reviewed and submitted in a timely manner.
- ix) Set appropriate locality policies and procedures where needed.
- (1) Support the implementation of RC territorial policies.
  - (2) Approve local policies, ensuring there is local alignment with territorial policies/guidelines and proposes any exceptions to the RC Territorial Committee for approval.
  - (3) At the request of the RC Territorial Committee, review and comment on changes to existing or new, national policies and procedures.

## Regnum Christi Local Director

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The Regnum Christi Local Director (RC Local Director) is appointed by the territorial director following the approved local consultative process. The RC Local Director chairs the RC Local Committee and takes a lead role in building communion across the branches and promoting mutual collaboration in the apostolic mission within the locality.

### RC Local Director Roles & Responsibilities

- a) **Reports to:** the territorial director (or his designate)
- b) **Requisites:** The RC Local Director may be a Legionary, consecrated member of Regnum Christi or a 1st / 2nd degree member of Regnum Christi
- c) **Term:** 3 years renewable up to 9 years. May return to role following a 3 year absence.
- d) **Specific areas of responsibility are:**
  - i) Lead the effort to build communion in the Regnum Christi mission across the locality.
  - ii) Chair the RC Local Committee.
    - (1) Work to maintain the formalities and effectiveness of the RC Local Committee.
    - (2) Ensure that the regular RC Local Committee meetings are planned, convoked and conducted according to the agreed schedule.
    - (3) Ensure that the committee meeting agenda is set in advance with input from committee members.
    - (4) Work to promote a shared understanding of the mission and committee among all committee members.
    - (5) Work to build communion among the committee members.
    - (6) Periodically lead a review of the performance of the committee in achieving its mandate, including reviews of section programs and local apostolic programs.
  - iii) Ensure that the local section directors and committee members receive the training and accompaniment they need to fulfill their respective roles and responsibilities.
  - iv) Exercise authority on behalf of the RC Local Committee to develop and implement the locality's annual plan and budget.
  - v) Act as the point of contact for official communication between the RC Local Committee and the RC Territorial Committee.
  - vi) Build a locality support team that allows for proper management, operations and coordinated fundraising.
  - vii) Communicate openly and directly with the territorial director (or his designate) keeping him informed and bringing to his attention any issues or concerns of territorial significance or that cannot be resolved by the RC Local Committee.



- (1) Send a copy of RC Local Committee meeting minutes to the territorial director
- (2) Submit semester and other reports as requested by the territorial director

## Regnum Christi Territorial Committee

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The Regnum Christi Territorial Committee was constituted in 2014 by decree of Fr. Eduardo Robles Gil, General Director, as a means to bring together all branches of Regnum Christi through shared participation and co-responsibility for coordinating our evangelizing mission. The committee operates in line with the principles set out in the *Marco para la Colaboración* and with the consent of Regnum Christi General Committee. The RC Territorial Committee supports the territorial director of the Legionaries of Christ and Regnum Christi<sup>14</sup> in his role to oversee the common areas of work within the territory<sup>15</sup>. The committee recognizes that the respective territorial directors of the Legionaries of Christ and the consecrated branches maintain their autonomy with regard to the internal life and discipline of their respective branch.

### RC Territorial Committee Roles & Responsibilities

The territorial director directs the common apostolic mission of the Regnum Christi branches in the North American territory with the support of the RC Territorial Committee.

- a) **Reports to:** the territorial director
- b) **Membership**<sup>16</sup>: The territorial director of the Legionaries of Christ and Regnum Christi, territorial director of the Consecrated Women of Regnum Christi, two councilors from each of the Legionary and consecrated branches, and two 1<sup>st</sup>/2<sup>nd</sup> degree members. The following individuals are not members of the RC Territorial Committee but participate regularly in the meetings as non-voting members by virtue of their roles: territorial administrator, director of public affairs, territorial secretary of the Legionaries of Christ and Regnum Christi, and territorial secretary for the Consecrated Women of Regnum Christi<sup>17</sup>.
- c) **Appointment:** Territorial directors are members *ex-officio*. Councilors are appointed in agreement between the Legionary and consecrated territorial directors. The 1<sup>st</sup>/2<sup>nd</sup> degree members are appointed by the territorial director, in agreement with the other committee members. The committee secretary and committee administrator are appointed by the committee.

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<sup>14</sup> In cases where it is not otherwise stated, the reference to territorial director within this document refers to the territorial director of the Legionaries of Christ and Regnum Christi.

<sup>15</sup> Under the current canonical structure, the territorial director of the Legionaries of Christ and Regnum Christi has the authority to direct the common areas of work within the territory. The RC Territorial Committee supports him to fulfil this responsibility.

<sup>16</sup> Members, as of January 2015, are as follows: Fr John Connor, Nancy Nohrden, Fr Kevin Meehan, Fr Matthew Van Smoorenburg, Glory Darbellay, Michelle Reiff, Mike Williams and Donna Garrett

<sup>17</sup> As of January 2015, participating non-members are: Fr Lino Otero, Jim Fair, Fr Michael Brisson and Lisa Lively.

- d) **Terms:** Territorial directors participate *ex-officio*. Council members and lay members have three year terms that can be renewed once.<sup>18</sup>
- e) **Chaired by:** The territorial director.
- f) **Meets:** Monthly with all due formality.
- g) **Scope of responsibility:** All common areas of work in the territory including territorial and locality operations, territorial apostolates/programs, and the overall apostolic and financial well-being of the territory.
- h) **Decisions:** The territorial director has the canonical authority to make the decisions related to the common areas of work in the territory. In making his decision, the territorial director seeks to secure the support of the majority of the committee where possible.
- i) **Specific areas of responsibility include:**
  - i) Protect and promote the living of the Regnum Christi charism: spirituality, communion and mission
    - (1) Articulate and communicate the Regnum Christi charism: spirituality, communion and mission.
    - (2) Monitor and evaluate the effective living of the charism across the territory, within localities, institutions, apostolates.
  - ii) Establish the apostolic and financial vision and strategy for the Territory
    - (1) Organize a territorial assembly every three years to review and update the long-term vision for Regnum Christi in the territory.
    - (2) Develop and communicate the apostolic and financial strategy of the territory in line with the long-term vision.
  - iii) Implement the annual program and budget for the RC Territorial Committee
    - (1) Develop and submit for approval by the general director an annual program and budget for the RC Territorial Committee
    - (2) Establish and oversee RC Territorial Committee commissions as necessary to achieve goals of the Territorial program
    - (3) Monitor the implementation of the annual program and budget
    - (4) Evaluate the effectiveness of RC Territorial Committee
  - iv) Uphold the healthy communion between Regnum Christi, the local churches, and the various episcopal conferences
    - (1) Build healthy communion in the Church at the national levels.
    - (2) Monitor and evaluate the effective living of communion between Regnum Christi, the local churches, and the various episcopal conferences.
  - v) Collaborate in making the senior staffing decisions and assignments for Legionary and consecrated member in the Territory.

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<sup>18</sup> For the first year, lay members will have a 1-year term renewable.

- (1) Appoint senior positions that affect the common mission, including RC local directors, section directors, ECYD directors, and apostolate directors after ensuring that a proper consultation has been done at the local level.
  - (2) Give recommendation to the applicable territorial director on the assignment of religious or consecrated personnel to senior positions that affect the common mission, including RC local directors, section directors, ECYD directors, senior staff position in Regnum Christi institutions and territorial programs/apostolates, senior staff positions in territorial, after ensuring proper consultation has been done.
  - (3) Approve the hiring/dismissal of senior staff at the territorial level.
  - (4) Give recommendations to the applicable territorial director on the removal of any branch from any given locality/entity
- vi) Build a self-sustaining economy and ensure sound fiscal administration within the territory
- (1) Promote a healthy spirit of stewardship within the territory
  - (2) Ensure the spirit of poverty is preserved in the use of financial resources
  - (3) Confirm that all financial and administration work adheres to all corresponding RC policy, legal requirements and meets professional standards for non-profit organizations
  - (4) Review and approve (or recommend approval to the applicable branch) proposals that:
    - (a) imply a deviation from approved budgets (*greater than \$20,000 for localities*)
    - (b) require establishing new corporations
    - (c) involve the signing of contracts over \$20,000 affect territorial cash flow or territorial fundraising results
    - (d) any capital purchase or project over \$20,000
    - (e) entail securing a line of credit or loan or the use of common assets as collateral
    - (f) accepting restricted donations of property
    - (g) entail the acquisition or disposition of common assets
    - (h) affect assignments of senior staff or religious / consecrated personnel
    - (i) imply significant change or exception to policy
  - (5) Review and submit for general director approval proposals that entail:
    - (a) imply a deviation from to the overall consolidated territory budget
    - (b) securing a line of credit greater or loan greater than \$150,000 and/or one year
    - (c) any capital purchase or project over \$150,000
    - (d) the acquisition or disposition of common assets over \$150,000
    - (e) accepting restricted donations of property
- vii) Implement general and territorial level policies and procedures as required
- (1) Establish territorial policies and procedures related to the common mission, including those approved by the general directorate (e.g. Safe Environment, information technology, banking, accounting, planning and reporting, etc.)
  - (2) Communicate policies and procedures to appropriate entities and provide training as necessary.
  - (3) Secure authorization from the general directorate any changes to general level policy.

- (4) Ensure appropriate oversight is in place and that policies are implemented.
- viii) Provide ongoing oversight, direction and accompaniment to the localities through the various RC Local Committees
- (1) Oversee the various RC Local Committees.
    - (a) authorize an RC Local Committee charter
    - (b) authorize the RC Local Committee membership
    - (c) approve locality plans and total locality budgets
    - (d) monitor performance through ongoing communications, semester reports and annual visits
  - (2) Provide training and support to the RC Local Committee and the RC Local Directors in their responsibility
  - (3) Address significant issues that cannot be resolved within the locality, seeking always to preserve the common good
  - (4) Attend to and accompany the localities through visits, meetings and other means
- ix) Provide ongoing oversight, direction and accompaniment to the territorial level offices and any commissions
- (1) Provide ongoing oversight and direction to the territorial level offices and any commissions
    - (a) authorize organization structure
    - (b) appoint senior positions
    - (c) approve departmental plans and budgets
    - (d) monitor departmental progress and provide feedback and direction
    - (e) evaluate departmental director performance
  - (2) Attend to and accompany territorial level offices and any commissions through visits, meetings and other means
  - (3) Ensure the services provided are well defined and are perceived as valuable by the service recipients.
- x) Provide ongoing support to institutions and territorial level apostolates / programs<sup>19</sup>
- xi) Provide ongoing support to Regnum Christi schools in the Territory<sup>20</sup>
- xii) Provide ongoing support to Legionaries who are the Pastors and assistant pastors of a Parish within a diocese<sup>21</sup>

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<sup>19</sup> In general, oversight of institutions and territory level apostolates will be achieved through the implementation of a two-tiered corporate board structure, whereby the RC Territorial Committee will be the member of the corporation with an authorized local board of directors overseeing the management of the entity.

<sup>20</sup> The specific scope and level of support to be provided to Regnum Christi schools is currently being defined.

<sup>21</sup> The specific scope and level of support to be provided to Legionary parishes is currently being defined.