

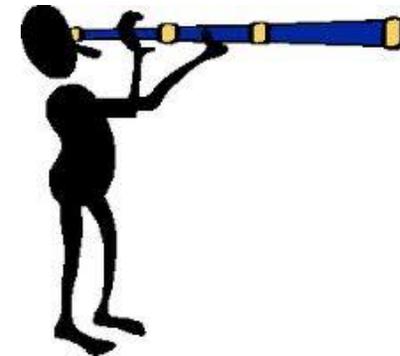
The Mandate & Community Leader Discernment Process

Glossary

Mandate: A document that communicates the goals of a L'Arche community for the next 4-6 years.



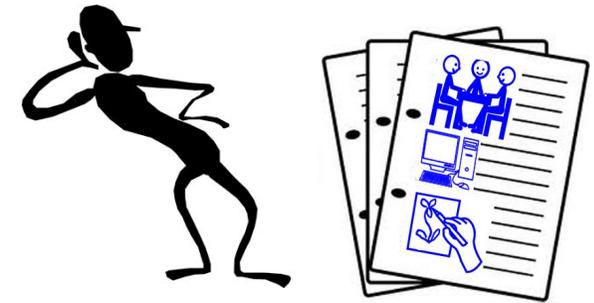
Discernment: A process L'Arche uses to listen, understand, and decide what to do.



Glossary

Discernment Team:

A team of people with different roles in the community that create a mandate by listening deeply to the community.



The Discernment Team also selects the Community Leader.



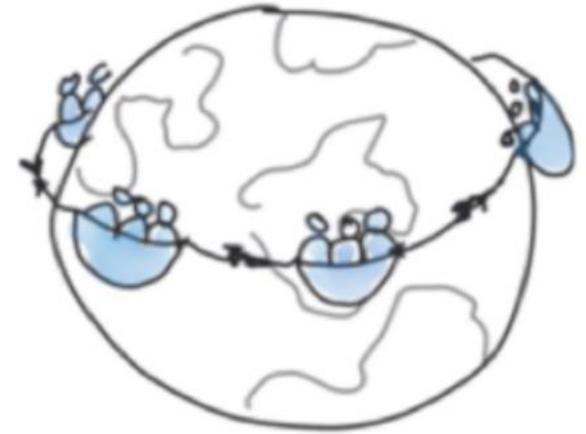
Glossary

Federation:

Every L'Arche community in the world is part of the International Federation.

L'Arche Jacksonville is a member of L'Arche USA.

L'Arche USA is a member of L'Arche International.



Glossary

**Regional Leader /
Manager of Community Support
and Learning /
Federation Representative:**

A member of L'Arche USA who is a bridge to the local L'Arche community.

They support communities in living the mission and vision of L'Arche.

→ Stasya!



Glossary

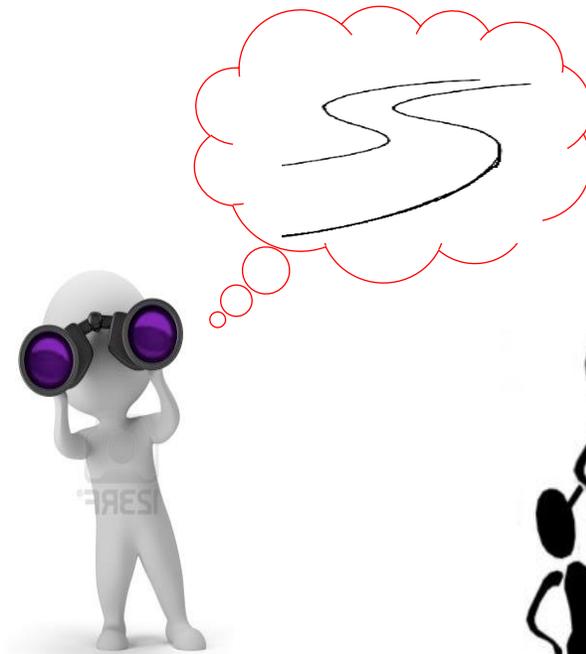
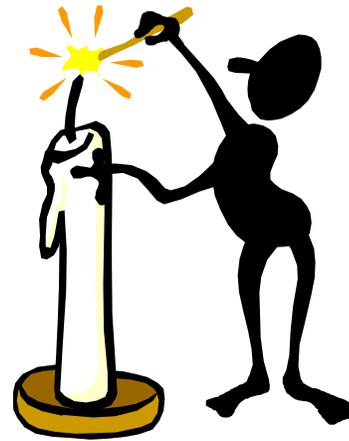
Member:

All who take part in the mission of L'Arche.



Why does
L'Arche use
discernment?

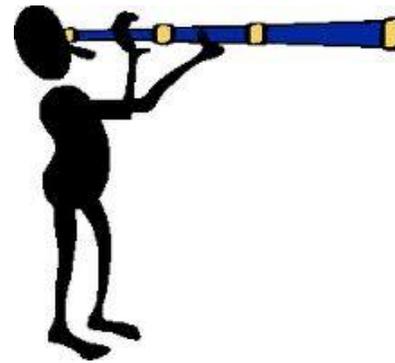
We believe decisions should be made
in prayer, with careful thought, and
include every member.





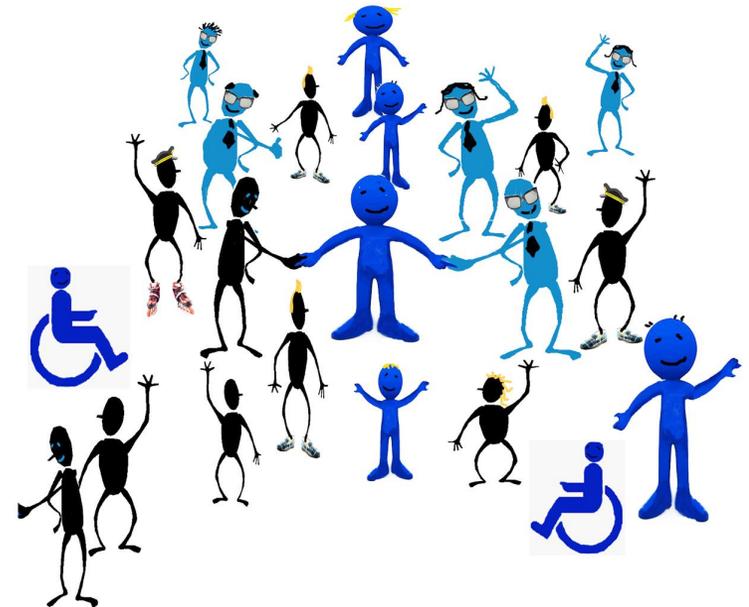
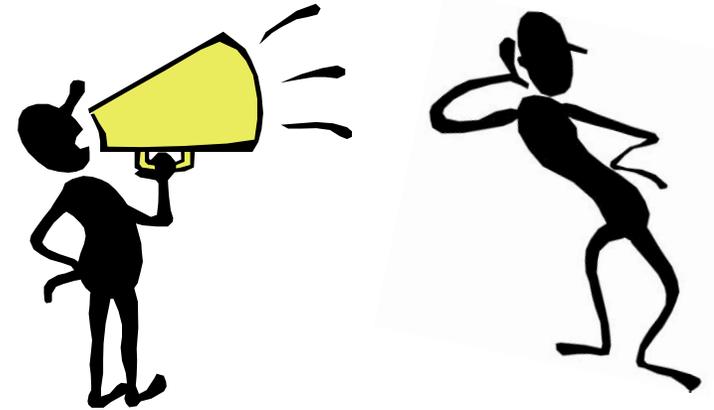
Think about this:
When have you had to
“discern” something in
your life?

An Introduction to Mandate Discernment



Who informs the mandate?

All levels of the community share their ideas – the leadership, board, assistants, staff, core members and friends.



Who writes the mandate?

The Discernment Team creates
the mandate by listening to
members of the community.



Who can be on a Discernment Team?

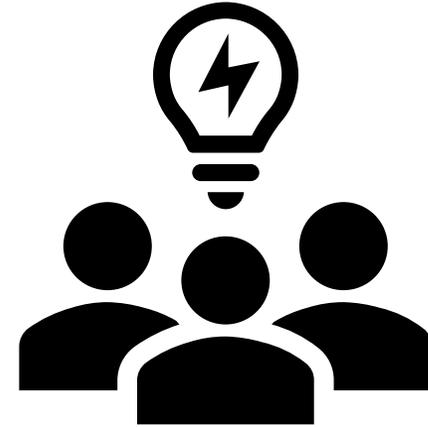
Any member that is interested, can focus on the needs of the whole community, is able to keep information private and isn't nervous in the face of conflict.

The team should be made up of people in different roles in the community.

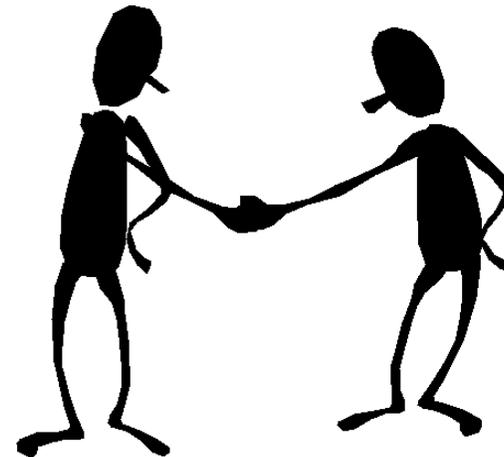


Who selects the Discernment Team members?

The MCSL, Board and Community Council and/or Leadership Team.

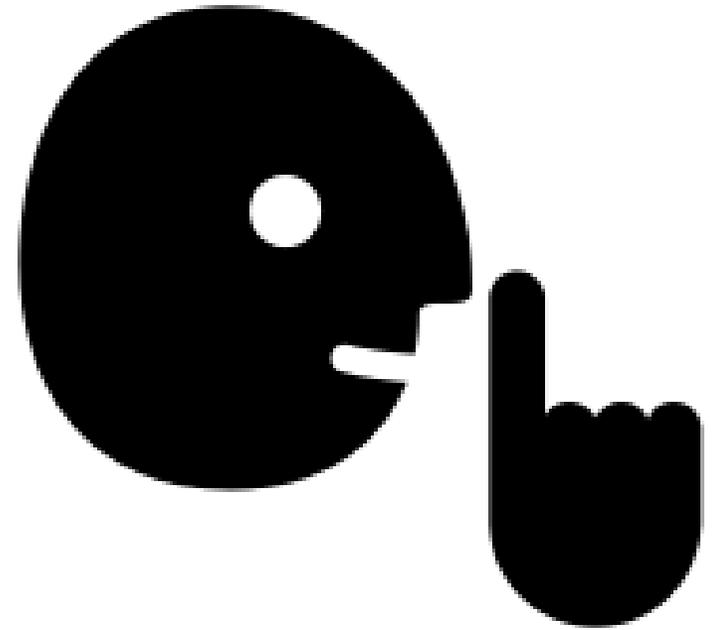


The MCSL and another member often lead the team together.



More about the Discernment Team

Anything shared with
the team is private.



Writing the Mandate

After listening deeply, the team writes a draft and shares it.



The community gives their thoughts on the draft and lets the Team know if it's right or needs more work.

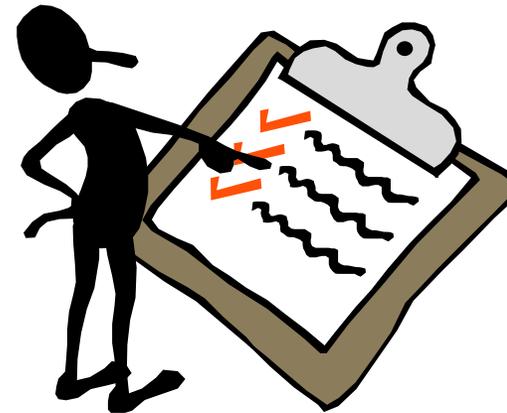


Approving the Mandate

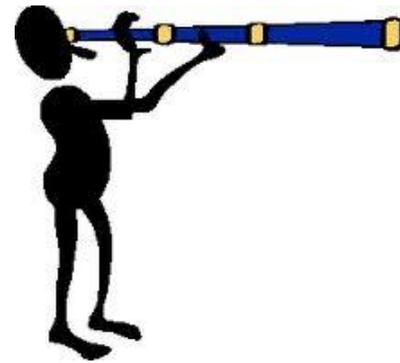
The final mandate must be approved by the board.



We use the final mandate to help us discern the right Community Leader.



An Introduction to Community Leader Discernment

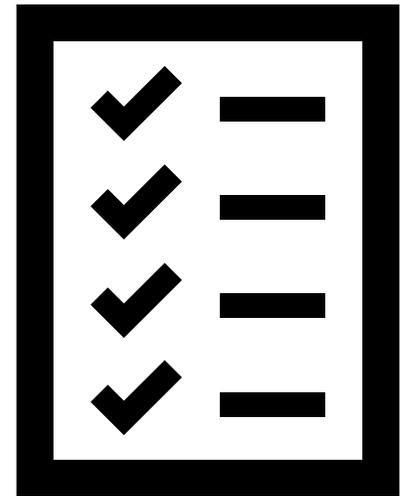


Where does this process start?

The Discernment Team uses the new mandate to discuss the skills and gifts a person needs to lead the community.



The team also pays attention to what the State requires for the role.



Who selects the Community Leader?

Usually, the same Discernment Team with input from the community and final approval from the Board.



Key Questions in the Process

Is the current Community Leader interested?

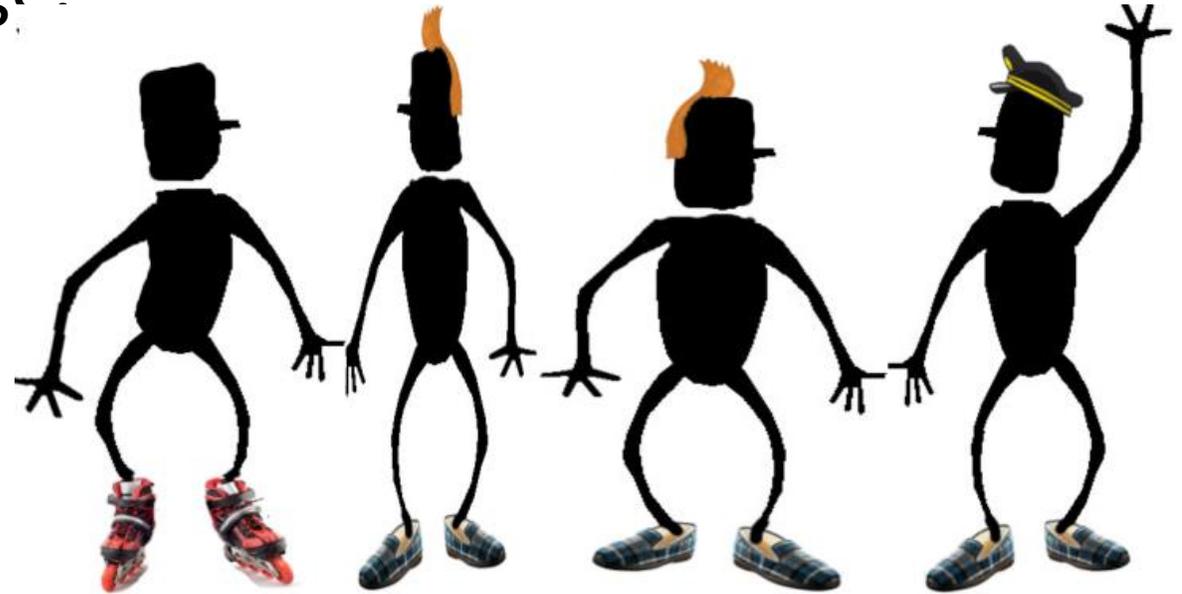


How does the community feel about the current leader's ability to lead the goals in the new mandate?



Transition Teams

If the current community leader will be leaving their role, a transition team can be made to support them in this change.





First Steps...

- Decide:
 - When to start?
 - Who is on the team?
 - Who leads?
- Share information with the community
- Begin the process!