



Growing as Servant Leaders

Bubble of the Month—Embrace the Identity & Mission

May and June 2013

The next bubble to be explored is *Trust in God—July and August*.

Welcome...

The choice of *Embrace the Identity and Mission* for the two months on either side of the General Assembly of L'Arche Canada is intentional. We hope this newsletter will support inspiration and reflection on L'Arche. It focuses on 4 questions. Does purpose matter? How can we engage more fully with the *Identity & Mission* of L'Arche? What is important and inspiring about the founding story of L'Arche? In what ways do the mandates of L'Arche Canada and the International Federation of L'Arche challenge us?

A survey on BoM is coming in May. Please watch for a 5 minute survey that will be sent to all recipients of Bubble of the Month. We have published 5 newsletters over the past half year. We want to learn how they are being used and how they can be improved.

Please share your stories, photos and suggestions with us at bubbleofthemonth@larche.ca.

Identity and Mission Statements

The Identity of L'Arche

- We are people with and without intellectual disabilities, sharing life in communities belonging to an international federation.
- Mutual relationships and trust in God are at the heart of our journey together.
- We celebrate the unique value of every person and recognise our need of one another

Our Mission is to...

- Make known the gifts of people with intellectual disabilities revealed through mutually transforming relationships.
- Foster an environment in community that responds to the changing needs of our members whilst being faithful to the core values of our founding story.
- Engage in our diverse cultures, working together toward a more human society.



House, Program & Community Gatherings

“Ordinary Things” Post it Game: “We are not called by God to do extraordinary things, but to do ordinary things with extraordinary love.” - Jean Vanier. It is important to understand how all of the “ordinary things” that happen in community each day add up to the Mission and Identity and are in the service of this larger purpose. Write the phrases of the Identity and Mission on different bulletin boards. Have tons of Post

It notes and markers handy. Everyone writes the many “ordinary things” they did that day/week/month on a post it and attaches it to the phrase it best matches. Are we living out the Identity and Mission?

Guessing Game: August 1964. An irreversible act. [Read the attached article](#) (1 page) about the founding of L'Arche. Explain who the 4 characters are in this story. Have everyone guess who said the following quotes and why:
“When he took me out of there, well, I felt...phew!”
“In spite of everything that meal amazed me”
“He’s completely nuts!”
“An irreversible act”

Jean’s Dinner: If you have a lot of courage try to replicate the dinner (both food and atmosphere) that Antoinette describes at the [bottom of this article](#).

Drama - August 1964: Dress up and act out the first few days or months of L'Arche. Everyone gets a different role. Who will be Jean, Philippe, Pere Thomas, Antoinette, Raphael? Is Jean wearing his blue coat? How did they decide what to have for dinner? Who would sleep where? Be sure to balance the joy and inspiration of those first months with the struggle and pain of that time. Find inspiration from:

- Book - *An Ark for the Poor* by Jean Vanier – Chapter 1 (13 pages)
- <http://www.jean-vanier.org/en/on>

House, Program & Community Gatherings...continued

[this day/august 1964 an irrever- sible act](#)

• <http://www.jean-vanier.org/en/his-works/the-founder>

Mission - August 1964: What parts of the Identity and Mission were being lived right from the founding of L'Arche? How and why did the other parts of Identity & Mission become important over the past 49 years?

Identity & Mission Mad Lib: Read out the Identity and Mission, removing some key words and giving options for replacing that word. Let everyone choose which the correct word is. Read it through with the wrong selection of words. Then read it through with the right selection of words. For example "We are (spiders, people) with and without intellectual disabilities, sharing

(lemonade, life) in (minivans, communi- ties) belonging to an (orange, interna- tional) federation. You get the idea...

L'Arche Blue: Choose a day and every- one dress in L'Arche blue. This could be combined with any of the other activities in this section.

Take the Awesome Pledge: [Watch young Robbie Novak on this short \(5 minute\) video](#) as he asks us all to "take the path that leads to Awesome" and reminds us that "we're all on the same team". Make a pledge to be more awe- some (on the home page of the video). Discuss with your friends how you want to be awesome. (English only)



Home Videos: [Watch and listen to this 8 minute video](#) as Jean Vanier tells the story of founding L'Arche. (English only)

[Watch this 3 minute trailer](#) of a 1 hour documentary on Jean Vanier talking about L'Arche (French only). Which Quebec Community is highlighted?

[Watch this 1 minute video](#) of Raphael, one of those who first moved in with Jean in 1964, as he enjoys the atmo- sphere of early times at L'Arche in France.

Servant Leadership Match up: how do the 11 Bubbles of Servant Leadership Model fit with the Identity and Mis- sion statements. Write out the different phrases of the Identity and Mission. Give everyone the 11 Bubbles (little cut out circles in the right colour). Everyone posts their Servant leadership bubble beside the Identity and Mission phrase it best matches.

An Intellectual Engagement... Leadership, Team Meetings, Training... Personal Growth...



Does purpose matter?

"Ultimately, man should not ask what the meaning of his life is, but rather must recognize that it is he who is asked. In a word, each man is questioned by life; and he can only answer to life by answering for his own life; to life he can only respond by be- ing responsible." Viktor E Frankl

"It is impossible to have a great life unless it is a meaningful life. And it is very difficult to have a meaningful life without mean- ingful work." Jim Collins, *Good to Great*

"Of all the things that contribute to a happy work day, the one thing that stands out from my research is **making progress on meaningful work**." Teresa M. Amabile, Harvard Business School Professor

- Why does "making progress" matter so much to people's happiness?
- What is "progress" in L'Arche communities?
- Does this quote challenge core members in a unique way?
- How can we better connect people to the progress that is being made towards the Mission of L'Arche? (Personally, In the home or program, In the community, Nationally, Internationally)
- How does this help to build commitment?
- How can you find more meaning in your role?

Daniel Pink is the author of the book *Drive: The Surprising Truth About What Motivates Us*. In the book he unlocks the puzzle of motivation and finds that traditional extrinsic rewards such as money are not as effective as we think. It is intrinsic moti- vators such as autonomy (the urge to direct our own lives), mastery (the desire to get better at something that matters) and purpose (the yearning to do what we do in the service of something larger than ourselves) that really motivates us. [Watch this TED 20 minute video](#) of Daniel explaining what does and does not motivate.

- What motivations does L'Arche offer?
- Role Guide – look at attached [Role Guide for a House Leader](#). How does it support Daniel Pink's three motivators of autonomy, mastery and purpose? (Note: This is a preliminary version of the Role Guide. Final versions of the Role Guide for both House Leaders and Assistants will be distributed to communities by June along with suggestions for how they can be

used to support autonomy, mastery, purpose and meaningful coaching and dialogue about how roles at L'Arche are lived in service of the Identity and Mission. Role Guides for other common roles at L'Arche will follow.)

"Here is the test to find whether your mission on earth is finished. If you're alive, it isn't." Richard Bach

"Purpose is fundamental to human life. It is what makes us human. It gives us reason to get up in the morning. Purpose gives us courage" Richard Leider, *The Power of Purpose*

How can we engage more fully with Identity & Mission of L'Arche?

"When I reflect on the Gospel vision, I find that it is incredible. It is a promise that we human beings can get together. It is a vision of unity, peace and acceptance. It is a promise that the walls between people and between groups can fall, but this will not be accomplished by force. It will come about through a change of heart - through transformation. It will begin at the bottom of the ladder of our societies." Jean Vanier, *Living Gently in a Violent World*, p29

Consider the Identity and Mission Statement on Page 1...

- What excites you about the Mission and Identity and what is it calling you to?
- What does the Identity and Mission call us to as a community?
- Why does it matter that each person in community is a partner in living out the Identity and Mission?
- What can you do to support this partnership among all?



What is important and inspiring about the founding story of L'Arche?

What are the important values of the founding story and how can we integrate them into our personal journey? How can the founding story challenge and transform us?

Why is it important to keep sharing the many stories of L'Arche?

What can you do to keep this story and other important stories of L'Arche alive in your community? (the founding stories your community and homes, the stories of how each person came to L'Arche)



In what ways will the new mandate of L'Arche Canada challenge us with its three priorities of Leadership, Mission & Growth and Outreach?

Consider the [Mandate and Strategic Directions](#) (yet to be approved) for L'Arche Canada for the coming years.

- How can you and your community contribute to achieving the 2013-2017 Mandate?
- How will you share it with everyone in your community after the General Assembly?



In what ways does the mandate of the International Federation of L'Arche challenge us?

[Consider the International Mandate](#)

[Read or listen to Patrick and Eileen's Into the Future speech](#) from the 2012 Federation in Atlanta as they challenge us to tend to the garden of L'Arche.

Patrick and Eileen's talk provides some direction and poses many questions about how individuals and communities around the world can live out the new mandate. Choose a few of the questions for your team or community to consider (there are many more in the speech):

- What do we need to do to support a variety of long-term relationships for the people at the heart of our communities?
- How do we draw on the wisdom and work in partnership with the people at the heart of our communities?
- How do we keep our doors open to change?
- How do we listen to the cries of the poor that might inspire us to new ways of living our Identity and Mission?
- How do we get the right balance of leadership with inclusive decision-making processes at all levels?



Board Meetings

1. In what ways do the [International Mandate](#) and proposed [Mandate for L'Arche Canada](#) call upon the Board for leadership?
2. What is the unique place of board members in living the mission of L'Arche?
3. What supports would help board members to take their place in the mission?
4. What opportunities do community board members have to provide advice on how the local, regional and national levels of L'Arche in Canada can support one another?
5. In what ways can community board members contribute to the regional and national levels of L'Arche in Canada?

Services



“Many are the plans in a person’s heart, but it is the Lord’s purpose that prevails” Proverbs 19:21

“And we know that God causes everything to work together for the good of those who love God and are called according to his purpose for them.” Romans 8:28

When he came to Nazareth, where he had been brought up, he went to the synagogue on the Sabbath day as was his custom. He stood up to read, and the scroll of the prophet Isaiah was given to him. He unrolled the scroll and found the place where it was written:

“The Spirit of the Lord is upon me,
because he has anointed me
to bring good news to the poor.
He has sent me to proclaim release to the captives
and recovery of sight to the blind,
and to let the oppressed go free.
Luke 4: 14-18

You did not choose me, no, I chose you, and I commissioned you to go out and to bear fruit, fruit that will last; so that the Father will give you anything you ask him in my name. John 15: 16

He also said, “What can we say that the kingdom is like? It is like a mustard seed which, at the time of its sowing, is the smallest of all the seeds on earth. Yet once it is sown it grows into the biggest shrub of them all and puts out big branches so that the birds of the air can shelter in its shade.” Mark 4: 30-32

“Your purpose in life is to find your purpose and give your whole heart and soul to it” Buddha



Keep the story and values of L'Arche alive.



“So this is what L'Arche is about.” Core Member

How do you Embrace L'Arche and our Identity & Mission?

Know, tell and retell the founding story; Appreciate and be nourished by the rich legacy of L'Arche's story; Understand the Charter and discover how it continues to be life-giving for L'Arche; Know the Identity & Mission statements and how they inspire and guide; Understand the Mandate of your Community; Explore the pictures, videos, books, articles and speeches of Jean Vanier and others who have shaped and announced L'Arche; Carry and integrate the values into your role; Wonder about and explore new ways of living the Identity & Mission; Share the story of your community; Teach and guide one another in learning how to live L'Arche values day to day; Inspire and empower everyone to be a leader in bringing to life the Identity & Mission