

# REPORT ON THE PRE-SONDAGE REFLECTION

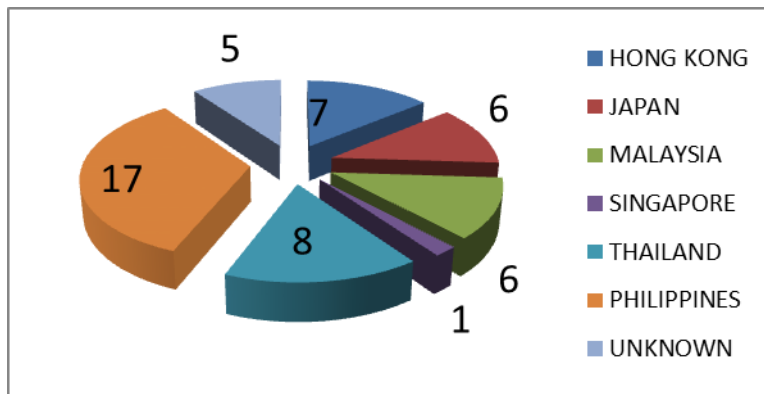
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## Lasallian East Asia District (LEAD)

As part of the nomination and subsequent election of the Visitor of the new District, the Nominations and Elections Committee of LEAD disseminated the Pre-Sondage Reflection Form to the Districts/Sectors/Delegations that will formally constitute LEAD. The forms were distributed online, through the Visitors/Sector Heads, and could be completed using three modes—via an online survey site (<http://www.surveymonkey.com>); through the completion of an electronic file; or through the filling out of a hard copy of the form that was sent to the NOMELEC Secretariat.

After the deadline set, July 15, 2010, the Secretariat of the NOMELEC received a total of 50 responses. Forty four (44) of these were through the online website, five (5) by email, and one (1) was sent in hard copy.

While it is difficult to ascertain where the responses came from, especially since the online forms indicated only the IP addresses of the respondents, and acknowledging that some responses sent by Sector/District members may have been sent while they were in another country, the following tally chiefly indicates the country location of the IP addresses.



While the proportion of completed forms constitute not even a fourth of the total number of Brothers in the prospective new District, the responses remained substantive and insightful and are summarized in the following sections.

### *On their commitment as La Salle Brothers*

Asked about how they could contribute to the progressive realization of the LEAD Vision and Mission, nine (9) Brothers underscored their willingness to be sent wherever they are needed. As one Brother put it:

“To be available to serve wherever in the sectors my experience and expertise might be useful in the spirit of our vow...to go wherever I may be sent and to do whatever I may be assigned...”

Eight (8) Brothers committed to pray for the success of the new District, while seven (7) Brothers vowed to contribute whatever they can to bring forth collaboration across sectors and to promote a “*Think Lead*” disposition among their *confreres*.

A handful of Brothers replied that they were willing to participate in reinvigorated formation programs that would be sensitive to the context of the new District, one wherein the sectors have diverse attributes but nonetheless pursue the same mission. The same number of Brothers vowed to continue to perform their current work with the zeal.

Though expressed in various forms, close to half of the remaining responses indicated the openness of the Brothers to work independently or collectively towards having other Brothers and Partners know more about LEAD; a couple volunteering to share their management or financial expertise; others expressing their willingness to accompany young Brothers and Partners in gaining a better understanding of what are held in common; and, still a few committing to accept and build stronger association despite the distinct elements of each sector and the diverse attributes across the sectors.

Though the responses to this question were much more variegated, with the plurality being too specific, that include continuing one’s participation in handling Bible classes or being a positive influence on young Brothers, these responses clearly showed that the Brothers will, in modest or extensive ways, contribute their share to assist LEAD in fulfilling its mission and progressively realizing its Vision.

### *Key Challenges to LEAD*

Diversity and the promotion of vocations topped the roster of key challenges that the Brothers believed the new District will confront. These two issues were identified by 12 respondents each. As regards diversity, the primary concern is to enable each Brother to gain a full understanding of the distinct cultural, political and educational systems in each sector and develop a healthy respect for the diverse attributes of the nations within LEAD. With regard to vocations, a dozen respondents believe that there is a need to intensify the promotion of vocations, especially to religious life, preparing future Brothers to embrace their mission “beyond borders.”

Four inter-related challenges were identified by almost the same number of respondents, 9 to 10 for each. The first involves clarifying the direction and identity of LEAD and disseminating clearly its vision and mission to all sectors. If this challenge is resolutely acted upon, the second challenge—of

formulating and implementing meaningful and sustainable apostolates for the poor within and across the sectors, could also be consequently met.

The challenge of leadership, specifically the election of a Visitor and Sector heads that would be acceptable to the Brothers, was also thought to be a critical concern by nine (9) respondents. This challenge of leadership comes in tandem with the concern about the Governance or Management system at the District and Sector levels. Ten (10) respondents believed that the governance/management structure should encourage participation among all the members of the District in the formulation of key directions for such will engender a sense of ownership among all the Brothers (and Partners) and lead them to fully participate in the pursuit of such directions.

The other challenges identified by more than five respondents include the need to know more about each sector; the sustenance and improvement of the Community Life of Brothers; the problem of communication given the varied languages used in each sector and the inability of some to communicate in English; the formation of Partners for a more profound sense of association; the sharing of resources; and, the special needs of Brothers, cognizant that a number of sectors have a significant number of Senior Brothers.

#### *On the qualities of the LEAD Visitor*

Asked to name three qualities beyond the traditional ones (prayerful, pastoral, and efficient), the respect of and adaptability to the diverse cultures and faith traditions in the region was identified by 17 of the 50 respondents. As one Brother put it, the respect of diverse attributes should even extend to:

“the ability to embrace the cultural, historic, spiritual and physical qualities of each country that compose LEAD”

The same number of respondents (17) identified proven managerial, leadership or administrative competence as an important quality. The expected skills are somehow expected to come at play by this response:

“the scope and complexity of the seven (7) sectors requires a management style that is use to leading/managing the managers while adjusting to calls and expectations of on-call / personal involvement in situations; the expectations of Partners and stakeholders in the mission could be a significant demand on his time and the Brothers are used to having a high degree of access to the Visitor with a balanced administrative/pastoral style. ...Experience of knowing how to elicit information and advice of a financial/legal nature from experts (who at times have difficulty using less than highly technical language) and weighing with his advisors the alternatives presented; initially the financial and legal matters will most likely be primarily a matter for local decision making, but in some sectors that could be a problematic area; he does not need to be a financial expert himself but has to know how to interpret the advice, when to identify difficult areas before they become major problems and how to bring about solutions when called to become involved directly.”

In addition to the two predominant qualities mentioned above, the other qualities mentioned include the ability to communicate with all sectors, indicating a preference for someone who communicates well in English or who knows at least two other languages (8 respondents); the ability to assist and deal with different types of Brothers (8 respondents); one who is a visionary or has a clear vision (7 respondents); is realistic, judicious or has a good sense of what will work or should be done (5 respondents); would effectively promote or is committed to the mission, vocations and association (5 respondents); a good listener (4 respondents); accessible/ approachable (4 respondents); and acceptable to all sectors and can be a unifier (3 respondents).

We hope that this synopsis would assist all the Brothers in discerning their nominees in the next step towards the new Lasallian East Asia District.