

Vol. 7, No. 2 2016

OutReach

A Christian Brothers Services Publication

Generic Drugs

Your Prescription for Savings

Celebrating a New Lasallian Saint:

Saint Solomon Le Clercq, FSC

Teacher, Brother, Martyr, Saint

Are Your Exempt Employees

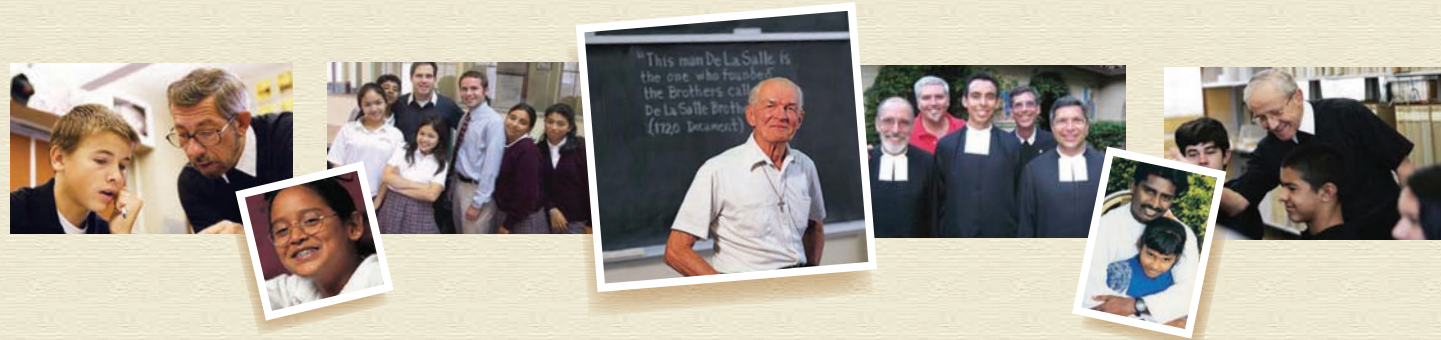
Really Exempt?

*How to Make Sense of
the Changing Requirements
for Exempt Status*



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(Speaking to the De La Salle Christian Brothers)

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OutReach Vol. 7, No. 2

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CHRISTIAN
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table of contents



Generic Drugs
Your Prescription for Savings

5



Are Your Exempt Employees Really Exempt?
How to Make Sense of the Changing Requirements for Exempt Status

8



Celebrating a New Lasallian Saint:
Saint Solomon Le Clercq, FSC
Teacher, Brother, Martyr, Saint

18

- 4 Mail Bag
- 11 Easy as 1-2-3
The Benefits of the Christian Brothers Services Student Accident Plan
- 12 Austria 99 : Germany 12
- 14 Leadership in Today's Catholic Schools
- 17 On Demand Webinars
The Latest Information from Industry Experts at Your Convenience
- 20 Reflections on the Canonization of Saint Solomon Le Clercq, FSC
- 21 Brother William L. Walz Endowed Scholarship Awarded
- 22 Timeline: History of Lasallian Saints
- 28 Fifty Years of Religious Life
- 33 Case Study: Hosted Board Portal Content Management System for the Archdiocese of Philadelphia
- 34 A Few Moments with . . .
Michael Frigo, Chair of the Risk Pooling Trust
- 35 The Last Word





MAIL BAG

Please let us know what you think. Email your thoughts and suggestions to outreach@cbservices.org, your comments may be published in a future edition.

“By way of introduction, I am a health care broker and HR advisor who represents a small Catholic school in the town of Montrose, here in Southern California (St. Monica’s Academy). We brought them to Christian Brothers Services a few years ago. I read your white paper, “Key Strategies for Selecting the Right Employee Benefit Plan.” I would like to compliment you for the excellent piece.

The industry and the functions of all of us in the industry have changed so much in the past few years that it is a challenge to stay ahead of the curve. We cannot act and work like we use to. Your article expresses this and it does so in a very readable fashion.

Congratulations and thank you. I urge you to keep producing your good work.”

– Stan Carmichael, Carmichael Associates, Inc.
Westlake Village, California



“Christian Brothers Services has helped us as an organization with a small staff. Regular health plans would barely speak to us because we are not large enough to merit their time. Christian Brothers Services has been excellent from start to present. They are very friendly and efficient and no question or issue is beyond them.”

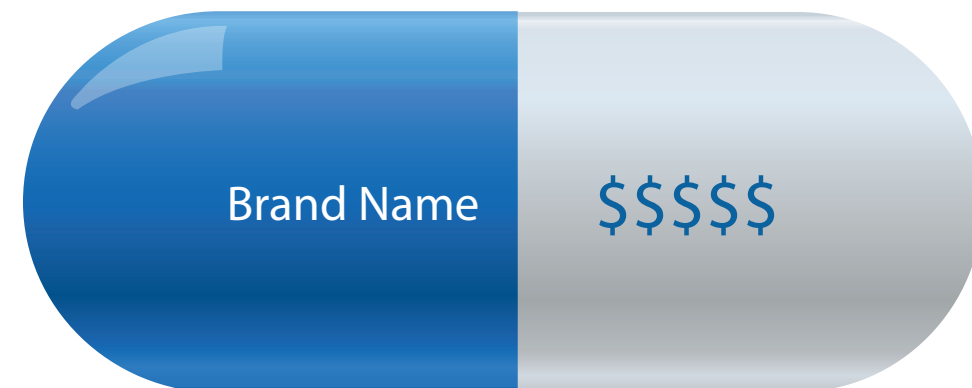
– Brian Abrams, Youth Apostles Institute
McLean, Virginia



“We experienced a fire in my office. I called Christian Brothers Services right away and spoke to Lisa. The first thing she asked was ‘is everyone okay?’ It was touching to know that she was immediately concerned about the well-being of the staff/residents. We were not just another claim to her! I do not know her last name but I would like to thank her for a job well done – keeping me calm and connecting me to the appropriate resources.”

– Vicki Ward, Nazareth Villages
Nazareth, Kentucky

Generic Drugs *Your Prescription for Savings*



On average, the cost of a generic drug is 80 - 85 percent lower than the brand name equivalent. >



More than half of the prescription drugs available today have a generic option for consumers.



When a new generic drug product is approved, it has met all the standards established by the U.S. Food and Drug Administration (FDA).



The FDA requires generic drugs to have the same quality and performance as brand name drugs.

The term "generic" holds many connotations in the minds of consumers—many of them negative. For a variety of reasons, including quality and effectiveness, generic products are sometimes perceived as being inferior to a brand name.

When it comes to generic prescription drugs, the U.S. Food and Drug Administration (FDA) requires all generic drugs to have the same quality and performance as their brand name equivalents. When a new generic drug product is approved, it has met all the standards established by the FDA.

The only difference is the cost of the medication to the consumer.

More than half of the prescription drugs available today have a generic option for consumers. And still, each year the use of brand name medications, when clinically-equivalent generics are available, results in billions of dollars of unnecessary costs to U.S. consumers.

Vast Price Difference

According to the FDA, while the average price of brand name drugs increased 16.2 percent in 2015 and 98.2 percent since 2011, generic drug prices for the most commonly used drugs actually decreased 20.7 percent from 2014 to 2015. On average, the cost of a generic drug is 80 - 85 percent lower than the brand name equivalent.

Similar to any new product being developed, brand name drugs are created under patent protection. While it's in effect, the patent gives the drug manufacturer the sole right to manufacture and sell the drug. When the patent expires, other manufacturers then have the opportunity to apply to the FDA for the chance to manufacture and to sell the generic version.

Manufacturers of generic drugs don't have to repeat the costly clinical trials of new drugs, and generics aren't usually the drugs seen in advertising and promotions, which drives up the price of the brand name. Also, if multiple generic companies are approved to market a single product, competition between them often results in lower prices for consumers.

Quality, Safety and Effectiveness

The FDA requires generic drugs to have the same quality and performance as brand name drugs. The only physical differences in the generic version compared to the brand are that the drugs may be different in size, color and shape, and may also contain different dyes or fillers.

Generic drug manufacturers must submit an Abbreviated New Drug Application (ANDA) for approval to market the generic product. Before the FDA approves new generic drugs, the drugs are put through a rigorous, multi-step approval process that covers everything from quality and performance to manufacturing and labeling. To gain approval a generic drug must:

- ▶ Contain the same active ingredients as the brand name drug
- ▶ Be identical in strength, dosage form and route of administration
- ▶ Have the same use of indications
- ▶ Be bioequivalent (drugs must have the same active ingredients, strength, dosage, route of medication delivery and safety)
- ▶ Meet the same batch requirements for identity, strength, purity and quality
- ▶ Be manufactured under the same strict standards of the FDA's good manufacturing practice regulations required for brand name products

As for safety concerns, the monitoring of post-market adverse events for all drug products, including generic drugs, is one aspect of the overall FDA effort to evaluate the safety of drugs after approval.

"Is There a Generic for That?"

Most prescription drug plans, including the Christian Brothers Employee Benefit Trust, have a lower copayment for generic medications because the cost of generic medications is considerably less expensive than brand name medications. This saves both the consumer and the Plan substantially.

Staying informed about generic medications allows consumers and their medical providers to make confident decisions in helping to control prescription medication costs.

Be sure to review all of your medications with your doctor or pharmacist regularly, and ask them to check for a generic substitute when you need a prescription. For more information, check the Express Scripts link called "My Rx Drugs" at myCBS.org/health. The information available on this site can help you make decisions that may save you significant dollars on your prescription drug costs. ☀

For more information on any of the Health Benefit Services plans, contact Dawn Sterland at 800.807.0100 x2642.

John Airola is the Managing Director of Christian Brothers Health Benefit Services.

Download a list of the most commonly prescribed drugs.

The list represents an abbreviated version of the drug list (formulary) that is at the core of your prescription drug benefit plan. The list is not all-inclusive and does not guarantee coverage. In addition to using this list, you are encouraged to ask your doctor to prescribe generic drugs whenever appropriate. Download at: https://www.cbsecurities.org/2017_formulary

PLEASE NOTE: Brand name drugs may move to nonformulary status if a generic version becomes available during the year. Not all the drugs listed are covered by all prescription drug benefit programs; check your benefit materials for the specific drugs covered and the copayments for your prescription drug benefit program. For specific questions about your coverage, please call the phone number printed on your member ID card.





Are Your Exempt Employees Really Exempt?

How To Make Sense of the Changing Requirements for Exempt Status

On Tuesday, November 22, 2016, the U.S. District Court for the Eastern District of Texas entered an order enjoining the United States Department of Labor (DOL) from implementing and enforcing the new DOL Overtime Rule that was to take effect on December 1, 2016. Per this rule, employees need to earn at least \$913 per week or \$47,476 per year in order to be considered an exempt employee, even if the employee's duties qualify as executive, administrative or professional. The rule further provides that these new salary amounts will increase every three years effective January 1, 2020. The Texas court's order essentially invalidates the DOL Overtime Rule. While the court's decision is likely to be appealed, the order does offer a reprieve, at least temporarily, from the requirement to reclassify exempt employees who are paid less than these new salary amounts.

The Texas court's decision however, does not impact any reclassifications that employers have made due to the nature of the duties performed by employees. Thus, for those employers who have reclassified exempt positions to nonexempt positions based upon the duties performed, those reclassifications are not impacted by the court's decision and should remain in place.

Now may be a good time to go back to the basics and review what the Fair Labor Standards Act (FLSA) requires of employers, what liability can result from not complying with the FLSA and how to avoid liability and make sure your exempt employees are really exempt.

What is the FLSA?

The FLSA provides an exemption from the minimum wage and overtime requirements for the executive, administrative and professional staff of an organization. The FLSA was enacted in 1938 to ensure employees were adequately compensated for their work. The law established a 40-hour work week, a minimum hourly wage and a requirement that employers pay time and a half for all hours over 40 worked per week. The FLSA also requires employers to maintain time sheets for its nonexempt employees, to provide equal pay for equal work and to post FLSA signage in the workplace. The DOL enforces the FLSA and adopts rules, such as the Overtime Rule, to implement the FLSA.

Liability Under the FLSA

When Congress enacted the FLSA, it wanted employers to take the law seriously; therefore, the law includes provisions that make violating the FLSA costly for employers. Employers who don't pay a nonexempt employee the minimum wage, or overtime, or don't maintain time sheets for their nonexempt employees are subject to liability for back pay, an equal amount for liquidated damages, civil penalties in some cases, and payment of the employee's attorneys' fees. Damages can be assessed for up to three years of violations. Moreover, the FLSA exemptions are very narrowly construed, which means if an employer misclassifies an employee as exempt, the employer can be subject to liability for unpaid overtime and other damages. Therefore, properly classifying your employees as exempt or nonexempt is critical to avoiding liability under the FLSA.

Who is an Exempt Employee?

In most cases, an employee is considered exempt if he/she meets all of the following three tests:

Salary Basis Test. An exempt employee must be paid a predetermined and fixed salary. Because of this test, an exempt employee can be expected to work more than eight hours a day to complete their tasks; on the other hand, an exempt employee is not to be docked pay if he works less than a full day. Over the years, it has become customary for many employers to overlook both the "duties" test and the "salary level" test for purposes of determining whether an employee is exempt or not and instead base an exempt determination on whether or not an employee is compensated by salary or by an hourly rate. Employers will often say an employee is exempt

because they receive a salary. The "salary basis" test is only one of three that must be satisfied in order for an employee to be considered an exempt employee.

Duties Test. The DOL, and the Texas court's order, has not changed the basic "duties" test for determining whether an employee is exempt or nonexempt. Consequently, the following tests still apply to determine whether someone's duties constitute executive, administrative or professional duties:

- ▶ An executive employee must have as his/her primary duty the management of at least a subdivision of an enterprise, which includes the supervision of at least two employees and the authority to make hiring and firing decisions;
- ▶ An administrative employee must have as his/her primary duty office or nonmanual work directly related to the operations of the employer or its customers, and must have the responsibility to exercise discretion and independent judgment with respect to significant business matters; and
- ▶ A professional employee must have as his/her primary duty work requiring specialized knowledge acquired through prolonged education and the work must require the consistent exercise of discretion and judgment. Skilled computer employees--computer systems analysts, programmers and software engineers--are considered professional employees.

For purposes of determining whether an employee meets one of these three tests, the job description for the position the employee is employed in is the critical factor. Make sure you have a job description for each of your employees that accurately reflect the duties, skills and minimum education required for the position in which they are employed. Make sure job titles and job descriptions match up—if you have three administrative assistants, all three should have the same job description. Also, if one of your three administrative assistants is classified as nonexempt, all three should be classified as nonexempt. If your three administrative assistants are classified differently because they have different duties and responsibilities, then they should have different job titles with job descriptions that accurately match the differences in their responsibilities. >

Salary Level Test. Until the new DOL rule, employers tended to overlook this test, which was easy to do because the salary level was so low – \$455 per week or \$23,660 per year – and most exempt employees earned this much. The Texas court's order enjoining the new Overtime Rule means that the existing salary levels of \$455 per week or \$23,660 per year must be satisfied if an employee who is exempt based upon his/her duties is to be classified as exempt from the overtime requirements of the FLSA.

Special Rules for Salespersons, Teachers and Academic Administrative Personnel

Outside Salesperson Exception to the Salary Level Test. Outside salespeople are exempt employees regardless of how much they earn. To qualify as an outside salesperson, the employee must regularly and consistently work off-site and must have as his/her primary duty the responsibility for making sales or securing orders for services or the use of facilities.

Inside Salespeople. Inside sales personnel are nonexempt employees based upon their job duties. If you are not already paying your inside sales staff on an hourly basis, subject to overtime and minimum wage requirements, you should be doing so.

Like outside salespeople, **bona fide teachers and academic administrative personnel** are exempt personnel regardless of the amount they earn.

- ▶ Bona fide teachers are employees:
 - 1) whose primary duty is to teach, tutor, instruct or lecture; and
 - 2) are employed and engaged in these primary duties in an educational establishment. An educational establishment is defined as an elementary or secondary school system, an institution of higher education or other educational institution. Preschool and kindergarten teachers can qualify as bona fide teachers if they are employed by an institution that qualifies as a school.

- ▶ Academic administrative personnel include school superintendents, principals and vice principals, college and university department heads, academic counselors and advisors and employees with similar, academic-related responsibilities. To be exempt however, employees must be paid on a salary basis at least equal to the entrance salary for teachers in the same educational institution. Employees in educational institutions who perform nonacademic related duties, such as work relating to general business operations, facilities management and work relating to the health of students and staff are not considered academic administrative personnel. These employees, in order to be considered exempt, must meet the definition of an executive, administrative or professional employee and must also earn more than \$47,476 per year.

Special Rules for Ministers and Nonprofits. Priests, deacons and religious are not subject to the FLSA in connection with jobs they perform pursuant to their religious obligations in schools, hospitals and other institutions operated by their diocese or religious order. Also, some nonprofit organizations may not be required to comply with the FLSA, depending upon the nature of their activities; however, whether or not a particular nonprofit can claim an exclusion from the FLSA and the new Final Rule must be determined on a case-by-case basis.

Importance of Time Sheets. The law requires you to maintain accurate time records for your nonexempt employees. Some states require you to maintain them for your exempt employees too. If you don't use time sheets, now is the time to start.

We expect you will have many questions regarding your exempt and nonexempt employee classifications. Please contact your legal counsel to see how the law applies to your organization. ☀

Maureen Murphy is a Partner with the law firm Kopon Airdo, LLC.

Easy as 1-2-3 The Benefits of the Christian Brothers Services Student Accident Plan

While the school year may only be half over, school administrators are already busy planning for the 2017/2018 school year. It's important to have the right insurance coverages in place to protect a school's financial assets. Property insurance will rebuild or replace losses sustained to the building and its contents. General liability insurance protects a school from lawsuits for injuries that arise when the school is considered negligent, but what happens when a student is injured and no negligence is involved? What insurance coverage does your school have in place to cover medical expenses incurred when a student falls in a classroom or is injured during a sporting event? For these situations, a school's best protection is to purchase student accident insurance.

Even when a student is covered under a health policy, out-of-pocket expenses from high deductibles and copayments can leave the parents with hundreds, or even thousands of dollars of unpaid medical bills. Adding to the stress, some medical providers may deny or withhold medical treatment on a student not covered by a health or group policy until they are assured the bills will be paid. While the school may not be liable for the accident, in these situations parents often look to the school to pay these medical expenses. To alleviate the financial hardship these medical expenses can place on the family and to ensure no uninsured student is denied medical treatment if they are injured at school, many administrators look to Christian Brothers Services to provide student accident insurance.

For over 50 years, Christian Brothers Services has provided student accident coverage to Catholic K-12 schools. Administrators who have purchased this coverage have found:

- An easy enrollment process. No student rosters required. All students are covered.
- Affordable rates with coverage options as low as \$3 per student including travel directly to and from school, field trips and religious retreats.
- Customized coverage plans to meet each school's specific needs and activities.
- Excellent benefits including \$3 million catastrophic limits with no deductibles or copays.

An additional benefit of the Christian Brothers Services Student Accident Plan is that coverage extends through the summer. All students participating in school-sponsored and supervised summer programs and activities are covered *at no additional cost!*

A school may have the best risk management programs and safety policies in place; however, not all accidents can be prevented. When planning for the 2017/2018 school year, consider protecting your students with the Student Accident Plan from Christian Brothers Services. ☀

Diane Engstrom is the Managing Director of Risk Management Services at Christian Brothers Services.

For more information contact Donna Bertino at donna.bertino@cbservices.org or 800.807.0300 x2529.



Austria

Germany

The numbers above are not the score in a World Cup match as envisioned by an optimistic Austrian. They represent the percentage of organ donors in Austria versus Germany. One would expect countries with voluntary organ donation programs and similar cultures to have closely matched percentages of organ donors. The slight, yet significant difference is in Germany, an organ donor has to take the affirmative action of checking a box to be an organ donor. In Austria, you are automatically an organ donor unless you complete a form electing to opt out of organ donation.

What does this have to do with retirement planning?

The latest trend in plan design for retirement planning is using behavioral analysis.

Many employees don't take the time and effort to enroll in their employer's 403(b)/401(k) plan. In behavioral science, this inaction is referred to as employee inertia.

Another problem in getting employees to save for retirement is instant gratification. Employees would prefer to consume today instead of saving for tomorrow. In behavioral science this is referred to as employee myopia and loss aversion. Many people don't want to give up something today to plan for tomorrow.

Employers truly want to provide for their employees, but it is difficult when employees don't seem to want to make the right decision. Thankfully, there is a way to alleviate these behavioral problems, and it's called auto-enrollment.

Auto-enrollment is similar to the organ donor program in Austria. When an employer implements auto-enrollment, employees are automatically enrolled in the 403(b)/401(k) plan. The employer then selects the default percentage the employee would save. Typically, the default amount would be between 6 and 8 percent of compensation, but the employer could select a higher or lower default amount. The employer could also select an auto-escalation provision, which means the percentage would go up each year. For example, the employer could select the initial default percentage as 6 percent of compensation with a yearly increase of 1 percent up to a maximum 10 percent employee contribution. The money would be invested in a qualified default investment account, which is generally the Target Date Investment Fund nearest the employee's 65th birthday. The employee would not need to complete any paperwork as they would automatically be enrolled in the plan. Employers would need to inform the employee they could opt out of the plan by completing a form. Even if the employee opts out, this process succeeds at having them take a step back and think about retirement.

Many companies have instituted auto-enrollment and saw participation rates increase from roughly 60 to nearly 90 percent.

There has been legislation that has allowed for-profit companies the ability to offer auto-enrollment for a number of years. Many companies instituted this provision and saw participation rates increase from roughly 60 to nearly 90 percent. Only within the last year has legislation been passed allowing auto-enrollment for Church Plans on a universal basis, so at this time, there is not much evidence on the effectiveness of participation rates in church organizations.

Some people argue this is too paternalistic. My answer to that -- so are Social Security and Medicare; neither are voluntary programs, but without them, who would be able to retire? I am not saying that auto-enrollment is right for all employers. I realize that salary levels at church organizations may not be similar to for-profit companies; however, an employee can always elect not to participate. Auto-enrollment is something employers should consider to assist employees in making the best decision by not making any decision at all. ☀

For more information on auto-enrollment or any of the Christian Brothers Services retirement plans, contact Jim Ceplecha at 800.807.0100 x2630.

Jim Ceplecha is the Managing Director of Retirement Planning Services at Christian Brothers Services.



If we were to turn back the clock and look at the leadership in Catholic schools 50 years ago, we'd find a picture very different from today.

Leadership in Today's Catholic Schools

In 1965, Catholic school administrators were likely unaware of the changes that were soon to sweep through their ranks in the wake of Vatican II. Enrollment was not an issue as attendance of Catholic children at Catholic schools was a mandate. The dedication and devotion of religious priests, brothers and sisters ensured Catholic education was affordable. Furthermore, many school buildings were new, or at the very least, in need of fewer major modifications, upgrades or deferred maintenance.

In 2016, the picture is quite different for Catholic schools. Catholic elementary schools alone have declined in number from approximately 10,500 in 1960 to just over 5,300 today. The business of Catholic education is also more complex today than ever before. Declining presence of religious in Catholic schools has produced a dramatic shift in the cost of salaries. Lay people comprise more than 95 percent of the staffing in Catholic schools today. In schools largely dependent on tuition income, these increased financial demands necessitate increased attention to comprehensive programs of marketing and communication to achieve enrollment and development goals. Leadership is required that can address these complexities, as well as ever-expanding expectations for Catholic schools simply as "schools." Expectations continue to increase from state and federal governments. Requirements for securing and maintaining accreditation also continue to grow. Additional expectations come from the media and the general public. Finally, the high

expectations of a school's own constituent groups must be addressed through effective leadership who can manage and respond appropriately to the concerns and demands of key stakeholders such as parents, students and alumni.

If we look again at our picture from 50 years ago, what did leadership look like in Catholic schools? Most, if not all leaders in Catholic schools held roles that focused on responsibilities traditionally associated with school principals. In the most basic sense, this would include responsibility for the faith community and Catholic identity of the school, the quality of the student experience and the strength of the academic program. Necessity for oversight of these key administrative functions has not disappeared in 50 years; indeed, it has only become more challenging. Yet, in addition to these internal areas of school focus, there are various external functions that must be addressed by school leadership. The normative responsibilities of Catholic school leaders for external affairs include: business affairs, advancement affairs (including both development and enrollment management) and various liaison functions including relationships with a school's governing board, diocese (or owner), parishes and the Catholic and general community at large. The traditional role of "principal" has not been abdicated, but instead has been expanded with additional responsibilities to ensure that appropriate attention is paid to both the internal and external affairs associated with administration in today's Catholic schools.



Today's leadership needs to manage and respond appropriately to the concerns and demands of key stakeholders such as parents, students and alumni.

Models of Administration - Can One Person Do It All?

While many Catholic schools still operate with a principal as the key leader, or chief executive officer, various models of Catholic school administration have been adapted to address the complexities of leadership. A number of Catholic schools, mainly secondary schools, operate with a president in addition to a principal, distributing responsibility for oversight of a school's internal affairs to the principal and the external affairs to the president. Other Catholic schools operate with a head of school that has ultimate responsibility for oversight and vision as to both external and internal affairs, but is supported by an extensive array of mid-level administrators, particularly in the area of development. Some Catholic schools have come together as school systems with a president or director serving as the CEO for the group and its external affairs, while giving administrators at individual school sites responsibility for the day-to-day and internal affairs of the schools. What is undeniable in today's landscape for Catholic schools is that even if a school's organizational model does not have a role entitled "president," it still has to be designed to address "presidential" functions. And, it follows that even the most well-designed administrative model will not successfully navigate the challenges of operating a successful Catholic school if the leaders in key roles are not prepared or supported to be successful in their roles to address both internal and external responsibilities.

Preparing Catholic School Leaders

The growth in the number of teacher and administrator leadership programs offered throughout the country at Catholic colleges and universities is a tangible and positive indicator of a bright future for Catholic schools. Not only are these programs providing classrooms and students with teachers that are well-trained and skilled in perpetuating the Catholic school difference, but the administrative leadership programs are forming leaders that go beyond the tradition of being an academic figurehead with enhanced capacity to manage the financial, as well as the advancement affairs of the Catholic school, including fundamentals in marketing, communication, enrollment and development.

While the graduates completing these programs have been educated and trained in Catholic school leadership, they are still in need of experience to temper their full understanding of the intricacies surrounding leadership roles. Many new Catholic school leaders are blessed to have existing networks, or even just a single person, to serve in a mentor role to assist with all of the questions and advice that can be needed when shifting into a chief administrative officer role. Yet, new Catholic school leaders are often thrust into roles without adequate support from mentors. Sometimes these leaders aren't given adequate preparation to understand the breadth of challenges that come with assuming ultimate responsibility for oversight of the internal and/or external affairs of a Catholic school. >

All too often, a teacher who has had great success in the classroom is encouraged to take a leadership role, and sometimes is even working on completing administrative certification while navigating the challenges of learning how to run a school. In schools that operate with a president/principal model, replacing a president can sometimes result in securing a new leader who has experience as an administrator in Catholic education, and sometimes may result in bringing in an individual who has a passion for Catholic education with a background in a business or advancement-related field. While presidents with either background can be successful in their roles, they each face challenges. An academically-based president must learn to separate from the day-to-day affairs of the school while maintaining enough knowledge and connection to speak with authenticity to the mission, vision and challenges of a school. A business-experienced president brings a wealth of knowledge, perspective and expertise to the external affairs of a school, yet faces the challenge of acclimating to not only academic culture, but Catholic school academic culture, which brings its own distinct learning curve.

Underestimating the need for new leaders to have support in acclimating to their roles can lead to too much time spent in transition which could have been spent on moving forward. There is no need to cite research to know that people react to change with a variety of responses. These responses can range from optimism to hope for opportunity to skepticism to outright fear, among a host of other options. Ensuring that the first year of a new Catholic school leader's tenure is well-supported benefits not just the new administrator, but the school community as a whole.

Finding Catholic School Leaders

As stated previously, the growth in programmatic offerings at Catholic colleges for teachers and administrators is a bright, shining star on the landscape for Catholic schools. Yet, while this bodes well for the future, today the demand for skilled, multi-dimensional leaders exceeds the current supply. Engaging in search processes to attract, recruit, vet and retain administrators cannot be underestimated in terms of the return on investment of time, talent and treasure. It is no longer possible to assume that not only qualified but capable administrators can be found between the months of June and August. Those Catholic schools

that recognize the importance of retaining not just a leader, but the BEST fit of a leader for a school, are moving towards mobilizing new administrator search efforts as early as the beginning of fall of a current school year in order to ensure success for the coming school year. While this early approach may not be possible given individual circumstances, the advice to being as early as possible is still valid.

Professionally facilitated search processes are a means to provide greater assurance of success in identifying a new school leader. Providing a national outreach effort, and especially calling on the professional networks of a well-established Catholic school search firm, are an investment in the future success of a school. Even when the understanding exists that the need for a qualified and right fit of a leader is essential for a Catholic school community, often the cost associated with a professionally facilitated search can seem daunting. In these moments, it is vital to assess the costs associated with securing ineffective leadership, or individuals who are well-intentioned but not well-suited to a particular Catholic school community's needs. At Catholic School Management, we recognize that there are layers to the search process and seek to support our clients in achieving their goals while respecting their individual circumstances, as we believe is the call of Catholic education in general--to support each individual child to express fully the God-given gifts with which each has been bestowed spiritually, academically, socially and physically.

Catholic School Management's Administrator Search Division has in-depth experience in identifying and securing qualified administrators. The comprehensive scope of consulting services offered, combined with the resulting breadth and depth of knowledge possessed by search consultants, infuses the search process with a level of understanding, professionalism and authenticity that is unparalleled. ☀

Maria Ribera is President of Catholic School Management, a division of Christian Brothers Services.

For more information on administrator search, contact Catholic School Management at 203.421.5169 or office@catholicschoolmgmt.com.



The Latest Information from Industry Experts at Your Convenience

Every year, Christian Brothers Services (CBS) hosts a spring and fall webinar series which include topics in risk management, retirement planning, health benefits, Catholic School Management consulting and technology. Each webinar captures subject matter that is relevant to your Catholic organization and are free to CBS members. Live webinars take place on Thursdays from 1:00–2:00 p.m. Central time.

If your schedule doesn't accommodate attending a live webinar, CBS offers an on demand webinar platform available to you - on your time and at your convenience.

Our growing digital collection of on demand webinars provides administrators and participants an easy-to-use database of educational information, color coded by division.

To access the on demand webinar platform, visit the CBS educational resources webpage at cbservices.org/educationalresources.php. Click on the Webinars graphic and under the Webinars On Demand section select the webinar you'd like to view and click on the title. The webinar will be downloaded immediately.

Try out the Webinars On Demand section and get the latest information from industry experts on your schedule!

Celebrating a New Lasallian Saint

The Lasallian family has a new saint. Brother Solomon Le Clercq, FSC, was canonized in a ceremony on October 16, 2016, in St. Peter's Square in Vatican City. Brother Solomon, a martyr of the French Revolution, was the first Brother of the Christian Schools to be martyred, and, on October 17, 1926, the first to be beatified.

Teacher, Brother, Martyr, Saint

Saint Solomon's Story

Born Nicolas Le Clercq in Boulogne, France in 1745, he attended the Brothers' school and entered the novitiate in Rouen at age 21. In 1782, before being appointed as the secretary to the Superior General, Brother Agathon, Le Clercq had been a teacher, finance manager and director of novices. He was a man of deep spirituality who was quiet, gentle and shy, but also engaged and firm.

Brother Solomon lived during the tumultuous time of the French Revolution, when the Catholic Church became a target of the revolutionaries and all church belongings were confiscated. Clergy were required to swear the oath of "The Civil Constitution of the Clergy" denying their loyalty to the church. Brother Solomon refused to take the oath, resulting in him living in secrecy in Paris. Following his arrest on August 15, 1792, he was subject to a formal interrogation that ended with the question: "Have you taken the oath?," which he answered with a firm "No." He was then sent to an improvised prison in the Carmelite Convent with other religious prisoners. On September 2, 1792, each of the 166 prisoners were put to death by sword.

A Miracle in Venezuela

One step in the process of becoming a saint is determining whether any special favor or miracle has been granted through a candidate saint's intercession. Brother Solomon is credited with a miracle that took place in 2007, when a five-year-old Venezuelan girl was cured of complications from a venomous snakebite. Prayers for the girl were offered by religious sisters, children and parishioners before their church's statue of Brother Solomon, who was venerated in the area. The girl survived for two days after the bite with no medical intervention. When she was taken to the hospital to have her leg amputated in order to save her life, she regained her health suddenly and without explanation. The miracle was confirmed in 2016 by the Diocese of Caracas at the end of the five-year process and Pope Francis proclaimed the decree of canonization on May 10, 2016.

Brother Thomas Hetland, FSC, Brother Kenneth Arnold, FSC, and Brother Peter Tripp, FSC, were in Rome to witness the canonization of Brother Solomon Le Clercq. Read about their experiences on page 20.

Witnessing Lasallian History

Brother Peter Tripp, FSC, member relations associate, Brother Thomas Hetland, FSC, religious institutes relationship manager and Brother Kenneth Arnold, FSC, senior application developer, all of Christian Brothers Services, were fortunate enough to witness the canonization of Brother Solomon. "It is inspiring to see our Lasallian ministry, begun over 300 years ago, remains transformative and powerful," said Brother Thomas. "Saint Solomon reminds us of the power and potential each of us has to serve others with faith and zeal."

The Brothers gathered together with Lasallians and faithful spectators from around the world for several days of celebration surrounding the canonization.

"As the words of canonization took place, the cheers from those gathered in Brother Solomon's honor reflected the deep joy held by all," said Brother Peter. "In being part of this monumental event, I am edified to know now of another holy martyr among the Brothers who placed his love for God and his love for what is right and just as guiding principles in his faithful response to the events of his life. That his life and death would bring together so many in faith to one place to celebrate and pray is, indeed, another miracle to ponder."

For Brother Kenneth, the experience opened his eyes to the wide reach of the Lasallian mission. "Up to this point, I knew our order was a global organization, but except for the occasional Brother or Brothers visiting from another country, it wasn't real," said Brother Kenneth. "Now, after being at our Generalate and sharing three big events with Brothers throughout the world, it has become very real for me."

Saint Solomon was canonized with six others: José Luis Sánchez del Río, young martyr of the Mexican Cristeros War; Manuel González García, a bishop of Palencia, Spain; Lodovico Pavoni, an Italian priest; Alfonso Maria Fusco, priest and founder of the Sisters of Saint John the Baptist; José Gabriel del Rosario Brochero, an Argentinian priest; and Elizabeth of the Trinity, a French Carmelite nun.

Including Saint Solomon and Saint John Baptist de La Salle, 14 Brothers of the Christian Schools have been canonized, 150 are blessed and eight have been declared venerable. Five are on the path of holiness with the process started or nearly concluded. ☀

Elizabeth Moors Jodice is the Director of Communications for Christian Brothers Conference.

Brothers Reflect on Their Experiences at the Canonization of Brother Solomon Le Clercq, FSC



Pictured from left, Brothers Peter Tripp, Thomas Hetland and Kenneth Arnold in Saint Peter's Square.



Canonization ceremony in Saint Peter's Square.

Brother Thomas Hetland, FSC, religious institutes relationship manager, Brother Kenneth Arnold, FSC, senior application developer and Brother Peter Tripp, FSC, member relations associate, all of Christian Brothers Services, were in Rome to witness the canonization of Brother Solomon Le Clercq. Here are their reflections on the historic event:

Brother Tom Hetland, FSC

"There were three days of official liturgical celebration lasting a total of five to six hours. Unfortunately, I didn't understand a word! Most of the time we were listening to someone speak in Italian, with a little French and Latin mixed in. Nonetheless, to be a part of such an exceptional moment for the Catholic Church and the Christian Brothers was exhilarating.

Because Brother Solomon was French, on Saturday we celebrated a Mass in Rome's French church, the Church of St. Louis, King of France. On Sunday, I would estimate more than 100,000 people gathered in St. Peter's Square to celebrate the canonization of seven new saints. The music was beautiful and it was so memorable to be part of a ceremony and ritual that goes back centuries. On Monday, we celebrated a final Mass in the chapel of the Brothers' Generalate in Rome followed by a special reception."

Brother Kenneth Arnold, FSC

"Both Brother Tom and Brother Peter had been to Rome before, but this was all new to me as I had never been to Europe. The closest I had come to being in a country where the main language was something other than English was Quebec, Canada, in the 1970s. I learned a few words or

phrases of Italian to prepare for the trip, and after a day or so in Rome, using those Italian words and phrases became normal.

After experiencing the three events associated with the canonization mostly in Italian, Latin, French and Spanish, I now have a more global perspective of the Church. After visiting our Generalate (Motherhouse) in Rome and seeing the relics of our founder in the chapel, I feel more connected with the Brothers around the world. After witnessing the canonization of Brother Solomon, I am proud that this particular Brother was able to demonstrate his love for God so fully."

Brother Peter Tripp, FSC

"We sensed among all around us, at the three major events, that all were inspired and deeply touched by the life and story of Saint Solomon Le Clercq. My own awareness and respect for this Brother from long ago deepened during my days of being near the center of the canonization.

During the canonization ceremony, our own Postulator General, who is the Brother in Rome responsible for guiding the steps in seeking canonization of a Brother, stood before the Pope to give the merits of Brother Solomon's cause in his petition. Following the petition, the crowds applauded in acclamation, supporting the petition. On conclusion of all seven petitions, Pope Francis pronounced the words of canonization, in Italian, saying "we enroll (each) among the saints, decreeing that (each is) to be venerated as such by the whole Church." Of course, these words sent a thrill through the crowd, and once again cheers and applause took place." ☀

Brother William L. Walz Endowed Scholarship Awarded

The Brother William L. Walz Endowed Scholarship for the 2016-2017 academic year was awarded to Krystal Le, a computer science major and math minor at Lewis University in Romeoville, Illinois. Le is also the first female awarded the scholarship. Her passion for technology, cybersecurity and seeing daily headlines about major security breaches in corporations and government agencies, have led her to want to become a "cyber warrior" and contribute her knowledge and skills to help secure the cyber world.

Last year, Le was part of a team of students that helped develop the Android phone application UnderStory for Lewis University. This app maps out the trees on campus and provides a creative story for each tree, allowing visitors to campus an opportunity to learn more about the various trees.

Le, who moved from Vietnam to Naperville, Illinois, with her family when she was 16, also serves as vice president of the International Student Association (ISA), which helps support and foster the international community on campus. She also volunteers as a technical mentor for middle school girls in the Girls Create with Technology (GCT) program on campus, which helps inspire, educate and equip girls with computing skills to pursue 21st century opportunities.

In the fall of 2015, she was named the Anita Borg Institute Scholar, and was awarded the opportunity to represent Lewis University at the world's largest women in computing conference, the Grace Hopper Celebration. Le has also been representing Lewis University at the National Women in Cyber Security conference for the last two years.



Still in the process of deciding whether she wants to attend graduate school, or follow her career goals of working with the United States government in cybersecurity, Le says, "Ultimately, I'd be happy working for any organization just being able to wake up in the morning and make a difference in the world."

Le joins past recipients Marek Blizinski, Jason Giron, Ian Ziarko, Ryan O'Keefe and Ross Goers in receiving the Brother William L. Walz Endowed Scholarship. ☀

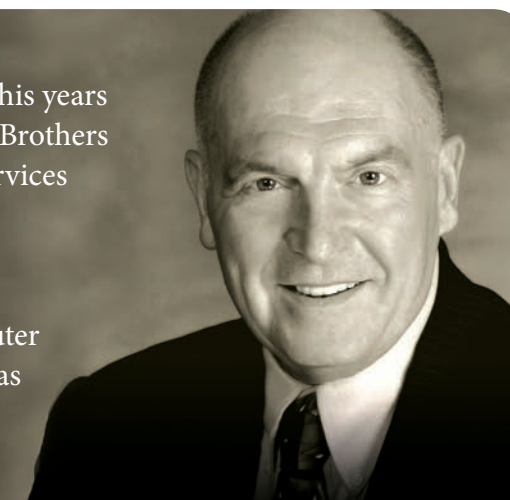
If you would like to donate to the Brother William L. Walz Endowed Scholarship*, please mail donations to:

Lewis University
Attn: Luigi Amendola
Associate Vice President for University Advancement
One University Parkway, Romeoville, IL 60446
815.836.5244

*If mailing a check, please write "Walz Scholarship" in the memo field.

The scholarship honors Brother William L. Walz (1941-2010) for his years of service and dedication to the Christian Brothers and Christian Brothers Services. Walz served as President /CEO of Christian Brothers Services from 1985-2008.

The next scholarship will be awarded in the spring of 2017 for the 2017 - 2018 academic year to a Lewis University senior in Computer Science or the College of Business who has a GPA of 2.75+, and has demonstrated leadership activities during their college career.





History of Lasallian Saints

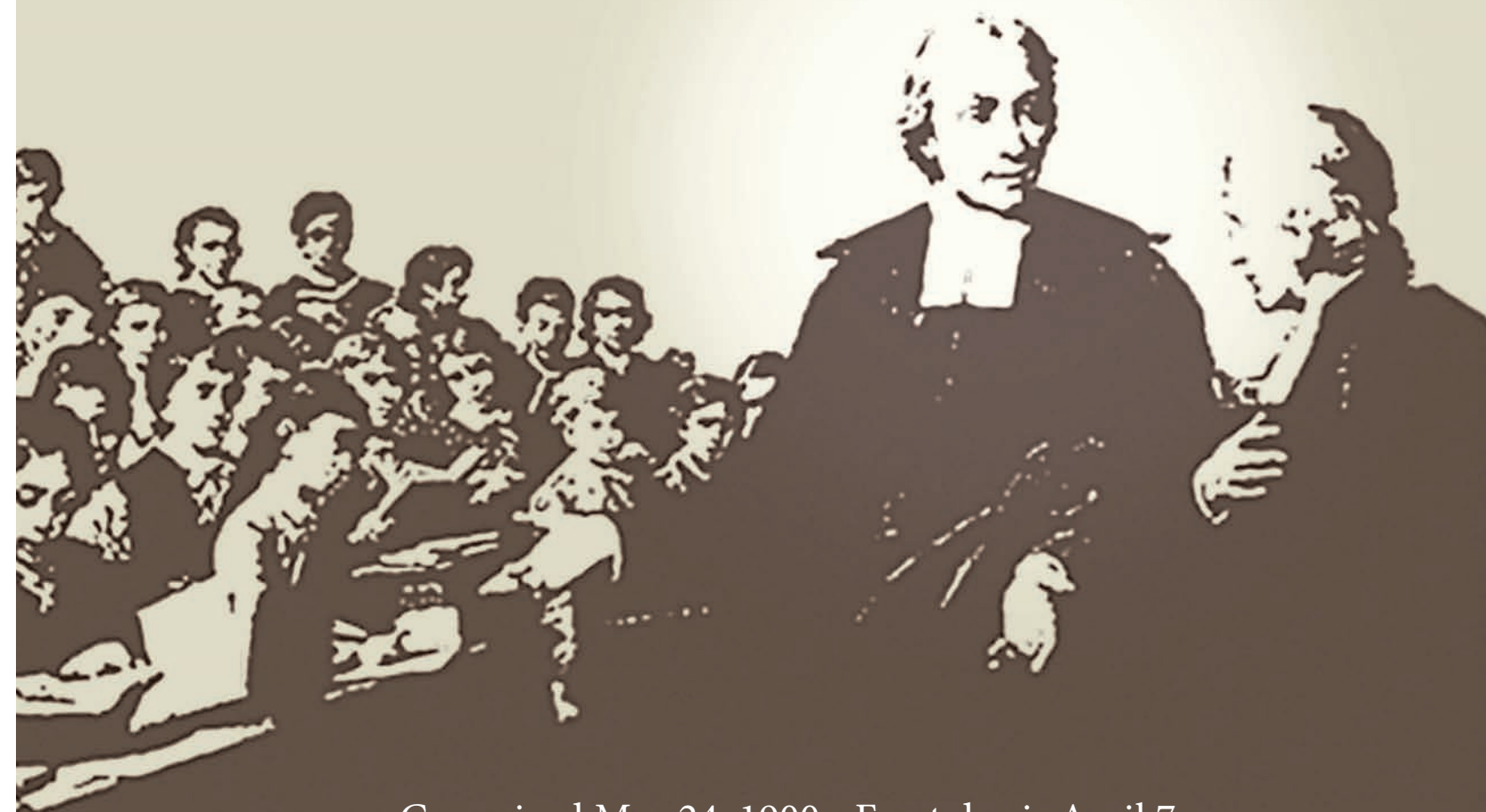
The Catholic Church has been formally recognizing saints since the second century, and becoming a saint means that person has lived and been recognized as leading an extraordinary, holy, Christian life. Becoming a saint is a three-step process including first being named Venerable; meaning he or she exhibited heroic virtues in their life. The second step is Beatification; before being beatified the person must have a miracle attributed to him or her. A martyr may be beatified and declared "Blessed" by virtue of martyrdom itself.

Once a miracle is confirmed, the person is known as Blessed. The third and final step before canonization is having a second miracle attributed to his or her intercession, unless he or she was a martyr. After these three steps, a person is canonized and added to the list of saints.

This timeline follows the journey of the saintly Brothers of the Christian Schools and their feast days, beginning with our founder, Saint John Baptist de La Salle.

Saint John Baptist de La Salle (1651-1719)

Patron of All Teachers of Youth




Canonized May 24, 1900 - Feast day is April 7

Born in Reims, France, on April 30, 1651, into a devout and influential family, John Baptist de La Salle received the tonsure at age 11 and was named Canon of the Reims Cathedral at 16. He completed his theological studies and was ordained a priest on April 9, 1678. Two years later he received a doctorate in theology. Meanwhile he became tentatively involved with a group of rough and barely literate young men who wanted to establish schools for poor boys. Almost by accident, the young De La Salle gradually assumed the leadership of the small group of lay teachers. Moved by the plight of the poor who seemed so "far from salvation" either in this world or the next, he determined to put his own talents and advanced education at the service of the children "often left to themselves and badly brought up." To be more effective, he abandoned his family home, moved in with the teachers, renounced his position as Canon and his wealth, and so formed the community that became known as the Brothers of the Christian Schools.

His enterprise met opposition from the ecclesiastical authorities who resisted the creation of a new form of religious life, a community of consecrated laymen to conduct gratuitous schools "together and by association." The education establishment resented his innovative methods and his insistence on gratuity for all, regardless of whether they could afford to pay. Nonetheless De La Salle and his Brothers succeeded in creating a network of quality schools throughout France that featured instruction in the vernacular, students grouped according to ability and achievement, integration of religious instruction with secular subjects, well-prepared teachers with a sense of vocation and mission, and the involvement of parents.


In addition, De La Salle pioneered programs for training lay teachers, Sunday courses for working young men, and one of the first institutions in France for the care of delinquents. Worn out by austerities and exhausting labors, he died on April 7, 1719, at Saint Yon near Rouen early on Good Friday, only weeks before his sixty-eighth birthday.

Saint Benilde Romançon
1967 (October 29)




(1805-1862) *Feast day is August 13*

Saint Miguel Febres Cordero
1984 (October 21)




(1854-1910) *Feast day is February 9*

Saint Mutien-Marie Wiaux
1989 (December 10)




(1841-1917) *Feast day is January 30*

Saint Jaime Hilario Barbal
1999 (November 21)




(1898-1937) *Feast day is January 18*

The Sainly Martyrs of Turón
1999 (November 21)



(1934) *Feast Day is October 9*

Saint Solomon Le Clercq
2016 (October 16)



(1745-1792) *Feast day is September 2*

Saint Benilde Romançon

Saint Benilde Romançon was born in Southern France in 1805, and was quite an amazing student. By the time he was just 14, the Christian Brothers utilized him as a substitute teacher for their grade school classes. He eventually joined the Brothers in 1820, and was a good grade school teacher and later a high school teacher for teens who had never attended school before. He was a strict disciplinarian, had a strong religious spirit and inspired many men to join the Brothers.

Saint Miguel Febres Cordero

Saint Miguel Febres Cordero was born in 1854 in Ecuador. His family was prominent in politics and though he was crippled from birth, he was a good student who became a gifted teacher. In 1868, he became the first Ecuadorian Christian Brother despite his family's urgings to pursue a different career. Over time, he wrote many books and was honored for his scholarship by Ecuador and Spain. His students admired his simplicity, directness, concern for them and prayerfulness. He died in Spain in 1910 from pneumonia, and today, throughout the United States, several San Miguel Middle Schools that serve inner-city neighborhoods have been named after him as a tribute to his love for teaching and his good work with young students.

Saint Mutien-Marie Wiaux

Saint Mutien-Marie Wiaux was born in Belgium in 1841 where his father was a blacksmith and his mother helped run a café. Louis Wiaux joined the Christian Brothers, took the name Brother Mutien-Marie and became a grade school music and art teacher. He spent 58 years at the same school and was known and loved for his patience and religious spirit.

Saint Jaime Hilario Barbal

Born Manuel Barbal Cosan, Brother Jaime grew up in Northern Spain and joined the Brothers when he was 19. Brother Jaime had hearing difficulties, and after teaching for 16 years he left the classroom to work as a gardener at the young Brothers' training center, known as a House of Formation. A civil war broke out in Spain in the 1930s and the Communist Party that took control blamed the Catholic Church for many of Spain's troubles. They arrested and killed church leaders and Brother Jaime was among those to suffer this fate in 1937. He refused to deny his religion, saying to the soldiers ordered to shoot him, "To die for Christ, my young friends, is to live." When two volleys failed to meet their mark, the soldiers dropped their rifles and fled in panic. The frustrated commander then fired five shots at close range and killed Brother Jaime.

The Sainly Martyrs of Turón

The Spanish Civil War of the 1930s was both political and religious, and many in political power blamed the troubles of the country becoming more modern on the persuasion of religion. They also feared the influence religious leaders had on young people. In October 1934, in the northwest Spanish village of Turón, the Brothers defied the ban on teaching religion and openly escorted their students to Sunday Mass. In an attempt to eliminate the religious zeal of the Brothers, the army arrested them and their priest chaplain, and then shot them. Brother Cirilo, 46, was the director, Brother Marciano, 39, was the cook, Brother Julián was 32, and five other brothers were in their twenties.

- Saint Cirilo Bertrán
- Saint Marciano José
- Saint Julián Alfredo
- Saint Victoriano Pio
- Saint Benjamin Julián
- Saint Augusto Andrés
- Saint Benito de Jesús
- Saint Aniceto Adolfo
- Saint Inocencio de la Inmaculada Canoure, CP

Saint Solomon Le Clercq

Saint Solomon Le Clercq was born in 1745, and was a devoted teacher and skilled financial manager for the Christian Brothers. He lived during the time of the French Revolution, where the common people rose up against the royalty of France and established a more democratic form of government. As part of this revolution, the new leaders made times difficult for the official religion - Roman Catholicism and all Catholic organizations became illegal. The Christian Brothers and their work was almost fully dismantled as a result. The Brothers refused to swear loyalty to this new government, resulting in them having to live in secrecy. In 1792, Saint Solomon Le Clercq was arrested by the government, imprisoned with several other church leaders and was executed shortly after imprisonment.

The Saints

The third and final step before canonization is having a second miracle attributed to his or her intercession, unless he or she was a martyr. After this third step, a person is canonized and added to the list of saints.

Blessed Arnold Rèche
1987 (November 1)



(1838-1890) *Feast day is October 23*

Blessed Scubilion Rousseau
1989 (May 2)



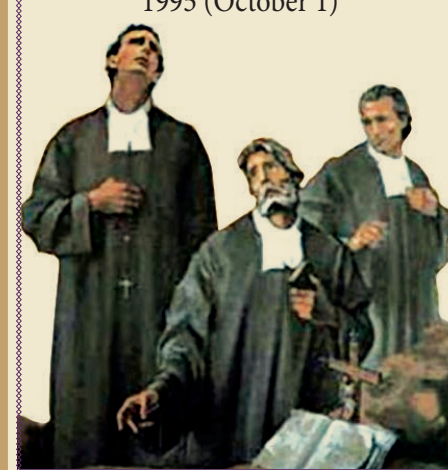
(1797-1867) *Feast day is September 27*

The Blessed Martyrs of Almeria
1993 (October 10)



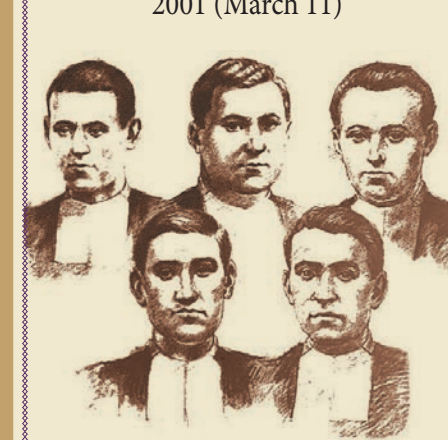
(1936) *Feast day is November 16*

The Blessed Martyrs of the Rochefort
1995 (October 1)



(1794) *Feast day is September 2*

The Blessed Martyrs of Valencia
2001 (March 11)



(1936) *Feast Day is July 1*

Blessed Leonardo José
2007 (October 28)



(1886-1936) *Feast day is November 6*

Blessed Arnold Rèche

Blessed Brother Arnold Rèche was born in 1838 to a poor family in France. Growing up, he worked as a stable boy, coachman and construction worker. He was drawn to the Christian Brothers because of his religious spirit and joined them in 1862, when he was 34. He learned math, science, agriculture and religion while teaching at a boarding school in Reims, the town in which the founder of the Brothers, Saint John Baptist de La Salle, grew up. When France was at war in the 1870s, he cared for the wounded from both sides. He had an amazing ability to sense what others were thinking and the Brothers remembered him saying often that the Holy Spirit of God “strengthens a person’s heart.” When he died in Reims in 1890, he had a reputation for great holiness.

Blessed Scubilion Rousseau

Blessed Brother Scubilion Rousseau was born 1797. As a teenager, he volunteered to teach religion classes and eventually joined the Brothers in Paris in 1822. When he was 36, he left France to pursue

missionary work. For the next 34 years, Brother Rousseau worked among the enslaved natives of the island of Réunion off the coast of Madagascar, and was dearly loved by the people of this island nation for his kindness and devotion to his students. He was primarily a catechist, a teacher of religion, but in his later years, he visited the sick, won sinners over to Christianity and was highly respected everywhere on the island as a living saint among the people. He died in 1867.

The Blessed Martyrs of Almeria

The Catholic Church holds dear anyone who endures the loss of life because of their Christian witness. During the first centuries of Christianity, this was the fate of thousands of early followers of Jesus, and sadly, this has happened in every century since the time of Jesus. In the 1930s, many were executed in Spain because they were religious leaders. In 1936, seven Christian Brothers in Almería, Spain, were arrested and condemned for teaching the Catholic faith. They were:

- Brother José Cecilio Rodríguez González
- Brother Amalio Zariquiegui Mendoza
- Brother Valerio Bernardo Herrero Martínez
- Brother Edmigio Primo Rodríguez
- Brother Evencio Ricardo Alonso Uyarra
- Brother Aurelio María Villalón Acebrón
- Brother Teodomiro Joaquin Sáiz Sáiz

The Blessed Martyrs of the Rochefort

Brothers Roger, Léon and Uldaric lived in France in the 1790s, the years of revolution in that country. All religious leaders were required to sign an oath of allegiance to the government which would be more binding on a person than his or her allegiance to the Catholic Church. Many priests, brothers and religious sisters refused to sign such an oath. Some fled the country, some were arrested, put in prison and even tortured. In 1794, 827 of these prisoners endured months of captivity on two boats –no bigger than large pontoons. Brothers Roger, Léon and Uldaric were three of the 542 who died on these boats as victims of suffering for their faith during the French Revolution.

The Blessed Martyrs of Valencia

Five Christian Brothers lived in Spain during the days when the government was persecuting those who were Christian, and often executing anyone who was a Christian leader. Brother Florencio Martín was kind, optimistic and talented in art and music. Brother Bertrán Franciso was steady, frugal, patient, modest and hard-working. Brother Ambrosio León was a competent, distinguished and highly respected teacher. Brother Elias Julián was a simple person always willing to serve. Brother Honorato Andrés was quiet, thoughtful and understanding. These men had been working peacefully in the educational ministries of the Christian Brothers near Barcelona and because of persecution there, they fled to Valencia so they could continue their service. When the authorities discovered these five were professed Christian Brothers, they were arrested and executed.

Blessed Leonardo José

Born José María Aragonés Mateu in Tarragona, Spain, on May 21, 1886. He studied at the seminary and while at the College of Tarragona decided to become a Brother of the Christian Schools. In 1910, he entered the Novitiate in Burgos. He was sent to Catalonia, where he began his apostolate and in 1914 was appointed deputy director of a boarding school in Barcelona. In 1928, Brother Leonardo became Brother Visitor of the District, where he served for eight years until August 8, 1936, when he was detained by the militia and executed. He was beatified in 2007 along with 487 other martyrs of the Spanish Civil War.

Blessed Raphael-Louis Rafiringa

Blessed Brother Raphael-Louis Rafiringa was born to an upper class, but pagan family in Antananarivo, Madagascar. At 10 years of age, he was one of the first students at a school opened by the Christian Brothers in Madagascar. In 1869, he was baptized, in 1876 he entered the Institute of the Brothers of the Christian Schools and in 1879, he made the Annual Profession.

When the foreign missionaries were expelled from the island, he was elected Chief of the Catholic Union for all Madagascar. He went on to teach, work, write and compose music. He was honored with the Medal of the Civil Merit for his successful efforts to normalize relations between France and Madagascar.

Blessed Raphael-Louis Rafiringa
2009 (June 7)



(1856-1919) *Feast day is May 19*

The Blessed



50 Years of Religious Life

When asked what living the Franciscan religious life means to her, Sister Yvonne refers to an old Quaker adage that states, "Let your life speak."



Sister Yvonne Weidner, OSF
Golden Jubilee, 2012

Born in 1941 to Peter and Catherine Weidner of Palatine, Illinois, Sister Yvonne Weidner knew early on she wanted to be a Sister of St. Francis of Mary Immaculate.

When taking her high school entrance exam at St. Patrick's Academy in Des Plaines, Illinois, she told the principal she doubted whether she would be going to that school since what she really wanted was to go to the preparatory school for young woman wanting to enter the convent. The principal, a Sister of Mercy, offered advice for which Sister Yvonne has always been grateful. The advice was to not attend the prep school, but to live a normal high school life. After much contemplation, she decided to take that advice and attend St. Patrick's Academy where she participated in regular high school activities and even attended prom. After high school, she knew for certain which path to take.

Tragedy struck in 1962 when Sister Yvonne's only sibling, her brother Paul, died in a single car accident. Suddenly, she was her parent's only child. She was about to take her temporary vows when the Novice Mistress asked her to talk with her parents to see if they wanted her to return home. Sister Yvonne spoke with her parents and they responded by letting her know how very proud her brother was of her and her choice in life. They also told her she could return home if she wanted, but they were content with any decision she would make. Sister Yvonne made her decision, and 50 years later is celebrating her Golden Jubilee.

Sister Yvonne began her professed life with the Sisters of St. Francis of Mary Immaculate as a primary school teacher; however, her dream was to be in the health care field. She went on to become a licensed physical therapy assistant, and after earning her master's degree in health service administration, she took on the position of human resources director. She eventually went on to become the administrator of Our Lady of Angels Retirement Home in Joliet, Illinois. After spending 40 years in the teaching, physical therapy and administration fields, Sister Yvonne was invited to join Christian Brothers Services as the member relations associate with the Risk Pooling Trust.

"I feel that everything in my life has been a building block to where I am right now. Each and every day, I feel I am teaching someone something," says Sister Yvonne. "I can't say one profession was greater than another; they have all made me what I am today. But under it all, I am a Sister of St. Francis of Mary Immaculate of Joliet, Illinois."

When asked what living the Franciscan religious life means to her, Sister Yvonne refers to an old Quaker adage that states, "Let your life speak." She says, "My being proclaims who I am, not only as a woman, a professed religious, but most importantly a Franciscan -- a Joliet Franciscan. Living the Franciscan religious life means a deeper commitment to live the Gospel values."



Celebrating 50 years of anything is quite an accomplishment, but even more so when celebrating the 50th anniversary of religious life.

Within the last four years at Christian Brothers Services (CBS), we have been fortunate to celebrate the Golden Jubilees of four of our religious employees.

In the earlier centuries of the Catholic Church, when life expectancy averaged between 35 and 49 years of age, celebrating 50 years of religious life was a very significant accomplishment. In today's Catholic Church, it is still a major accomplishment and one to certainly be celebrated. Our four religious employees continue to not only carry the zeal of their mission, but the mission of CBS as well. We celebrate them for their time, their service, their dedication and their faithfulness.





"I've always felt that there has been an important human connection in what I do. I'm not just contributing to someone's bottom line or bolstering stock prices in pursuit of a profit."

Brother Tom Hetland, FSC
Golden Jubilee, 2015

Brother Tom Hetland was born in Chicago, Illinois, in 1947 to Gordon and Lorraine Hetland. He is the oldest of seven children, uncle to 21 nieces and nephews and great uncle to (currently) 13 great nieces and nephews. Brother Tom graduated from Transfiguration Grammar School in Chicago's Lincoln Square neighborhood and went on to St. George High School in Evanston, Illinois, where he was introduced to the Christian Brothers.

"When I was a freshman at St. George, Brother Benedict, my homeroom, religion and Latin teacher, invited me to consider joining the Brothers," he reminisces. "I always admired Brother Benedict, which helped me give the idea further thought."

In 1962, the Brothers had a training program for high school boys at the La Salle Institute in Glencoe, Missouri, outside of St. Louis. Brother Tom left home as a 15-year-old sophomore to spend his last three years of high school there, only coming home for two weeks at Christmas and during the summer. Brother Tom was one of 70 boys who arrived at the Institute as sophomores in September 1962, from Chicago, Minneapolis, St. Louis, Kansas City, Memphis, Cincinnati and other cities throughout the country.

After his time at the Institute, Brother Tom began his year of Novitiate, and was joined by another 60 young men who had graduated from "regular" high schools. "Over the years, we experienced much attrition, and today, only five of the original group remains as Brothers," states Brother Tom. "They are Brothers John Blease, Christopher Oddo, Michael Fehrenbach and myself. Our classmate, Brother Joseph Boggio, died all too young in 2000."

Brother Tom graduated from Lewis University, in Romeoville, Illinois, in 1970, with a degree in math, and taught math and computers at the high school level. In 1974, he earned a master's degree in math from the University of Notre Dame. He then taught at Montini Catholic High School in Lombard, Illinois, (1970-75) and De La Salle Institute in Chicago (1975-1983). At both schools, he worked with the student council, and at De La Salle, he moderated band and ski club. In 1983, he went into development and fundraising at De La Salle.

In 1990, Brother Tom worked on political advocacy for school choice and vouchers, and in 1993, he arrived at Driscoll Catholic High School in Addison, Illinois, where he served as president over the next seven years. After his time in Addison, Brother Tom worked in development and alumni relations at the district office in Burr Ridge until he came to Christian Brothers Services in 2011.

Looking back on his accomplishments, Brother Tom is grateful he's always been involved in a ministry. He explains, "I've always felt that there has been an important human connection in what I do. I'm not just contributing to someone's bottom line or bolstering stock prices in pursuit of a profit. I thank the Brothers for having given me this opportunity because of the nature of our Order and religious life."

Brother Tom is looking forward to his continued work with the members of the Christian Brothers Religious Medical Trust (RMT) in the ever-changing field of medical care.

"I have seen so many things and met so many people, that I always hope to see God present."



Sister Geraldine Hoyler, CSC
Golden Jubilee, 2016

Sister Geraldine Hoyler, CSC, was born in Evergreen Park, Illinois, and is the oldest of three children. She attended the Most Holy Redeemer for grade school, which is where she first met the Sisters of the Holy Cross. She graduated from Mother McAuley Liberal Arts High School in Chicago and then entered the community. When asked how she came to her decision to enter religious life, she said, "I really don't know; it seemed like the thing I was supposed to do." She chose her Community, the Sisters of the Holy Cross, through her knowledge of them from her parish, where the Sisters were always open and welcoming. She also knew she wanted to be close enough to home to not get homesick, and Indiana seemed a good distance.

Sister Geraldine made her initial profession of vows on August 15, 1966, and her perpetual profession on August 15, 1971. After entering the Community, she earned a B.S.B.A. degree in accounting and an M.S.B.A. degree from the University of Denver. She is a Certified Public Accountant (CPA) in the state of Indiana, a member of the American Institute of Certified Public Accountants and a Fellow of the Healthcare Financial Management Association (HFMA).

She has devoted more than 45 years to ministry in health care, affordable housing and community leadership in Indiana, Illinois, Ohio and Colorado, and has held positions as assistant controller of Saint Joseph's Hospital in South Bend, Indiana, and as vice president, executive

vice president and chief financial officer of Holy Cross Health System, also in South Bend. She served as controller for Saint Mary's College in Notre Dame, Indiana, from 1973 to 1974, and devoted four years to working with Mercy Housing, Inc., and Mercy Services Corporation in Denver. There, she held the position of senior vice president of finance and treasury services for Catholic Health Initiatives. She also served the Congregation for 10 years on the General Leadership Team as general treasurer.

When asked what has been the most rewarding experience to date in her religious life, Sister Geraldine answered, "No one thing. Our mission is to make Jesus present to those with whom and to whom we minister in the work we do and the lives we live. Doing that is a challenge."

Throughout her 50 years as a Sister of the Holy Cross, there have been some changes made to keep the vitality of the Order's mission alive in the Church. Sister Geraldine says her Order responds to the sign of the times and over the years has become much more international and intercultural.

As for her many experiences throughout the years, she says, "I have seen so many things and met so many people, that I always hope to see God present."



"The loss of members has required the schools to figure out how to survive without the large number of Brothers available as in the past, but still keep our spirit alive."

Brother Kenneth Arnold, FSC Golden Jubilee, 2016

Brother Kenneth Arnold, senior application developer in the Information & Technology Services division of Christian Brothers Services, grew up in Evanston, Illinois, and attended St. Athanasius grade school and St. George High School, both in Evanston. As a child, Brother Kenneth's main hobby was chemistry; he even had a lab in his basement with running water and natural gas! He was a member of the Boy Scouts and advanced as far as Life Scout, Order of the Arrow and Assistant Senior Patrol Leader.

Brother Kenneth was invited to consider entering religious life as a sophomore in high school, but didn't seriously consider it until his senior year. "The combination of having attended Catholic schools, not having made any plans for college and seeing that I could use my interest in science to help others learn, as well as the Vietnam War, all contributed to my decision," explained Brother Kenneth. He chose the Christian Brothers through his high school, St. George, which was run by the Order.

Brother Kenneth received a bachelor's degree in chemistry from Lewis University in Romeoville, Illinois, and a master's degree in science education with a specialization in chemistry from the Florida Institute of Technology. He also took classes at LaSalle Junior College, St. Francis University, Illinois Institute of Technology, DePaul University and George Williams College.

Brother Kenneth's career began when he worked at a hydraulics company the summer between his junior and senior year of high school. After that, he taught physical

science, chemistry, algebra, geometry and astronomy at Driscoll Catholic High School in Addison, Illinois. At La Salle Procure, he worked at the Central Purchasing Agency performing purchasing, marketing and computer programming for accounts receivable. While there, he began teaching physics and physical science at nearby St. Patrick High School in Chicago, as well as integrating an Apple II computer with high school administration and the Educational Data Center. He then taught at St. Joseph High School in Westchester, Illinois, and also wrote a series of programs to handle data processing for demographics, student records, scheduling, grading, college tuition and general ledger. This code was also used to write PC Compass for the Educational Data Center. Moving on to Christian Brothers University in Memphis, Tennessee, Brother Kenneth worked in the ITS department, and eventually became the associate dean of ITS. In 2013, he began his work at Christian Brothers Services focusing on website services and Lotus Notes.

Over his last 50 years, Brother Kenneth says the Christian Brothers have had to evolve to keep the viability of their mission alive due to the loss of members in the Order. "The loss of members has required the schools to figure out how to survive without the large number of Brothers available as in the past, but still keep our spirit alive." He has also witnessed many changes within the Catholic Church, but specifically notes the role of women. "The only role for women in the church back when, was to either be a sister or to clean the altar. Now, women have a much larger role - but still not large enough." ☀

Case Study:

Hosted Board Portal Content Management System for the Archdiocese of Philadelphia

About Catholic Human Services

Catholic Human Services (CHS) is an operating division of the Archdiocese of Philadelphia. CHS provides a comprehensive array of social services, elder care services and child nutritional services throughout Southeastern Pennsylvania. CHS has operations in approximately 190 locations, with over 2,500 employees and is the largest private provider of social services in Pennsylvania.

Member Challenge

CHS was facing a dilemma, getting information to board members while dealing with cost, convenience and lead time in organizing the information. The cost, including staff time of collating, copying and mailing board packet(s) to over 60 individuals was becoming unjustifiable. After researching ways to make it easier for board members to receive the information they needed at a cost that was feasible for CHS, it was decided that the convenience of an electronic board portal made more sense than board members needing to carry paper documents to and from meetings. This, combined with not being able to reference previous historical board documents, justified the discontinuation of the paper-based board documents.

Franz Fruehwald, chief information officer (CIO) of the Archdiocese of Philadelphia stated, "At that time, anything was going to be better than the current paper system we had in place. We were well behind the curve in implementing an online/electronic system."

The Board Portal Solution

According to Fruehwald, cost was a big factor in choosing the Christian Brothers Information Technology and Website Services XpressIT Board Portal Xpress. After pricing out other board portal products, Fruehwald came to the conclusion that it was not financially feasible to provide a board portal to three separate boards with a combined total of 60+ members. When he turned to the Christian Brothers Services XpressIT Board Portal Xpress, a hosted board portal content management system, he noticed the pricing structure was extremely competitive, which made it possible for CHS to install the much-needed board portal. According to Fruehwald, "Christian Brothers



Services delivered our solution very professionally and efficiently - we were all-around satisfied." Currently, CHS has three separate boards, each utilizing a separate board portal, averaging 20 members per board portal.

Outcome

"The lead time involved in the distribution process - collating, copying and mailing of a board packet - seriously impacted our ability to be as up-to-date as possible with board materials, as well as give board members adequate time to review materials," explained Fruehwald. "The Christian Brothers Services XpressIT Board Portal Xpress changed all of that!" Fruehwald also mentioned that the ability to have a searchable electronic document available to reference at the board meeting is very valuable. That feature, along with having electronic access to past/historical board documents, makes all the information quickly and easily accessible to the board members. Fruehwald added, "With a few exceptions, all of the board members embraced the move from a paper-based system to an online system. Most wondered what took us so long!" ☀

For more information on the Christian Brothers Services XpressIT Board Portal Xpress, contact Brian Page at 800.807.0100 x3092.

Michael Frigo



Michael Frigo has served as vice president/administrator of Mayslake Village, a Catholic sponsored, low-income housing development in Oak Brook, Illinois, since 1992. He manages all aspects of the facilities except fundraising. A graduate of DePaul University, Michael is also a CPA. Previously, he managed the audit staff at Ernst & Young. Michael has served as a Trustee of the Risk Pooling Trust (RPT) since 2005, and has been chair since 2009.

What does your position as chair of the RPT entail?

As the chair, I work closely with the staff and my fellow Trustees to ensure the business of the Risk Pooling Trust is conducted in an efficient and effective manner. We typically have two board meetings a year and numerous meetings of the Audit and Investment Committees.

You have served as a Trustee of the RPT since 2005. What are some of the biggest changes you have witnessed?

The growth of the Risk Pooling Trust is amazing. It is so heartwarming to see the number of new organizations we have added over the years. As far as the day-to-day business of the Risk Pooling Trust, the staff is amazing in how well they are able to serve the needs of so many different and unique entities around the United States.

How do you feel the RPT fits with the Lasallian mission of the Christian Brothers?

I believe each and every day, the staff and Trustees of the Risk Pooling Trust live the Lasallian mission by--and I quote from the website-- "Understanding, Protecting and Guiding our members and providing plans and programs that help complete their distinct missions." The RPT Trustees most certainly have all of these things in mind as we make decisions that impact all of the members.

What has been your biggest accomplishment throughout your time with the RPT?

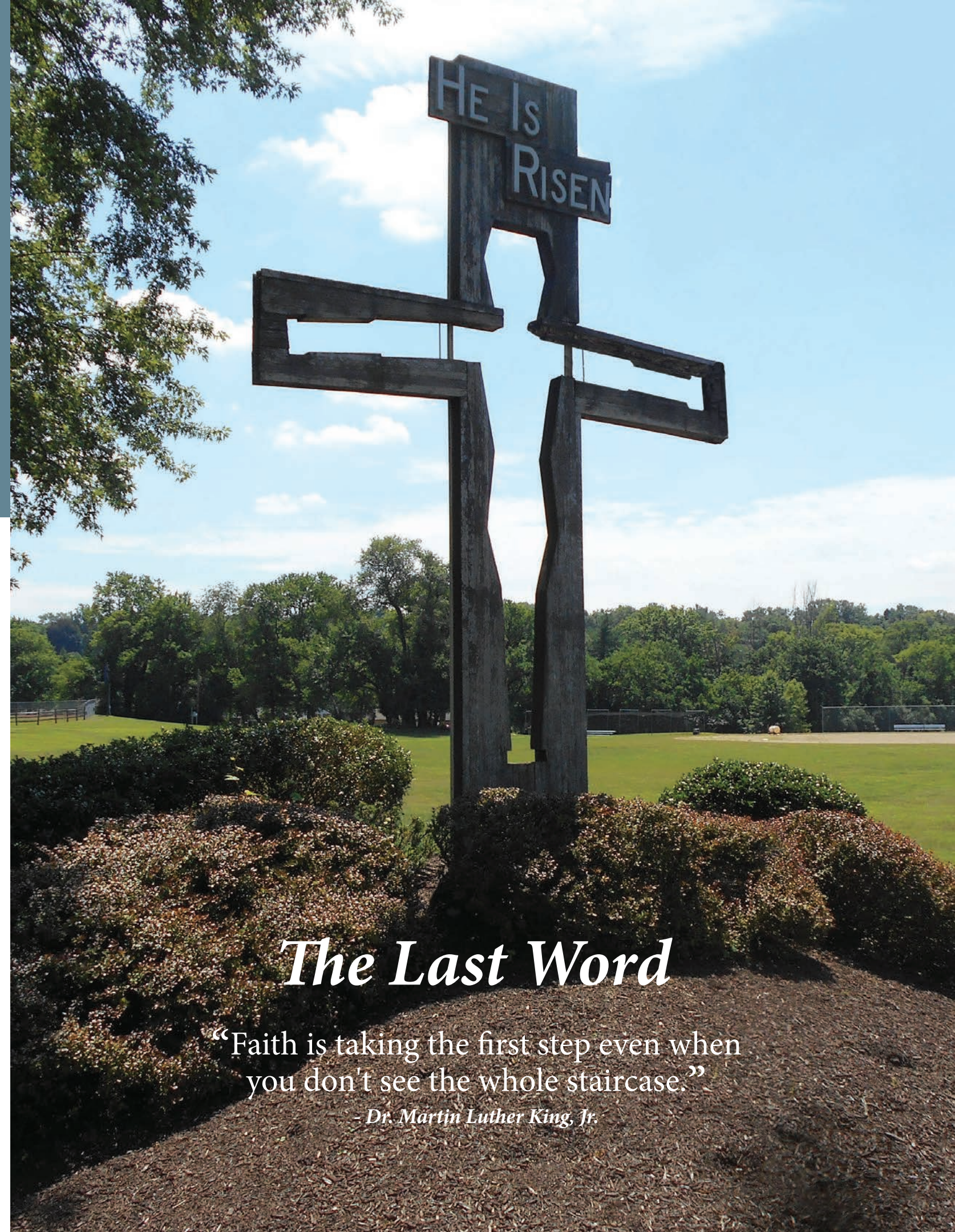
The biggest accomplishment, we, the Trustees have accomplished, is we have not raised rates for the last 10 years without diminishing our excellent service and coverage! I know for my employer, Mayslake Village, that means we save thousands of dollars each year. Those savings give us the additional funds to serve the needs of low-income senior citizens. I know Mayslake Village is not alone in using these savings to advance the various missions the Risk Pooling Trust serves. That is very powerful and I am very proud we have been able to accomplish this for the last 10 years.

What are your goals for 2017 and beyond?

When I talk with my fellow Trustees and staff, I am always pushing for more members. We have such a wonderful organization we should be able to have every eligible Catholic organization as part of the Risk Pooling Trust! My goal is continuing the growth of the Trust in the slow but steady manner we have grown in the past.

Any final thoughts?

I have many thanks I wish to extend. First, to all the dedicated staff for their efforts each and every day in making the Risk Pooling Trust the wonderful and successful organization it has been since 1979 and to my fellow Trustees, for sharing their time and talents, and to our members, who have faith in us and enable us to serve their needs. ☀



The Last Word

“Faith is taking the first step even when you don't see the whole staircase.”

- Dr. Martin Luther King, Jr.



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