

**HERITAGE AND HOPE
OUR STORY AS A DIOCESAN FAMILY
DIOCESE OF LAS CRUCES**

VII. LEADERSHIP DEVELOPMENT

Drawing on the shared faith experience and Gospel wisdom springing from small Christian communities, the vision and mission of our diocese is carried forward in a global context. Men and women, formerly timid like the apostles before Pentecost, emerge as courageous leaders striving to effect systemic changes that promote justice. Acting locally and with the expansive mind and heart of Jesus, our lay and cleric leaders provide pastoral guidance and animate our parishes and small Christian communities. They encourage liturgical options that truly express the heart of the Hispanic, Anglo, and Native American peoples of this area with their cultural diversities; inspire service and stewardship activities in our neighborhoods, in our workplaces, and in the *colonias*; sustain us in moments of sorrow and tragedy; and celebrate with us our victories and our dreams.

In every corner of the diocese, leadership calls forth new initiatives, gifts and talents by:

- communicating, listening and dialoging effectively with all members of the community.
- inspiring trust and collaboration.
- striving to resolve conflict in a way which respects the dignity of all persons involved.
- mobilizing the collective energies and direction of the community.
- identifying and calling forth the ever deepening giftedness of the community.
- providing for networks of cooperation within and beyond the community.
- promoting participative decision-making processes.
- seeking time in solitude as well as time with others in prayer and re-creation.

In solidarity with Bishop Ramírez and all our leaders, and with all the faith-filled members of the Catholic Church of southern New Mexico, we pledge ourselves to the evolving expression of this sacred heritage of the Diocese of Las Cruces.

March 25, 1999