

“CENTENNIAL DOCUMENT”
CTSA Centennial Committee
Background, Description, Tasks, Composition, Terms
September 2022

Prepared and submitted to the Board by a pre-planning committee appointed by President Francis X. Clooney (Members: Christine Firer Hinze, Past President, chair; Francis X. Clooney, President; Hosffman Ospino, Secretary; Patrick Flanagan, Treasurer; Kevin Burke; Linh Hoang).

***CTSA’s Mission/purpose statement.** “Our purpose, within the context of the Roman Catholic tradition, is to promote studies and research in theology, to relate theological science to current problems, and to foster a more effective theological education, by providing a forum for an exchange of views among theologians and with scholars in other disciplines. In this way the Society seeks to assist those entrusted with a teaching ministry of the Church to develop in the Christian people a more mature understanding of their faith, and to further the cause of unity among all people through a better appreciation of the role of religious faith in the life of human beings and society.”*

I. Background.

In June 2021 the CTSA Board’s Taskforce on Economic Context, Business Model, and Financial Planning (EBF), established in 2020 during the presidency of María Pilar Aquino, completed its work and submitted to the Board its report and recommendations. One of the report’s recommendations was to establish a permanent advisory committee to assist the Board in planning and executing strategies aimed toward the Society’s long-term vitality and viability

At its June and October 2021 meetings the Board discussed the EBF report, with special attention to the recommendation for establishing an advisory body. Consensus emerged around establishing an advisory body whose charge would be to establish a larger context of planning and goal setting, which could situate and orient the financial planning tasks focused on by the EBF task. This committee’s purpose would be to help the Society reflect on and articulate, in light of the evolving context of and challenges facing Catholic theology in North America, a guiding vision for the CTSA at 100. The committee will also identify a set of priority issues [including financial and economic issues surfaced by the EBF taskforce] and strategic goals for guiding CTSA leadership in advancing that vision over the shorter and longer term. President Christine Firer Hinze was charged by the Board to develop the committee, i.e. “Centennial Committee” and to report to the Board on the committee’s progress in June 2022.

At its June 10, 2022 meeting, the Board, having considered a report and proposal presented by then-President Firer Hinze, approved the formation of a “Centennial Committee,” and charged the president and past-president with determining its membership and refining the implementation of its tasks. During the summer, several pre-meetings” have been intended to help us to clarify the mandate for the committee, before it is officially constituted and put to work.

II. Centennial Committee: Description and Purpose

As described in the proposal approved by the Board at its June 2022 meeting:

“The Centennial Committee will work with the Board of Directors to help the CTSA to attend to North American Catholic theology’s evolving contours and national and international contexts,

challenges and opportunities; and in light these, to envisage, articulate and set guiding, strategic goals, to assist the Board in its work of advancing those goals. To that end, the Committee, working under the authority of the board, will be responsible, in consultation with membership, for developing, submitting to the Board for approval, helping to monitor, and periodically refreshing and updating a series of mission-driven, multi-year (3-5 year) strategic plans for the CTSA.

This ‘rolling strategic planning’ should be guided by a long-range vision, articulated with membership consultation, and shaped in response to questions such as, What may or ought the CTSA look like three, five or ten years down the road? What guiding vision for “The CTSA at 100” will best reflect our Society’s mission and aspirations? What priority issues and strategic goals can most fruitfully orient our work to advance this vision?

Recognizing the crucial role that financial resources play in enabling the Society to carry out its mission, the Centennial Committee (CC) will build on the EBF’s work to focus on finances. its purpose, however, will be broader – namely, to assist the Board and membership in engaging in long range and strategic planning, setting financial and other resourcing goals in **a larger, orienting context of the CTSA’s mission, and a vision for the Society’s next quarter-century.**

In brief, the CC will help the Board and the members of the Society to consider in an ongoing way two fundamental questions: Who do we want to be at 100?” and “What do we need to get there?” The Committee will identify and recommend to the Board strategic plans for the necessarily evolving answers to these two fundamental questions.

III. Centennial Committee Tasks

In 2022-23 and 2023-24, the CC will, incorporating broad consultation with CTSA membership, review the Society’s mission, history, and present circumstances; draft a “CTSA at 100’ vision statement, surface 4-6 key strategic issues related to that vision; identify 4-6 corresponding strategic goals and align them with current or proposed projects or initiatives, setting achievable benchmarks within a 3-year initial increment, and incorporate this into a draft “CTSA at 8s0” strategic plan to be submitted, at a date to be set by the 2023-24 CTSA President, in advance of the June 2024 Board meeting

Outline of Committee Tasks in 2022-23*

- In consultation with the Board, devise ~~and help execute~~ a plan for enabling and encouraging members’ input at appropriate stages of this process
- Review the mission of the CTSA, and study CTSA’s historical records (e.g., Board minutes and statements, *Proceedings* volumes) for information on the ways the Society has embodied that mission,
- Scan the Society’s current organizational profile to surface strengths, weaknesses, threats, and opportunities (SWOT)
- Building on the EFT report, scan the external environment for current and future trends which might impact the Society’s financial circumstances over the next quarter century,
- Also building on the EFT report, further investigate, consider and propose/recommend to the Board avenues by which the CTSA might engage in strategic *development work*, in order to secure the resources the Society needs to creatively embody its mission amid the changing academic, ecclesial, and societal landscapes of the next decades.
- Draft a vision statement for “The CTSA at 100”

- Identify and articulate 4-6 critical strategic issues facing the CTSA, keeping in mind the range of different kinds of critical issues, including
 - a) issues concerning finances and demographics, and related
 - b) issues concerning the job market, the shrinking of Catholic theology departments - and thus the fact of more PhDs likely to end up in adjunct positions, while the PhD-granting programs will also have to ask, “Do we need so many PhD program? which should survive?”
 - c) issues concerning the nature of the theology that is at the core of the CTSA’s purpose, as theology differentiates into many kinds of theology, grounded also in identities - Black, Latino/a, White, etc. - and geographically located, in North America, or in any of the other INSeCT contexts
 - d) issues concerning the CTSA’s goals and responsibilities around efforts in ensure representation of the varieties of theological schools and positions composing the landscape of North American Catholic theology
- Identify challenges and opportunities for the CTSA that these 4-6 critical issues entail.
- Submit reports on the CC’s progress to the Board at its October and June meetings, and prepare a report for the June 2023 Business Meeting. The June 2023 report to the Board should also contain an updated outline of the tasks on the CC’s agenda for 2023-24.
**Subject to updates and timeline adjustments by the 2022-23 Centennial Committee and CTSA Board*

Outline of Committee’s Tasks in 2023-24*

- Formulate 4-6 strategic, multi-year goals to address these critical issues, aligning these with current or proposed CTSA projects or initiatives.
- Draft a “Stage 1” 3-year strategic plan, for Board review, wide circulation among the membership for discussion and suggestions, finalization and approval by the Board, and confirmation by the membership at the 2024 Business Meeting.
**Subject to updates and timeline adjustments by the 2022-23 CC Committee and CTSA Board*

Committee’s Tasks in Subsequent Years

- In 2024-2025 and 2025-2026, The CC will review and report to the Board and membership on the progress of the Stage 1 strategic plan, keeping track of accomplishments, roadblocks, new circumstances, and information that can help inform the plan’s next iteration, “Toward the CTSA at 85.”
- In 2026-2027, the CC will perform a review of the three-year plan, and based on that review, draft an updated, Phase 2 plan, “Toward the CTSA at 85” to be circulated to the membership in April 2027, in order to solicit their input. Both the draft plan and compiled member feedback will be taken up by the Board at its June 2027, meeting.
- Each of the subsequent 3-5 year increments will be marked by a review of the current phase of planning, with an update presented for board approval and membership confirmation at the 85th, 90th, and 95th annual meetings. A detailed report and evaluation of the work of the CC, with recommendations for the future, will be prepared for the Society’s Centennial Anniversary Meeting in June 2045.
** Subject to updates and time line adjustments by future Centennial Committees and CTSA Boards*

IV. Composition of the Committee

As mentioned, the Centennial Committee shall be responsible for preparing and gaining Board approval for, monitoring, and regular updating of a strategic plan detailed in 3-5 year phases, set within an evolving, larger vision for what the CTSA at 100 is anticipated to look like and be. Each year, the President will appoint (generally, two) new members to the CC with input from the Board and Presidential Line. Appointments to the committee should be intentional about assuring wide representation, diversity of experiences, perspectives, and institutional memories, and a combination of regular refreshment and continuity in the committee's cohort.

Ordinarily, the Centennial Committee will be composed of **6 at-large members**, each serving three-year terms, plus **3 ex officio members**, with the executive director as **consultant**

Ex officio Member: President

Ex officio Member: Past President

Ex officio Member: Treasurer

Consultant: Executive Director

V. Committee Chair

The President will be responsible for appointing a CC Chairperson, who will typically be someone entering the second year of their three-year term, for a two-year tenure. The CC Chair will be in close and regular communication with the CTSA President, and, upon the recommendation of the CC, may reach out beyond the committee's ranks to consult or ask assistance from other members, or when appropriate or needed, experts from outside the Society (e.g. development consultants).

VI. Committee Membership Terms and Rotation

After an initial, staggered term-length cycle, members will be appointed to Centennial Committee for 3-year terms. Each year two-- or when deemed appropriate, three—new members will be appointed by the President, assuring a majority of continuing members will serve on the committee in any given year. At the discretion of the President who is in office for the year following the end of a member's term, membership on the committee will be renewable for an additional term.*

Year 1: 2022-2023 – Reports at 77th Annual Meeting

Group 1: Two-year term - 2 members

Group 2: Two-year term - 2 members

Group 3: Three-year term, three members

Year 2: 2023-2024- Reports at 78th Annual Meeting

Group 1: Year two of two-year term – two members

Group 2: Year two of two-year term- two members

Group 3: Year two of three-year term -three members

Year 3: 2024-2025- Reports at 79th Annual Meeting

Group 1: Two new members, two-year terms

Group 2: Two new members, three-year terms

Group 3: Year three of three-year term – three members

Year 4: 2025-2026- Reports at 80th Annual Meeting

Group 1: Year two of two-year term

Group 2: Year two of three-year term

Group 3: Two new members, three-year terms

Year 5: 2026-2027- Reports at 81st Annual Meeting

Group 1: Two new members, three-year terms

Group 2: Year three of three-year term

Group 3: Year three of three-year term

**Subject to adjustments as deemed appropriate by subsequent Committee chairs, in consultation with their respective Presidents and Boards.*