

Developing Ministry Leaders

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Winston Churchill used to tell a story about Josef Stalin. A French diplomat, meeting with the Russian dictator, encouraged him to cultivate better relations with the Vatican. Stalin just laughed at the advice. "The pope!" he said. "How many [army] divisions does *he* have?"*

In the long run, of course, the joke was on Stalin. What Churchill went on to describe as the church's "unseen legions"—think, for example, of the priests and women religious who counseled Poland's Solidarity movement—helped bring down Stalin's whole empire.

Effective leadership *matters*. For that reason, no question before Catholic health care today is as vital as: Who will lead our organizations once the sisters who founded them have retired from the field?

Mary Kathryn Grant, PhD, serving as guest editor, has helped us put together this issue's special section, "Ministry Leadership Development," seven articles that advance tentative, partial answers to that question (see p. 28). Dr. Grant opens the discussion with a brief review of efforts over the past 20 years to develop a corps of lay ministry leaders.

In addition, Sr. Beverly McGuire, RSM, PhD, and Dr. Grant discuss trustees as ministry leaders. Ed Giganti writes about the competencies necessary for leadership in Catholic health care. Fr. Gerry T. Broccolo describes the practical aspects of leadership development at Catholic Health Initiatives, Denver; Peter J. Giammalvo, PhD, and George F. Longshore write about similar efforts at Catholic Health East, Newtown Square, PA. Jeanne Segal, PhD, discusses "emotional intelligence." And, finally, Br. Thomas Maddix, CSC, interviews Carl Roy, President and CEO of Providence Health Care, Vancouver, British Columbia, Canada's largest health care system.

*Winston Churchill, *The Gathering Storm*, Houghton Mifflin Co., Boston, 1948, p. 135.