
MEMORANDUM OF AGREEMENT

Preamble

On December 3-4, 2007, Archbishop Curtiss and Bishop Cupich hosted a dialogue session to discuss issues of mutual interest and concern within Serra International and resolve conflicts in a way that benefits the common good and the work of Serra throughout the world. Our exchange was open and frank, yet done respectfully and with Christian charity. Present was the executive leadership of Serra International and the leadership of the councils of Canada, Italy, Mexico, and the United States. This session was facilitated by Jim Jones, an outside consultant from BGE Enterprises of Washington, DC.

This memorandum of agreement has been drafted with the intention of moving Serra forward in mutual solidarity. We issue it with a call to all Serrans to join us in that same spirit of unity and to take up with renewed vigor our mission of promoting vocations to the Catholic priesthood and vowed life, prompted by a generous love of the Church, which has motivated us to work together and come to this consensus.

Agreements

During this session, certain core challenges were identified as hindering the relationship between SI and its Councils. These were lack of communication, lack of role clarity and lack of a clear financial strategy at the international level. In addressing these issues in a frank and honest dialogue, several potential solutions were identified by the participants. These solutions will be presented to the SI board of trustees at its March 2008 meeting for their consideration and approval. In addition, council representatives agree to submit this agreement to their council for support. Jim Jones is authorized to discuss the agreement with the USA council at their January 2008 Super Weekend and with the SI Board at its March, 2008 meeting.

The participants came to the following agreements:

There was a clear acknowledgement that SI is the parent organization and as such sets the overall vision and direction of the organization.

There was also a general understanding reached of the participants' views on the roles of Serra international and the councils respectively.

Role of Serra International:

- Develop a global culture for vocations
- Provide a vision for Serra worldwide
- Oversee the global expansion of Serra
- Serve as liaison to the Holy See
- Governance of Serra International
- Coordinate and support approved councils by providing education, communication, and direction
- Provide training for international and council leaders
- Coordination of the International Convention in collaboration with local leadership

Role of councils:

- Support of vocation activities within its jurisdiction
- Support and promote the mission, programs, and policies of Serra International
- Promote expansion within the council through the development of new clubs and assisting existing clubs
- Serve as liaison to the national bishops conference and other vocations organizations
- Coordination of national convention, whenever needed
- Assist with regional and district programs and conferences
- Provide training for regional, district and club leaders

Particular agreements were reached to make the following recommendations to the SI board:

- Dues Collection
 - Serra International shall collect all international dues
 - Councils will collect council dues
 - Serra International will provide training for use to Serra Online to any council
 - Serra International will make Serra Online available to requesting councils for reporting purposes and to encourage usage of a unified membership database
- Serra International Office Structure
 - SI may contract with USAC offices for staff services, if needed
 - By June 1, 2008, a joint task force of an equal number of members for SI and USAC respectively to examine the consolidation of offices and make a recommendation to the two boards by January 1, 2009. One additional non-Serran member will also be appointed to ensure an objective viewpoint.
 - Examine the issue of best location for Serra International headquarters
 - Continue current dues collection policy
- USA structure
 - Create seven regions within the United States
 - Each region shall have a voice and vote on the Serra International board of trustees chosen by and from within the members of that region
 - Each region shall be guaranteed representation within the governance structure of the United States council

Other topics identified for future discussion included:

- The role of the Foundation in relation to the funding of Serra International
- Collaboration between SI and the councils in regard to fundraising
- Examining the use of proxies at the international convention
- Evolving the role of the nominating committee to reflect best practices in regard to fair representation and leadership selection

Signed and agreed this 3 day of December 2007

Hutchinson Elden Festus

Glenn J. Lyner

Shay P. Crockett

Caron Jan Loble

Ernest P. Hoelar

Walter E. [unclear]

Don Hermon [unclear]

Jane H. DeTike

Ronnie Salvia [unclear]

[unclear]

W. A. [unclear]

[unclear]

Paul M. [unclear]

John Bayart

Ines Trueck

Cynthia Bell

Doug Ross

Tom Bursm

[unclear]

Robert T. Wright

Patricia [unclear]

[unclear]