

# Transition plan for L'Arche international (short version)



*Foreword:* This is a shorter final version following consultation with the International Stewardship Board (ISB), the International Leadership Team (ILT), the International Support Team, the confirmed country Chairs and the International Nomination Committee. This transition plan was presented in 4 Open Calls to respond to questions and comments on the transition plan.

## I. Introduction

In March 2023, the Federation's leadership met in Rome. The transition plan was based on a number of elements on which there was broad consensus. They are as follows:

- Appointment of international leaders (ILs) - Pause
- Need for a transition period
- The ISB leads the transition process and will be in authority during this time.
- Nomination committee continues work (mandate, new ISB)
- ISB - regular communications with the Federation
- 2012 Constitution remains the reference.

## II. Timeline

We anticipate a time frame extending from 6 to 12 months.





### III. Authority during the interim period

- Top authority: Federation Assembly (Art. 10)
- Thereafter, the International Leaders (ILs) and the ISB bear the authority (Art. 13);
- In the absence of ILs, the ISB carries the authority;
- The Chair of the ISB: internal and external reference. He will act as interim Executive Director;
- During this transition, the Vice-Chair will assume responsibility for the ISB.

### IV. Three goals

**Goal 1:** Review and relaunch the process for appointing two international leaders.

In the current environment, the nomination committee has expressed its difficulty in being able to propose candidates for the international leaders' roles. At this point in our history, we will certainly need to revisit how we work with the nomination committee. There was a consensus to take a pause and review our procedure with the nomination committee and to re-launch the process with the possible help of an international recruitment firm.

Here are 3 proposals for achieving this goal. Objectives 1 and 2 will be dealt with simultaneously:

- 1) Clarify and prioritize some areas of focus for the next mandate (meetings, survey, etc.)
- 2) Working with a firm specializing in international recruitment
- 3) To document and possibly review our nomination process for the 2028 Federation Assembly.

**Goal 2:** Set the ground for the work of the International Leadership Team and the new International Leaders to achieve the new mandate for the Federation.

It seems that the work of the International Leadership Team with the International Leaders has been difficult for a number of reasons, including the vision of L'Arche



International, the acceptance of the 2012 Constitution, the way decisions are made, and the different needs and realities of the confirmed countries and the other countries and communities represented by the international delegates.

Prerequisite 1: Accept that this is not the time to address governance issues in the mandate.

Prerequisite 2: Work with the 2012 Constitution as a frame of reference.

We suggest using an external coach, to assist us in this process.

- Work upstream of ILT to facilitate transition with future ILs.
- E.g.: Analysis of the needs of each member in their role; asymmetrical reality (confirmed countries/international delegates), unity and conformity within the Federation, work with future Director of Operations, etc.

### **Goal 3: Maintain "core" services and support the life of the Federation during the transition period.**

The different work teams will be on the ground in the work of guidance, support and even development. Life goes on and we are not putting the Federation and L'Arche International on pause. Here are some interim provisions that will be put in place.

#### **A. International Leadership Team**

The aim is to support the work for the confirmed country leaders and international delegates. The interim Executive Director will coordinate the facilitation of the team.

#### **B. Support Team**

The international support team works with all the bodies to provide the various services for the Federation and for the operation of L'Arche International.

##### **1. Process for appointing a Director of Operations**

The first need expressed by the team and agreed upon at the Rome meeting was the appointment of a Director of Operations to coordinate and oversee the work of the Support Team and to be the link with the International Leaders and the International Leadership Team. The ISB is of the view to move forward with the appointment of a Director of Operations by fall 2023.



2. Appointment of an interim lead for the support team (May 2023)

The Interim Support Team Lead is a member of the Support Team who will ensure that the work of the team continues in line with the strategic priorities established and confirmed in dialogue with the Interim Executive Director. The Interim Lead will be the point of reference/link between the Support Team and: international delegates, the ILT and the Interim Executive Director. The Interim Lead will work closely with the Finance Director. This role ends with the appointment of an Director of Operations.

**C. International Stewardship Board**

The international Stewardship board, in addition to its regular operations, will ensure that the transition runs as smoothly as possible during this interim period.

1. Role of the ISB Chair

Exceptionally, the Chair of the International Stewardship Board will be the person of reference, both internally and externally, and will act as the " Interim Executive Director" for the Federation during the interim period. This is a temporary role of supervision, validation, and decision-making. This executive director role ends with the arrival of new international leaders in office. Financial compensation approved by the ISB is provided during this period.

2. Appointment of an Administrative Assistant to the ISB and the interim Executive director (temporary)

The ISB believes that it is necessary to create a temporary full-time position during the transition to provide direct and exclusive support to the ISB and the Interim Executive Director. This person will be part of the administrative support team and will be responsible for organizing meetings, following up, making contacts, drafting documents mainly for the Interim Executive Director and the ISB. This person will be supervised by the Interim Executive Director.