
Ministries of Catholic Women Religious in South Carolina

A Report of the Collaboration
for Ministry Initiative

Sisters of Charity Foundation of South Carolina

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The SISTERS of CHARITY FOUNDATION of SOUTH CAROLINA, founded in 1996, is a ministry of the Sisters of Charity of St. Augustine based in Cleveland, Ohio. The Foundation is committed to addressing the needs of the poor and underserved in South Carolina by addressing poverty's root causes, nurturing the growth of healthy communities, emphasizing youth and family and measuring these efforts' outcomes. Historically, Sister-affiliated ministries have a long and distinguished record in reducing poverty in South Carolina. Accordingly, it is appropriate to undertake an initiative which seeks to understand and assist these ministries in South Carolina. Consequently, the Collaboration for Ministry Initiative seeks to describe and assist Sister-affiliated ministries in South Carolina. A primary purpose of this Initiative is to strengthen and sustain these ministries. Since, 2005, the Collaboration for Ministry Initiative has conducted a variety of activities including convening meetings, providing technical assistance, providing grants and evaluating these efforts. This report provides an initial overview of the Collaboration for Ministries Initiative.



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Table of Contents

Executive Summary	4
Catholic Women Religious in South Carolina	5
Understanding Ministries	8
Whereabouts of Sisters and their Ministries	10
Q & A with the Sisters	11
Collaboration for Ministry Initiative Process	12
Collaboration for Ministry Initiative Milestones	13
Grants	14
Recommendations	17
Bibliography	18

Executive Summary

Under the leadership of the Sisters of Charity Foundation of South Carolina, the Collaboration for Ministry Initiative represents the first systematic attempt to describe, explain and sustain ministries of Catholic women religious in South Carolina.

There is urgency for the Initiative to be successful. Scattered across South Carolina and often isolated from their Mother Houses, Sisters and their ministries are frequently alone in their efforts to address social and economic poverty. Although successful to date, most of the social ministries face organizational challenges and will be at risk when Sisters leave.

Due to aging of Sisters and the decline in new recruits, there is an accelerating loss of Sisters' ministries in South Carolina. Although this loss is itself a concern, a more important impact is experienced by beneficiaries of ministries. Collectively, Sister-affiliated ministries in South Carolina have established schools, hospitals and social service ministries that have served hundreds of thousands of people over the past 200 years. Though still an influential presence, the number of Sisters active in ministries today has dwindled to around 100.

To address the issue of sustaining ministries and accomplishing the purposes of the Collaboration for Ministry Initiative, an advisory board of Sisters was formed to guide and implement a strategic agenda.

Strategic actions taken to date include learning how best to facilitate transitions of leadership of Sister-affiliated ministries. Specific steps taken include: (a) systematically collecting original data to describe the status of Sisters and their ministries, (b) providing mini-grants to assist ministries for strategically planning transitions and (c) providing technical assistance through workshops and individual consultations to increase capacity of current ministerial efforts. Additionally, in an effort to capture the story of Sisters and their ministries in South Carolina, a Clemson University led film project depicting ministries is being produced. One goal is to televise the final product on South Carolina Public Television.

One of the most important actions to date has been to convene Sisters from across the state so that they might meet and support one another. Feedback from convenings suggests that prior to this initiative, the Sisters present in South Carolina often knew little of one another or of the many other ministries in which Sisters were engaged. Through annual meetings and the creation of a newsletter, there is now a growing and distinct statewide identity of being a Sister in South Carolina.

These initial actions represent only first steps to describe and explain ministries as well as help plan for their sustainability. The purposes of this report are to provide an overview of the Collaboration for Ministry Initiative to date and to make recommendations for future action.

Catholic Women Religious in South Carolina

One common refrain from Sisters across the state is that there is little understanding of what it means to be a Catholic woman religious. This report addresses that concern by detailing what has been learned about Sisters in South Carolina and their ministries through a statewide survey and interviews, and how Sisters and their ministries can be supported through the Collaboration for Ministry Initiative.

Sisters, Nuns and Women Religious

At the peak of membership in 1965, Sisters in the United States numbered 185,000. Today, the Center for Applied Research in the Apostolate estimates that religious Sisters number around 66,000. In South Carolina, the number of Sisters (active and retired) fluctuates around 130.

Although the terms “sister,” “nun,” and “Catholic women religious” are often used interchangeably, there are nuanced differences between these designations. The primary difference between “sisters” and “nuns” lies in the vows taken. Specifically, nuns profess perpetual *solemn* vows of poverty, chastity and obedience whereas sisters profess these same vows as perpetual *simple* vows. This distinction of vows is based on patrimony, whereby “nuns” do, and “sisters” may, renounce their patrimony and ownership of all possessions. Additionally, “nuns” typically live in canonical cloisters engaging in ministries of contemplation whereas “sisters” often work in social ministries in the outside world. These roles are non absolute as “sisters” may move from one ministerial role to another over a lifetime.

The term “women religious” often serves as an umbrella designation to include “sisters” and “nuns.” In this report, in keeping with general practice, the terms “nuns,” “sisters” and “women religious” will be used interchangeably.



As a group, the Sisters in South Carolina are highly educated. In response to a survey of 70 active Sisters in South Carolina administered by Clemson University in 2006, nearly three-quarters of respondents (74%) reported a graduate degree as their highest level of education received, with an additional 15% reported having attained a four-year college degree. Higher education often translates into leadership positions. Over one-third of respondents reported serving in an executive position in their ministry (e.g. director, administrator, or coordinator), with many ministries having been founded by Sisters.

From a policy perspective, the impact on communities of the loss of highly educated, religiously motivated and low-cost individuals can be substantial. With most Sisters at or near retirement age, there is an urgency to discover how best to sustain and/or transform current ministries.

Religious Institutes, Orders, and Congregations

Within the Catholic Church, Sisters, nuns and women religious all belong to institutes, orders and congregations. Although the Catholic Church distinguishes between religious institutes, orders and congregations, these terms are also commonly used in place of one another. A religious *institute* includes members who have professed either perpetual or temporary public vows. Religious institutes are then further differentiated as either orders or congregations. Religious *orders* include members who have taken solemn vows and *congregations* include members who have taken simple vows. A “Mother House” refers to the administrative headquarters, and often founding site, for an order. For simplicity, in this report the terms “orders” and “congregations” are used interchangeably.

Notably, there are only two Mother Houses in South Carolina, the first belonging to the Sisters of Charity of Our Lady of Mercy (OLM). One of the first eight permanent congregations founded in the United States, the Sisters of Charity of Our Lady of Mercy religious community was founded in Charleston, South Carolina in 1829. Initially concerned with the educational needs of children and orphans, the congregation grew and started missions in Georgia and North Carolina. In 1989 and sponsored by the order, Our Lady of Mercy Community Outreach Services, Inc. opened as a non-profit organization, to address the needs of the economically poor on James, Johns and Wadmalaw Islands of South Carolina.

In contrast to the community mission of OLM, the other Mother House in South Carolina belongs to the Order of St. Clare, better known as the Poor Clares. Located in Greenville in 1955, the Poor Clares serve the Diocese of Charleston through contemplative prayer. The primary mission of the Poor Clares is “prayer in intercession for the needs of our sisters and brothers throughout the world.” In March of 2007, the Poor Clares broke ground for a new site in Greenville.

Did you know?

About 50% of Sisters in South Carolina live alone or with one other Sister.

Living the Sister Life in South Carolina

Because there are only two Mother Houses in South Carolina, most Sisters’ founding headquarters are located outside the state. In South Carolina, with a small Catholic population of around 4%, (compared to a nationwide Catholic population of around 20%), the Sisters who have come to South Carolina for ministry have done so knowing that the vast majority of the population may not understand who they are or why they are here. Indeed, according to the Sisters, there is often confusion about the distinct identities of Sisters with most South Carolinians believing that all Sisters are alike.

In South Carolina, religious orders and congregations number around 24 (Table 1), though some orders are represented by more than one chapter (e.g., Dominican Sisters in S.C. originate from four distinct branches of the original order). Most of the Mother Houses are located in the United States, though there are a few from other countries (e.g., Mexico). Of the 24 orders represented in South Carolina, eight of them have only one sister and five of them have two sisters in South Carolina.

Table 1: Orders of Sisters and Locations of Motherhouses Represented in South Carolina
(2006)

CBS	Congregation of Bon Secours (Maryland)
CSA	Sisters of Charity of St. Augustine (Ohio)
CSJ	Sisters of St. Joseph of Carondelet (Missouri, New York)
CSSF	Sisters of St. Felix Cantalice (New Jersey)
DC	Daughters of Charity of St. Vincent de Paul (Maryland)
DW	Daughters of Wisdom (American Province, New York)
FSM	Franciscan Sisters of Mary (Missouri)
FSP	Pious Daughters of St. Paul (Massachusetts)
HCJS	Hermanas de Corazon de Jesus Sacramentado (Mexico)
HHS	Society of Helpers of the Holy Souls (France)
MFIC	Missionary Franciscan Sisters of the Immaculate Conception (Massachusetts)
MSBT	Missionary Servants of the Most Blessed Trinity (Alabama)
OLM	Sisters of Charity of Our Lady of Mercy (South Carolina)
OP	Dominican Sisters (California, Michigan, New York, Wisconsin)
OSC	Order of St. Clare (Poor Clares) (South Carolina)
OSF	Sisters of St. Francis (Iowa, Indiana, Minnesota, New York, Pennsylvania)
OSU	Order of St. Ursula (Ursuline Nuns of the Congregation of Paris) (Kentucky)
RSM	Sisters of Mercy of Americas (Illinois, Pennsylvania)
SCN	Sisters of Charity of Nazareth (Tennessee)
SND	Sisters of Notre Dame (California, Kentucky, Ohio)
SNDdeN	Sisters of Notre Dame de Namur (Maryland)
SSCM	Sisters of St. Cyril and St. Methodius (Pennsylvania)
SSMN	Sisters of St. Mary of Namur (New York)
SSND	School Sisters of Notre Dame (Maryland)

Understanding Ministries

The word “ministry” is most commonly understood to mean religiously motivated work, though the word clearly represents a more personal identification and lifestyle for someone who has taken life-long sacred vows.

Consequently, one of the most difficult challenges for discovering how to sustain ministries is learning how to separate the person from the ministry. In some cases, *because the Sister is the ministry*, the only possible sustaining strategy is to replace the Sister. In other cases, sustaining a particular ministry will only partially cover the loss of a Sister’s impact because she is typically involved in more than one ministry.

Did you know?

Sisters report being involved in an average of 4 ministries in addition to their primary ministry.

Historically, when not focused on contemplation, religious orders adopted primary missions related to healthcare (e.g., Bon Secours) and education (e.g., Sisters of Notre Dame). Since the 1960s, there has been an expansion of ministries related to all fields of social care. Moreover, some religious orders were founded with specific target populations for their ministries, and these are reflected in the ministries in South Carolina. For example, in 1633, Vincent de Paul and Louise de Marillac founded the Daughters of Charity as a group of women dedicated to serving the "poorest of the poor," a mission continued by the order in South Carolina. The primary ministries of Sisters responding to the survey is listed in Table 2.

Table 2: Primary ministry

Primary ministry is defined as the category of ministry or services in which you are most commonly engaged during your daily activities. (n = 70)

	Percent
Other (e.g. social services,)	37.1% (26)
Education and Training	27.1% (19)
Religious or Spiritual development	12.9% (9)
Hospice and Healthcare	11.4% (8)
Intercession	2.9% (2)
Youth development	2.9% (2)
Philanthropy, Volunteerism or Grantsmaking	1.4% (1)
Neighborhood or Community improvement	1.4% (1)
Capacity-building	1.4% (1)
Food and Nutritional Assistance	1.4% (1)

Collectively, the ministries represented in South Carolina range from traditional education and healthcare to a variety of social ministries aimed at helping the poor. Although there is an overall decline in ministries in South Carolina, since 2000 twelve new ministries were reported to have started in areas both traditional (e.g., education) and non-traditional (e.g., social services).

A key strategy to sustain ministries is to bolster efforts of collaboration. Ministries vary in the number and nature of collaborators. Although the majority of respondents report no ties between their ministries and government collaborators, most report working with other non-profits and nearly one-fifth report being affiliated with the South Carolina Association of Nonprofit Organizations.

Did you know?

Nearly two-thirds of ministries sponsor or participate in programs helping the needy or the poor.

Table 3. Other ministry

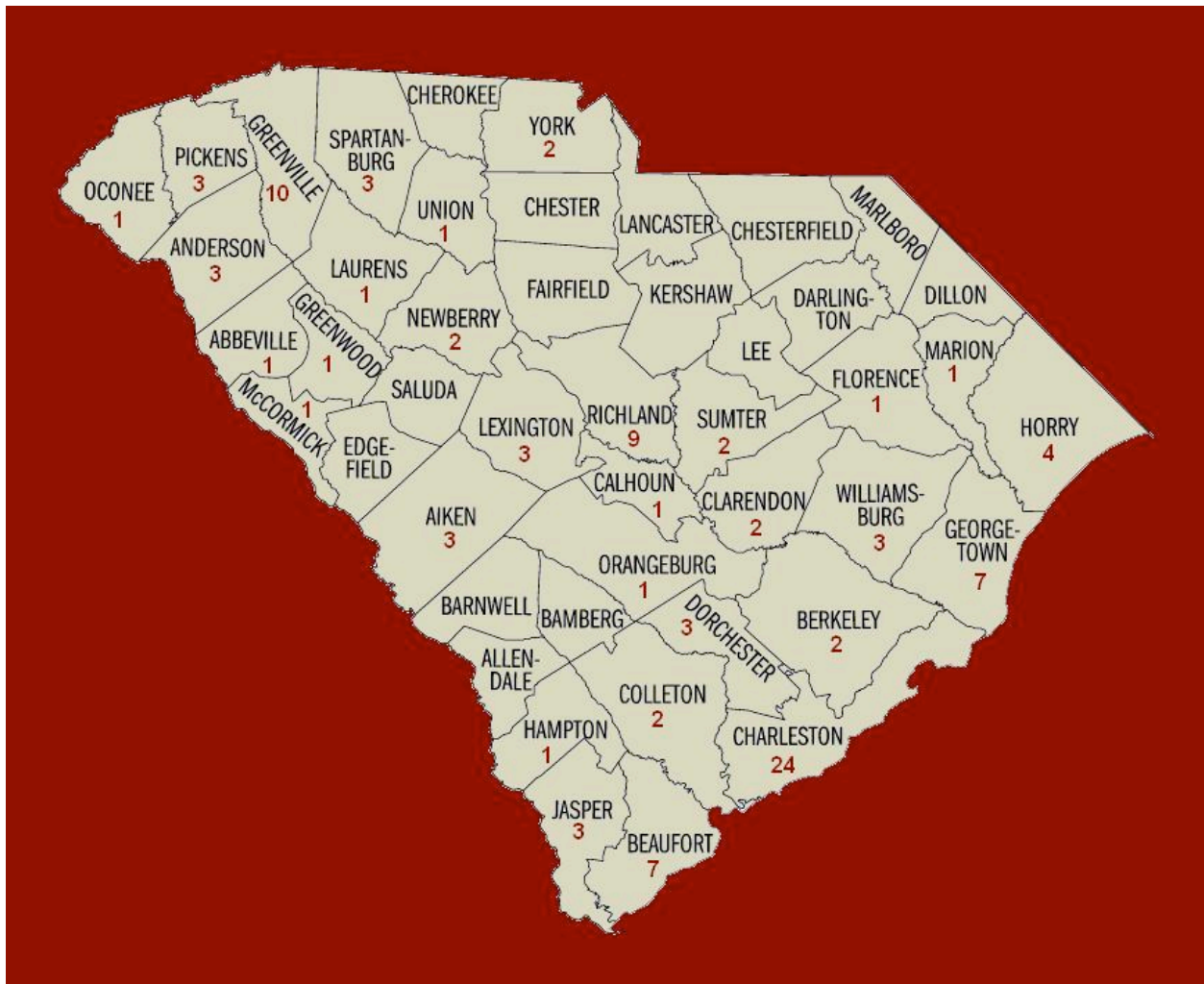
Other ministry is defined as the category of ministry or services in which a Sister occasionally participates, but would be different than the primary ministry. (n = 70)

	Percent
Religious or Spiritual development	40.0% (28)
Food and nutritional assistance	28.6% (20)
Personal counseling	28.6% (20)
Education and Training	24.3% (17)
Intercession	22.9% (16)
Other (e.g., administration, social justice)	21.4% (15)
Relief, Emergency, or Victims assistance	20.0% (14)
Family services	18.6% (13)
Liturgist	18.6% (13)
Neighborhood or Community improvement	18.6% (13)
Civic rights, Social action	14.3% (10)
Youth development	12.9% (9)
Housing or Shelter needs	11.4% (8)
Philanthropy, Volunteerism or Grantsmaking	8.6% (6)
Hospice and Healthcare	7.1% (5)
Children and Youth services	5.7% (4)
Crime or Delinquency prevention	4.3% (3)
Residential or Custodial care	2.9% (2)
Public services	1.4% (1)

Whereabouts of Sisters and their Ministries

Of the 46 counties in South Carolina, respondents report being present in 32 of the counties. Because of the location of the two Mother Houses, there is a preponderance of Sisters located along the coast and in the Upstate. The location of ministries largely corresponds to the location of Sisters, though the work of Sisters' ministries sometimes crosses county lines.

Location of Sisters and their Ministries



Q & A with the Sisters

In the Fall of 2006, 28 Sisters were interviewed over the phone for the purpose of providing information about their lives and ministries. Below is a compilation of their answers, reformatted to draw out common themes.

Q: What have been some of the biggest challenges of working in South Carolina?

A: Working in South Carolina, which has such a high poverty rate, requires providing many different types of services. The ultimate result is to stretch people pretty thin. The recent influx of Mexicans and other Hispanic populations that have arrived with few resources and are struggling to assimilate into Southern culture also presents a challenge. On a more personal level, because of the scarcity of other Sisters and other Catholics, the personal and organizational supports present in many other parts of the country are simply not here.

Did you know?

Adjusting to Southern life was mentioned by most Sisters as a particular challenge for doing ministry.

Q: How has ministry changed?

A: The nature and extent of ministry has changed over the years. Once focused almost exclusively on teaching and healthcare, ministry now encompasses all of the areas of social work needed to help the poor. In addition, the laity has become much more involved in ministry, though there is still much work to be done.

Q: How have you been able to be successful?

A: No success comes without the support of others. Volunteers, donors and the laity provide necessary supports to make ministry successful.

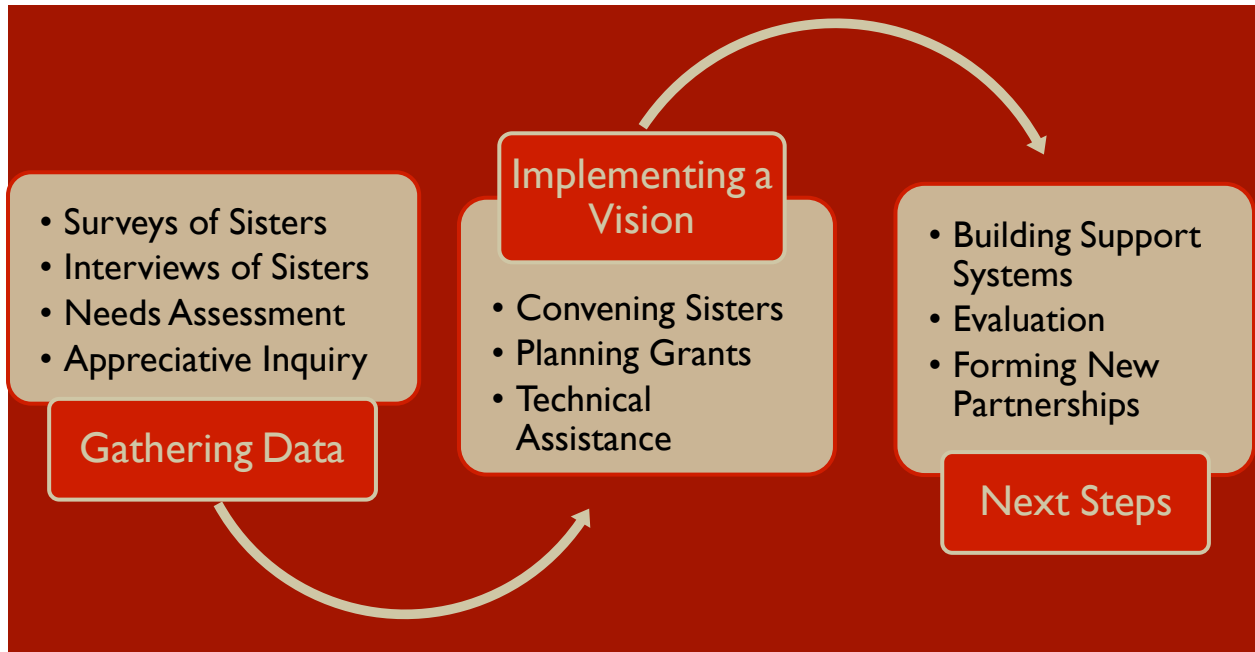
Q: Does your ministry currently have a succession plan for your absence?

A: Not really. Everyone wants to help, but no one wants to lead, though there will likely be some plan developed to sustain the ministry in the future.

Q: How might your ministry best be supported?

A: How support is organizationally provided is not as important as ministries receiving some type of personal and organizational support. The annual statewide meetings have personally meant a lot and this is one of only a few times many of us take to be with one another and the contacts and the networking mean a great deal. In addition to sharing ideas, encouragement and prayer, we are also informed of what is going on with South Carolina and how our work complements one another. The Collaboration for Ministry Initiative has also provided opportunities for professional development with experienced consultants as well as assistance in searching for grants and other funding. So, these types of activities would be helpful in the future.

The Collaboration for Ministry Initiative Process



The process of the Collaboration for Ministry Initiative can be described best as one that has logically progressed from gathering data from Sisters to implementing a shared vision of how Sister-affiliated ministries might be sustained.

In addition to answering survey and interview questions regarding their ministries, Sisters attending statewide conferences also participated in an “Appreciative Inquiry” process whereby they engaged in strategic planning regarding their ministries. Specifically, Appreciative Inquiry (AI) is an intervention model for organizations which focuses on the strengths already existing within the organization and its members. Unlike many other evaluation and development tools which focus on the short-comings of the organization, AI involves a systematic evaluation of positive potential, accomplishments and assets. An organizational change is made through a 4-D cycle: discovery, dream, design and destiny.

Upon reflection of the data gathered as well as individual insights gained through the Appreciative Inquiry processes, implementation of a vision to sustain ministries was undertaken. Meetings were held to convene Sisters for personal and organizational support, planning grants were applied for and implemented and technical assistance was delivered through workshops to build the capacity of ministries.

Currently, the Collaboration for Ministry Initiative is planning to further implement the vision by evaluating efforts to date, building of support systems and forming partnerships to strengthen the Initiative.

South Carolina Collaboration for Ministry Initiative Milestones

2005

- * The first state-wide seminar for Sisters in South Carolina is held in Myrtle Beach.
- * Regional gatherings of Sisters take place in Columbia and North Charleston.
- * The Sisters of Charity Foundation of South Carolina issues a Request for Proposals for planning grants to assist ministries. Up to \$7,500 is made available to individual ministries to conduct strategic planning for the future of ministries in South Carolina.

Did you know?
The Collaboration for Ministry Initiative provides a unique state-wide opportunity for Sisters to network.

2006

- * A second annual state-wide seminar for Sisters in South Carolina is held in Myrtle Beach; 80 Sisters attend.
- * The Sisters of Charity Foundation of South Carolina funds six planning grants to assist ministries (see next page) and one grant to produce a documentary.
- * Data is collected through surveys of 70 Sisters and 28 phone interviews to describe the nature and extent of Sister-affiliated ministries in South Carolina.
- * Film production begins to document the work of Sisters and their ministries in South Carolina.

2007

- * Two capacity building workshops are held in the Upstate (February) and Pee Dee (July) regions of the state to provide technical assistance to Sister-affiliated ministries.
- * The Sisters of Charity Foundation of South Carolina issues a second Request for Proposals for grants for ministries. The three tier grant request provides awards up to \$2,500 for direct service grants, up to \$5,000 for planning for the future of a ministry and up to \$15,000 for implementation of planning grants.
- * A third annual state-wide conference is planned for November.
- * Filming and editing of the documentary continues with a premiere showing scheduled to take place during the November annual seminar for Sisters.
- * A second round of eight grants totaling \$90,000 grants are awarded.

Grants Awarded (2006)

Wholeness-Holiness Retreat Program: Franciscan Sisters of Mary

The Wholeness-Holiness Retreat Program is an opportunity for three women religious, from three different congregations, to gather with the goals of envisioning and planning a retreat for women across South Carolina. Specifically, the grant is meant to enable the three Sisters to share ideas, create a plan, develop new skills such as marketing and to distribute informational material to others. Once developed, the Wholeness-Holiness Retreat Program will target women across South Carolina from various backgrounds. The retreats will provide these women with counseling and spiritual guidance. (planning grant)

Thumbs Up, Inc.

Thumbs Up, Inc. is an existing program servicing 5 elementary schools and 2 middle schools in northern Beaufort County. The program provides 17 “at risk” children and their families with assistance such as tutoring and guidance counseling. Thumbs Up, Inc. collaborates with many local non-profit organizations such as the Boys and Girls Club, the Food Bank and the YMCA. The goal of the grant is to help with succession planning as the current program director is retiring. The grant will provide funding for advertising, travel for interviews and wages for the new director while training for 8 weeks with the current director. (planning grant)

Under the Palmetto Tree-Planning the Future Together: Springbank Retreat

Under the Palmetto Tree-Planning the Future Together, is a series of events bringing staff and board members from three retreat centers (Springbank, Sea of Peace, and Cedar Hill) together to initiate collaboration and planning. These meetings will allow the participants to investigate marketing and fundraising strategies and to plan for the sustainability of each center as well as future collaboration between the 3 centers. Fourteen employees and board members from the centers will take part in these events. (planning grant)

Board Development Workshop: Sea of Peace House of Prayer

The directors of the Sea of Peace House of Prayer, located on Edisto Island, are retiring after 11 years, and two new individuals are continuing in the roles. Given this change, those involved are planning for a careful transition with increased involvement and collaboration with the board of directors. The goal of the grant is to allow for a one-day retreat with a facilitator to initiate the process of change among the 14 people involved, including new directors, staff and board members. The facilitator will provide the group with skills and strategies to help during the transition. (planning grant)

Proactive Parenting at SGG: Saint Gregory the Great Catholic Church & School

The Saint Gregory the Great Catholic School is creating a program, Proactive Parenting, for mothers of pre-kindergarten and kindergarten children in Bluffton, South Carolina. Encouraging the involvement of Hispanic mothers, Proactive Parenting meetings will include discussions and workshops about parenting skills and child development as well as guest speakers. The purpose of the grant is to help fund guest speakers, marketing materials, child care and to help supply materials for the workshops including language resources, workbooks and DVDs. (planning grant)

Center of Hope: Franciscan Center

The Franciscan Center has maintained an outreach service on St. Helena's Island for 19 years that provides food, utility assistance, home repair service and educational classes (e.g. ESL) to poor and marginalized families. The goal of the grant is to allow for a needs assessment of the area, identify possible collaborators in Allendale and develop a strategic plan among the organizations to meet the ongoing and emerging needs of the county. (planning grant)

Grants Awarded (2007)

Wholeness Holiness Retreats: Franciscan Sisters of Mary

After a successful planning process, the co-directors established a marketing plan and an advisory council, created and distributed brochures, and scheduled upcoming retreat dates. The co-directors plan to use further funds for advertising, networking, education, public relations, and fund-raising. Additionally, retreats will be held, and evaluated, in 2007 and 2008. (implementation grant)

Thumbs Up Executive Director Succession: Thumbs Up, Inc.

With assistance from a planning grant, Thumbs Up, Inc. developed an emergency succession plan, met with experts, and collaborated with other organizations and individuals within the community to find a qualified candidate for the director's position. Thumbs Up, Inc. intends to host events to familiarize the community and schools with the new director, provide training for the new director, and to assist in a portion of the salary and benefits for the director. (implementation grant)

Under the Palmetto Tree--Planning the Future Together: Springbank Retreat

This consortium, whose focus is on maintaining three retreat centers, benefited from a planning grant which allowed for the development of a new brochure, a fund-raising event, guest presenters, and plans for a new web site. The team (including Sisters from the Dominican, Franciscan, Notre Dame congregations, and lay people), now plans to implement the new objectives of increasing the visibility, viability, and service of the Centers. This includes having a shared web site professionally developed, creating new promotional materials, increasing visibility within the communities, as well as additional advertising and marketing. (implementation grant)

Center of Hope: Franciscan Center

The goal of the Franciscan Center is to reduce poverty by addressing its root causes. Through partnership with other organizations, the Center will provide consultation/training in the areas of education, vocational training, entrepreneurship, fund-raising, and marketing. The Center has recently completed a planning phase which included developing a mission, identifying measurable goals and outcomes, and creating a plan for sustainability. (implementation grant)

After School Academic Incentive Program: St. Ann Catholic Outreach Center

The St. Ann Outreach Center focuses on providing programs and services to poor and underserved individuals, particularly children. This program would serve as a reward to children who

receive passing grades in school by taking them on field trips after school. The incentive program would assist with associated trip fees and transportation. (direct service grant)

Mapping the Future: St. Martin de Porres Catholic School

The St. Martin de Porres School has been service children in the Richland area since 1936. This specific program focuses on developing a love of reading in students. To do this, activities will include a Reading through the Arts program, a Children's Theatre field trip, and meetings between students and mentors. (direct service grant)

An Intergenerational Project: St. Anthony of Padua Catholic School

St. Anthony of Padua School plans to develop and pilot a project which will bring selected children and senior citizens from the community together. The program will provide these individuals with the opportunity to interact and connect with each other. (planning grant)

Multi-faceted Ministry Center: Congregation of Sisters of St. Felix

Two Felician congregations have joined together in the development of a Multi-faceted Ministry Center in Kingstree, SC which will service the Williamsburg area. The purpose of the Center is to build a stronger presence of Women Religious in SC, add to existing programs providing services to the poor, and provide support for any new and emerging needs in the area. Funds will support two Sisters and outreach program development. (invited grant)

Crossroads: A documentary of Women Religious in South Carolina

Clemson University was awarded a grant to offset costs to produce a documentary film of ministries of women religious in South Carolina. With the goal of ultimately being broadcast on South Carolina Educational Public Television, the project is designed to raise the awareness of the impact of Sister-led ministries. (invited grant)

Recommendations

In order to advise the Sisters of Charity Foundation's future actions, the advisory board of Sisters reviewed the direction and accomplishments of the Collaboration for Ministry Initiative. In light of this review and with an eye toward sustaining ministries, the following recommendations are made.

Organizational Support

- * Continue the current grant giving strategies and evaluate the impact they have on building and sustaining the capacity of ministries.
- * Continue the provision of technical assistance through regional workshops on capacity building related to sustaining ministries.
- * Provide individualized and customized technical assistance to those ministries that could most benefit from individual consultation regarding strategic planning for sustaining ministries.
- * Continue to collect data to describe the constantly changing personnel and ministries to understand how best to sustain ministries.

Personal Support

- * Continue the state-wide annual conference to allow Sisters to network and further develop a collective understanding of how their ministries impact South Carolina.
- * Continue regional gatherings and site visits of ministries to develop a deeper understanding of challenges to sustainability.

Communication of Accomplishments

- * Continue current efforts (e.g., newsletter) and explore new vehicles (e.g., web sites) to inform Sisters of mutual work and to build a sense of South Carolina affiliation.
- * Evaluate and explore the potential uses and modifications of the documentary on Sisters' ministries in South Carolina.
- * Explore other vehicles for highlighting the impact of Sisters' ministries in South Carolina such as a collection of oral histories.

Building the Initiative

- * Because demand for grants and technical assistance are likely to increase, look for partnerships with other organizations to build the Collaboration for Ministry Initiative beyond funding by Sisters of Charity Foundation of South Carolina.
- * Formalize a rotation among the advisory board of Sisters to obtain a representative sample of ministerial work being done in South Carolina.

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