



### SESSION 2

### **Pros and Cons of Including Lay Staff, Advisors and Friends on Planning Teams or Committees**

<b><i>Major Pros</i></b>	<ul style="list-style-type: none"><li>✓ Broadens perspectives of the planning team or committee</li><li>✓ Adds skill sets and experience members may not have</li><li>✓ Brings a baseline knowledge of the institute's circumstances</li><li>✓ Familiar with the religious institute's mission and charism</li><li>✓ Have the best interests of the institute at heart</li><li>✓ Honored to have an opportunity to make contributions to the religious institute and its future</li></ul>
<b><i>Major Cons</i></b>	<ul style="list-style-type: none"><li>✓ Can be less tolerant of process, including processes intended to actively involve members and bring them along</li><li>✓ Can become impatient with the pace of planning or decisions</li><li>✓ Can lack understanding or appreciation of an institute's governance structure and decision-making process</li><li>✓ May not have a full understanding of member needs or concerns</li><li>✓ Can become prescriptive, overly assertive or too deferential</li></ul>

