



# CREATING OUR NEW CHARTER...



THIRD STAGE





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For any questions or more information about the Charter Process, contact:  
[charter.process@larche.org](mailto:charter.process@larche.org)

# INTRODUCTION TO STAGE 3

The Charter Team have immersed themselves in all the 'beads' from Stage 1; and all the distilled 'beads' and words that were submitted in Stage 2.

We have discerned a new draft Charter to offer back to you for consultation.



All communities and settings in the Federation will look at the draft Charter and offer feedback to the Charter Team. On the basis of your reflection and feedback, we will discern a new Charter to propose to the Federation Assembly in 2023 for approval.

This is a spiritual process, a process of listening, conversations, prayer and contemplation that will enable us to be attentive to the mystery of our shared life. We desire to open ourselves to the spirit, to read, recognise and honour this mystery.

We want everyone who is engaged in L'Arche to participate and all voices to be heard.



# SUMMARY & TIMELINE

Stage 3 will be to receive the draft Charter and to look and reflect on it. The draft Charter is available in 18 languages and a number of accessible versions (see the [Charter website](#)). We invite all communities and settings to experiment with it, to play with it, to test it.



## Third Stage: March 2022 – October 2022

March  
2022  
-  
October  
2022

### WE WILL TAKE TIME TO REFLECT ON THE DRAFT CHARTER

#### THEME

All communities and settings will look at the draft Charter and offer feedback.

We invite all communities and settings to experiment with it, to play with it, to test it.

Does this draft Charter reflect the lived reality of our shared life and mission? Does it resonate with you? Is this draft Charter helpful for your shared life and mission?

#### TO BE SENT

We invite all communities and settings to send their feedback to the Charter Team in two ways:

1. in images & words posted to the Charter website;
2. and by completing a survey online.



# THIRD STAGE IN DETAIL

The draft Charter is in sections, each with an image and text.

We offer some ways of engaging with the image and text so that you can test the draft Charter against your experience and offer the Charter Team feedback. These are proposals to adapt to your culture, constraints and realities. You may also use other techniques and tools that work well for you. See the appendices.

For each of the 7 main sections of the draft Charter, different activities are proposed to help you receive, play with, experiment, test, reflect together on the draft and give us your feedback.

## 1. Who we are, our identity:



- a. Create through posture/mime the boat that would express your L'Arche identity and take a picture.
- b. How do you use the L'Arche boat logo, as a way to express your identity, in your community/setting? Take pictures.

Use visuals and a few words to answer:  
**Does the draft Charter reflect your lived experience?**



## 2. What we do, our mission:



- a. How do you go out to participate in and make a difference in the world?
- b. How do you take care of the world?

Take pictures, draw, use images.  
Use visuals and a few words to answer:  
**Does the draft Charter reflect your lived experience of your mission?**



## 3. Our founding experience and guiding insight:



- a. How would you draw/mime/express your experience of change & transformation through mutual relationships? Take pictures.
- b. Use the 'word suitcase tool' to express this change and transformation. See [appendix 10 in the stage 1 guide](#).

Use visuals and a few words to answer:  
**Does the draft Charter reflect the founding experience and guiding insight of L'Arche in your lived experience?**



#### 4. Our core values are rooted in experience:



- Use your hands together to work in clay; plant some roots; mime; create spiritual spaces... Take pictures.
- Doing that, what happens? What do you discover? What happens among you?

Use visuals and a few words to answer:  
**Does the draft Charter reflect our core values in your lived experience?**

LA ARCA DE TEGUCIGALPA, HONDURAS



Transformación: Arca transformándonos y nosotros dejándonos transformar  
 Diversidad: A pesar de la diversidad mantenemos nuestra propia identidad



#### 5. Our core practices are rooted in daily life:



- Show us your 'table'?
- Show us what happens around your table? Take pictures
- What feeds your roots?

Use visuals and a few words to answer:  
**Does the draft Charter reflect our core practices in your lived experience?**



#### 6. Our federation, one and diverse:



- How many people do you know in another community? How do you nourish the relationships with other communities?
- What do you do when something is broken? How do you mend things? Take pictures

Use visuals and a few words to answer:  
**Does the draft Charter reflect your lived experience?**



#### 7. Towards a more human society:

- Use balls of wool/yarn to connect everyone in the room – create a web of connections (re-create the experience in the Belfast Assembly).
- Maybe you could bounce an air-filled globe on the web. Take pictures

Use visuals and a few words to answer:  
**Does the draft Charter reflect your lived experience?**



# ANOTHER POSSIBLE WAY TO EXPERIMENT WITH THE DRAFT CHARTER:

A ppt version of the draft Charter is available which has space for you to add your own photos, drawings, images.

We invite you to illustrate and enrich the text with your own images in your own cultural context.

*(See the resource section of the Charter website)*

## HOW TO OFFER FEEDBACK



Feedback will be offered in two ways:

1. We invite you to create visual images with a few words that will be posted to the Charter [website](#).
2. We invite you to complete an online [survey](#).

*See appendix 20*



## WHAT HAPPENS NEXT?

After Stage 3, between October 2022 and February 2023, the Charter Team will consider all the feedback received and discern the final draft of a new Charter to propose to the Federation Assembly in June 2023 for approval.



# SUMMARY RECAP OF THE WHOLE PROCESS



In the Charter Process we are re-reading and gathering our experiences throughout the Federation in order to listen to what inspires us at the heart of these experiences. We will create a Charter that expresses all that unites us.

As we said at the beginning of the process, our understanding of the essence of L'Arche develops over time. Our current Charter was written in 1993 and it expressed what we believed and knew then. Later, we developed our Identity and Mission statement in order to answer the questions “who are we?” and “what is our mission? This brought new perspective and deeper understanding. From these discoveries, we can now create a new Charter that builds on our Identity and Mission statement and expresses the spirit that unites us.

Throughout the whole Federation, in re-reading our experience, we have produced more than 1000 beads. We included our experience of receiving the results of the inquiry concerning Jean Vanier, and also the experience of the Covid-19 pandemic. We used the Charter Process to integrate and reflect on these experiences. We named and faced our loss and our grief.

In re-reading our experience with all its beauty and all its pain, we distilled our ‘beads’ into the most precious ones; and named in a few words the experience of being in the process.

From all this reflection, distillation and listening, the Charter Team then discerned a draft Charter that we now offer back for consultation.

Does this draft Charter resonate with your experience? Will it be helpful in fostering our shared life and mission?

This is a spiritual process, a process of listening, conversations, prayer and contemplation that will enable us to be attentive to the mystery of our shared life and mission. We desire to open ourselves to the spirit, to read, recognise and honour this mystery.



We want everyone who is engaged in L'Arche to participate and all voices to be heard.





# APPENDICES

Here are guidelines, tools and techniques you could use in order to live, and include everybody in, this 3rd and final stage of the process. These are proposals to adapt to your culture, constraints and realities. You may also use other techniques and tools that work well for you.

All tools and materials are still available on the Charter website

Appendices 01–12 are in the Stage 1 Guide available on the Charter [website](#)

Appendices 06+ and 13-19 are in the Stage 2 Guide available on the Charter [website](#)

Stage 3 appendices:

## APPENDIX 01

### Who is involved in Stage 3?



Everyone in the Federation is invited to test, discuss, experiment with this draft Charter and give feedback.

Each setting in the Federation (Communities, Regions, Countries and International) is invited to participate in this stage 3 of the Charter Process. Be attentive to the marginal experiences in the Federation, such as geographic, cultural, generational, role-related (people with and without disabilities), spiritual, etc. And sometimes you may think of old friends and neighbours who can help you see if this draft reflects well the lived reality of our shared life and mission.

## APPENDIX 02

### Role of the resource person - We still need you!



Resource people were named to support the process in each setting in the Federation (Communities, Regions, Countries and International). They set the process up, ensuring that it is adapted to the local realities and that it is facilitated in their context. (In some groups they facilitate, and in others they arrange for another person to facilitate) Resource people ensure that feedback is posted to the Charter team (see below Appendix 20). Resource people are accountable to and work in close collaboration with their respective Leaders.

Key responsibilities:

- Receive and transmit all communication related to the process
- Inspire and attract participation
- Ensure that the process is lived in an inclusive way
- Ensure that it is possible for all members to participate, paying particular attention to those who may experience being on the margins (those who are retired from roles, those not part of normal meeting structures, those in administrative support roles, those who are limited in the skills of verbal and written expression, etc.)
- Work in close collaboration with their respective Leaders to determine how the process will be implemented and work well within that particular setting (Community, Region, etc.)
- Coordinate the collection of feedback and send it to the Charter Process Team (See Appendix 20)
- In settings that use languages other than English, French or Spanish, work with the Charter Process Leader and the Charter Process Assistant to ensure accurate and timely translations

On an ongoing basis, Maria [maria.kearney@larche.org](mailto:maria.kearney@larche.org) , John [john.sargent@larche.org](mailto:john.sargent@larche.org) and Anne [anne.chabert@larche.org](mailto:anne.chabert@larche.org) (Director of Inclusion) are available to support resource people across the Federation.



## Spiritual Spaces



Reflecting on and discerning our feedback on this draft Charter is a spiritual process, a process of listening, sharing, conversations, prayer and contemplation that will allow us to be attentive to the mystery of our shared life. We desire to open ourselves to the spirit, to read, recognize and honour this mystery.

We need them to talk in depth about essential things and listen to the call of the spirit. Sometimes they can be our regular prayer spaces, sometimes they have to be prepared in a special way so that everyone feels free and comfortable, bringing together our different expressions of our spirituality. Spiritual spaces are meaningful when they are well prepared. They can be prepared by a small group of people. Spiritual spaces can include silence together, a question that inspires us, sharing, a meditative dance, a text or an image that nourishes us. When a group is composed of people sharing the same way of expressing their spirituality, they can agree easily on how to create a spiritual space with religious symbols. But when people don't share the same religion, the group needs to find different ways to express spirituality. You could ask 3 or 4 participants, belonging to different faiths, to bring something that helps them to be in their inner spiritual space. They can use gestures, symbols, or anything that will help them to be focused on the essential. Invite each of them to explain to the whole group the significance of what they brought and why it is important. The spiritual space can be very simple, but it has to be meaningful and beautiful.

(Appendices 04 – 19 are in the Stage 1 and Stage 2 Guides)

## APPENDIX 20

### Feedback to be sent



Feedback will be offered in two ways:

1. We invite you to post feedback to the Charter website in images and words;
2. We invite you to complete an online survey.

#### 1. Images & words

For each section of the draft Charter, send your most important reflections/ feedback to the Charter Process Team. Prepare a title, a photo or a drawing, and a brief explanation. Send your feedback in images and a few words posted to the Charter [website](#).



#### Make sure your feedback will be understood

Now you know how to post images/photos on the Charter website, here are a few tips to remember: Make sure your feedback in image will be understood by the team. At this stage, it's not a question of quantity, but a question of clarity.



### The title:

- Has to be direct & clear. The team will not be able to guess what you meant. Telling them directly what you want is more effective than an allusive poetry at this stage or local humour.

### The visual:

- Is never enough. It always needs a brief explanation, either in the picture itself or in the title or in the comment box on the site.

### In the comment box:

- Give the name of your setting, and the brief explanation the team will need to be sure of what you intend. You can use your own language but include a translation in French, Spanish or English

## 2. Complete the survey [online](#).

### APPENDIX 21



A ppt version of the draft Charter is available which has space for you to add your own photos, drawings, images.

We invite you to illustrate and enrich the text with your own images in your own cultural context.



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مسيرة صياغة الميثاق

Proceso de la Carta

Proces Aktualizacji Karty

चार्टर प्रक्रिया

Processus de la charte



憲章作り

Процес оновлення Хартії

Charter Process

Charta-Prozess