



**LEADERSHIP  
ROUNDTABLE**  
*Service. Excellence. Church Management.*

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# Leadership Roundtable embarks on new strategic direction

**WASHINGTON, D.C.**— A new strategic direction, new management structure and new board co-chairs will define and lead Washington, D.C.-based Leadership Roundtable into its next stage of successful service to the Catholic Church. For the past 15 years, Leadership Roundtable has worked with Church leaders to promote best practices and accountability in the management, finances, communications and human resources development of the Catholic Church in the United States.

Moving into a new phase, Leadership Roundtable has named two new board co-chairs, Mr. Geno Fernandez, who is chief broking officer at Aon plc, and Ms. Elizabeth McCaul, a member of the supervisory board of the European Central Bank and an advisor to the Vatican. Together, they will lead Leadership Roundtable into an era of growth and a deeper working partnership with Church leaders focused on three strategic goals: Expanding diocesan transformation, collaborating for national solutions, and scaling impact through partnerships. Leadership Roundtable's board is comprised of Church lay leaders and clergy representing finance, business, education, as well as Catholic service organizations and diocesan officials who are committed to strengthening the Church for the future.

Over the past few years, under the leadership of co-chairs Bob Gasser and Susan King as well as CEO Kim Smolik, Leadership Roundtable has convened Church leaders in Washington, D.C. — including cardinals, bishops, diocesan professionals and Catholic lay leaders — to focus on strategies that seek to rebuild trust within the Church as it faces the twin crises of abuse and leadership failures. Its annual Catholic Partnership Summit has created blueprints for reform that can be implemented in parishes, seminaries, and Church organizations to strengthen relationships between the leadership and the faithful.

“We were able to help name the twin, inter-related crises facing the Catholic Church in the U.S. — the abuse crisis and the crisis in confidence in leadership — as well as their inter-related solutions: Recovery and reform,” said Jim Dubik, who is serving as the managing partner of Leadership Roundtable during its transition to a new management structure. “Leadership Roundtable has helped Church leaders make progress in both recovery and reform by convening bishops and lay leaders in summits of purpose in the past three years.”

Dubik, a retired lieutenant general in the U.S. Army, is serving as the inaugural managing partner of Leadership Roundtable, which has changed its internal structure to better reflect the idea of partnership that is at the center of its work with Church leaders. Rather than organize its management through a corporate structure, the new board co-chairs of Leadership Roundtable ushered in a partnership structure consisting of five, co-equal partners. Along with the managing partner, there are four partners focused on the specific work of the Leadership Roundtable. Michael Brough is partner for customized consulting, programs, and services. Kerry Robinson is partner for global and national strategic partnerships. Kim Smolik is partner for convening, communication, administration and finance. A search is underway for a partner focused on development. The board's intent is for this new organization to mirror Pope Francis' call for accountability, transparency, and co-responsibility.

"Our new strategic direction recognizes that organizations must model their mission. In the summer of 2020, the board sought to follow the synodal encouragement of Pope Francis, acknowledge the realities brought on by the COVID-19 pandemic, and reflect our desire to expand our partnerships and collaboration," said Fernandez.

"This new structure elegantly mirrors the relationship we want to have with Church leaders as partners," said McCaul. "It creates a relationship of equals that also reflects the successful form of management that both Geno and I experience in our professions."

The board also set Leadership Roundtable on a course for the next stage of its evolutionary response to needs and requests of the Catholic Community in the U.S. — a refreshed strategic and tactical approach to providing Church leaders best-in-class programs, services, and consulting.

"Leadership Roundtable's new direction intends to serve more Bishops, provincials, and other Church leaders and respond to Pope Francis' call for servant leadership and conversion that leads to greater accountability, transparency, and co-responsibility in Church matters," said McCaul.

Over the next few years Leadership Roundtable will focus on three strategic objectives:

- **Expand diocesan and religious community transformation.** It will do this by accelerating a blended learning approach for our highest impact programs — the Toolbox for Pastoral Management, Catholic Leadership 360, the Catholic Standards for Excellence, and customized consulting projects. It will also continue to evolve and expand the Mission Management Model program.
- **Collaborate for national solutions.** This work has begun in two forms: an initiative that brings multiple partners together to focus on ethical financial management and to develop and incubate several national initiatives under the title of "Catholics Rise."
- **Scale impact through partnerships.** One such partnership currently involves combining the efforts of Catholic colleges and universities with philanthropists to better serve the needs of Bishops and diocesan staff, as well as religious communities in both leadership development and best management practices.

Geoff Boisi, chairman and CEO of Roundtable Investment Partners LLC and the founding board chair of Leadership Roundtable, sees this moment of change as a natural next step for the nonprofit whose purpose is to ensure the Church grows stronger in this time of change and challenge.

“This is an important, challenging, yet exciting time for the Catholic Church,” Boisi said. “It is a time that requires not only a recommitment to our core values and faith but also to inclusive, creative, and imaginative thinking.”

“In Henri Nouwen’s *Jesus: A Gospel*, he reminds us that the parable of the loaves and fishes is about how ‘the small gifts of an insignificant boy were enough to feed everyone,’” said Dubik. “Offering the gifts we have received to benefit the Church remains the most important characteristic of Leadership Roundtable.”

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**Leadership Roundtable** *promotes best practices and accountability in the management, finances, communications, and human resources development of the Catholic Church in the U.S., including greater incorporation of the expertise of the laity.*