

Profiles of

2005-09 LEADERSHIP TEAM

The Sisters of Providence are dancing into a bright future in 2005-09, following the lead of a team comprised of a self-described choreographer, a team-oriented and collaborative individual, a weaver and midwife, and a collaborative/participative individual. The choreographer is Sister Margaret Botch, the new team leader/provincial. She is joined on the team by Sister Kaye Belcher (team-oriented and collaborative), Sister Annette Seubert (weaver and midwife), and Sister Charlotte VanDyke (collaborative/participative).

The following gives a hint into the paths and experiences that led them to their new roles and some insights on their views on leadership.



Margaret Botch, SP (Spokane)

"My (leadership) style is discerning with the group and facilitating the movement of the group toward an agreed-upon direction. I lead more by influence and partnering, so while I am goal-oriented and keep the direction in mind, I tend to lead from within rather than from the front. I need to involve individuals within the group and to use their gifts. At times, my insights help the group to see a direction, inspire or open the way for the group to move."

Born in Great Falls, Mont., Sister Margaret entered the Sisters of Providence in 1956. She has been a member of the Leadership Team that shepherded the combining of the former St. Ignatius and Sacred Heart provinces into the new Mother Joseph Province in 2000. Gifts and qualities she brings to this new term of leadership include the "ability to recognize and work with the gifts of others, discernment, negotiating skills, seeing the big picture, organizational and planning skills, clarity of mind, even-handedness, openness, objectivity, intuition, spirituality and faith – and love of God, the world, and people, including the members of our community."

Sister Margaret holds a B.A. in social science from Seattle University, as well as an M.A. in applied behavioral science from Whitworth College and an M.A. in English literature from Gonzaga University, both in Spokane. Her post-graduate studies include psychology and mysticism at John F. Kennedy University, Martinez, Calif., and theology and psychology at the University of San Francisco. She also has continuing education experiences in preparing for cross-cultural ministry, computer basics, creative writing and poetry, certified nursing assistant, and consultant training.

She taught English, religion and social sciences for seven years, was a supervisor of student teachers for five years, and was a campus minister at Gonzaga University for two years. She also has been an organization development consultant/facilitator with social service, parish and religious communities. Previous leadership roles include serving as a

provincial councilor for St. Ignatius Province, novitiate director and a member of the Formation Team for the western provinces for 10 years, and her time on the Leadership Team of the fledgling Mother Joseph Province. In addition, she has been a facilitator/director for spiritual direction, retreats and discernment for 30 years. She has served on the boards of the College of Great Falls, St. Thomas Child and Family Center, WomanSpirit Center, and on the board of members of Providence Services and Providence Health System.

Love of spirituality, commitment to social justice and interest in ecological awareness are at the root of many of her ministry and volunteer experiences, both inside and outside of the religious community. Her volunteer experiences include offering music ministry, catechetics, political action, peace action, prison ministry, food and clothing distribution, visiting the sick and Habitat for Humanity. ●



Kaye Belcher, SP (Seattle)

"Team oriented (leadership style) – this is very important to me; recognizing and utilizing the gifts and talents each person brings. Collaborative."

Gifts Sister Kaye brings to the new Leadership Team include "inclusiveness, working with others in collaboration, energy, ability to take risks, value and respect for others, practical, prayerful, sense of humor, passion for the spirit of Emilie Gamelin, SP mission and values, multicultural experiences and looking at the 'big picture'."

She was born in Battle Creek, Mich., and entered the Sisters of Providence in 1967. Her educational background includes a B.S. in nursing, a certificate in applied theology, certification as a manager of low-cost housing, and numerous leadership classes, seminars and conferences.

Sister Kaye's ministry experiences include serving as mission integration director for the Alaska region, which included outreach through community benefits programs, health ethics, spiritual care, diversity programs, interfaith caregivers, community services, and auxiliary/volunteers. She also was involved with Alaska Safe Kids and with Providence Hospitality House.

She also had been director of mission integration for Providence Alaska Medical Center and Mary Conrad Center in Anchorage, manager

of low-cost housing for the elderly at Providence House in Yakima, and assistant director for nursing at St. Elizabeth Medical Center in Yakima, supervising orthopedics/neuro, medical, surgical, education and infection control activities.

Sister Kaye began her health-care career as a nurse aide in medical/orthopedics, advancing to a nurse in the alcohol detox center, followed by ministry as a registered nurse and later clinical nurse manager of a medical unit.

She has served on many committees within the religious community and on the board of directors of Providence Alaska Foundation, Providence Alaska Region, Alaska AIDS Assistance Association, Alaska Injury Prevention Council and Day Break, and the Anchorage Seniors Alzheimer's Day Program. She has been a volunteer in Anchorage for Habitat for Humanity, the Health Access Program Initiative, the Interfaith Council and for Hospice. ●

In addition, she was a member of the founding board of trustees of the Youth Guidance Home in Great Falls and chaired and participated in development and establishment of the Hospice Program at Columbus Hospital. Sister Annette has been a member of the National Association of Catholic Chaplains since 1977. ●



Annette Seubert, SP (Spokane)

"I would describe my leadership style as a combination of the gifts and skills of the Weaver and Midwife.

I believe in the principles of collegiality, delegation and subsidiarity. I like to work with a team and enjoy the creativity in developing vision/goals. I value participation and would seek to involve others as together we seek ways to risk the challenges the gospel requires of us.

"I like the consensus model of decision-making and discernment where these models can best be used. I am able to work well one on one – able to accompany others, support and facilitate growth and development."

Sister Annette enumerates her strengths and gifts as administrative and organizational skills, collaboration, self-confidence in her own abilities to engage in strategy over maintenance and to integrate empathy and objectivity, deep awareness of the presence of God, pastoral counseling and spiritual direction, creativity and visioning new possibilities, knowledge and skills in discernment, ability to work with ritual and prayer experiences, and mission orientation.

Born in Tallahassee, Fla., and raised in Eastern Washington, she entered the Sisters of Providence in 1962 after graduating from St. Joseph Academy in Sprague. Her educational background includes a certificate in spiritual direction, a B.A. in social science from Seattle University, and an M.A. in creation spirituality from Holy Names College, Oakland. She also has had nursing education at the Intercollegiate Center, Spokane, and Clinical Pastoral Education at St. Mary Medical Center, San Francisco, and Deaconess Medical Center, Spokane. In addition, Sister Annette has participated in numerous workshops and seminars on topics including spirituality/psychology, formation, communication, health care issues and ethics, care of the dying, pastoral counseling, feminist theology, leadership and governance.

Sister Annette's ministry experiences include serving as director of chaplaincy and chair of the Ethics Committee at St. Mary Medical Center, Walla Walla, for 10 years. She also has been chaplain/pastoral associate at Columbus Hospital (Great Falls) and Sacred Heart Medical Center (Spokane), treasurer/councilor of St. Ignatius Province, a formation team member and vocation candidate director, and business manager at St. Thomas Child Care Center (Great Falls). She has been on the board of directors of St. Mary Medical Center, the College of Great Falls, St. Joseph Care Center (Spokane), and St. Thomas Child and Family Center.



Charlotte VanDyke, SP (Seattle)

"Collaborative/participative" is how Sister Charlotte describes her leadership style. "I am a strong advocate of the Principle of Subsidiarity and believe that those who are closest to the action should make as many of the decisions as possible. I also have a history of promoting subordinates."

The gifts she brings to the new Leadership Team include "compassion for the poor, high energy, intelligence, sense of humor, understanding of many ministries in the community, perseverance and creativity."

Born in Olympia, Sister Charlotte entered the Sisters of Providence in 1953. Her educational background includes a B.S. in nursing from the University of Portland, an MBA in health services administration from The George Washington University in Washington, D.C., and a J.D. from the University of Puget Sound/Seattle University.

Her ministry experiences are in four distinct careers: teaching, nursing, health care administration and legal practice. Sister Charlotte taught fifth grade at St. Patrick Grade School, Walla Walla (1955-56), religion and social studies at St. Joseph Academy, Yakima (1956-57), English, religion, public speaking and debate at Providence High School, Burbank, Calif. (1957-58), social studies and debate at St. Joseph Academy, Yakima (1958-60), and also religious vacation school.

She studied nursing at St. Vincent Hospital, Portland, and was a staff nurse and supervisor, then an administrative assistant at St. Joseph Hospital, Burbank. After studies in health care administration in Washington, D.C., and Baltimore, Sister Charlotte served as assistant administrator at Providence Hospital, Oakland, then at Providence Medical Center, Seattle. She was administrator at St. Elizabeth Medical Center in Yakima (1972-83), then director of corporate relations at Providence Health System, Seattle, followed by administrator at St. Joseph Hospital, Aberdeen.

Sister Charlotte offered health care administration consulting in Seattle and Burbank before passing the bar exam in 1992 and beginning a private practice of family law. She served in that capacity in Seattle from 1994 to earlier this year.

In addition to participation on several committees within the religious community, her outside commitments as a committee and board member or volunteer are too extensive to list. They include the American College of Healthcare Executives, Washington State Hospital Association, and Catholic Charities of the Diocese of Yakima, Washington State Catholic Conference, the Comprehensive Health Planning Advisory Council of Washington, Holy Rosary Hospital, Ontario, Ore., Mercy Corps International, the National Migrant Worker Council, Inc., St. Joseph Hospital, the Seattle Area Hospital Council, Blue Cross of Washington/Alaska, and Sojourner Place in Seattle. Sister Charlotte also has been a member of the Governor's Task Force on Public Legal Education, the Family Practice Education Advisory Board and the Children's Advocacy Clinic at the University of Washington Law School, and the Washington State Council on Crime and Delinquency. ●

Two share

2004 Mother Joseph Award

Sisters of Providence will present two recipients with the 2004 Mother Joseph Award at receptions in December – Cheryle Earnheart, who has been an active part of what is today Providence Everett Medical Center for more than 20 years, and Mary Anne Sladich-Lantz, director of mission leadership at St. Patrick Hospital and Health Sciences Center in Missoula.

The award presentation will be made to Mary Anne Sladich-Lantz at 2:30 p.m. Saturday, Dec. 4, at Mount St. Joseph, 12 West Ninth Avenue, Spokane. The award will be presented to Cheryle Earnheart at 2:30 p.m. Sunday, Dec. 5, at St. Joseph Residence, 4800 37th Avenue SW, Seattle. The presentation dates coincide with the arrival in the Northwest of Mother Joseph and her sister companions on December 8, 1856.

The award is named in honor of Mother Joseph of the Sacred Heart, the first Provincial Superior of the Sisters of Providence in the West, and is given to a person who “exemplifies the values and courage of Mother Joseph.” It is presented by the Provincial and the Leadership Team on behalf of all the Sisters of Providence in the province, which includes Alaska, Washington, Oregon, California, Idaho, Montana and El Salvador.



Cheryle Earnheart

“Cheryle’s commitment to Providence and to our community is an

incredible testament to the influence one woman can have – she gives new meaning to the phrase, “in a spirit of loving service,” says Gail C. Larson, chief executive of Providence Everett Medical Center. Larson and members of the Executive Council of Providence Health System, Northwest Washington Service Area, nominated Cheryle for the 2004 Mother Joseph Award. The link to Mother Joseph is clear, Larson says. “Both women are known for being compassionate, artistic and energetic, but above all, for having a passionate desire to serve others.”

Elected to the General Hospital board of directors in 1993, Cheryle helped plan and implement the 1994 merger that created Providence General Medical Center. “...she acted as the conscience of the board, always bringing

discussions back to the mission and value base of our organization,” explains Patricia DeGroot, chief strategic officer for the service area. Cheryle served on the board’s Planning Committee, Quality of Care Committee and its Ethics Committee. She also was instrumental in forming the board’s Mission Committee, influencing how decisions enhanced or reflected the mission of offering high-quality, compassionate health care, even when significant financial challenges had to be faced. She inspired, challenged and led by example.

“Cheryle credits her own faith in God as the inspiration for her dedication to the mission of Providence,” her nominators wrote. “She believes that it is her God-given responsibility to put forth genuine effort to see that people are being treated as she would want to be treated. She considers herself tremendously blessed in her life as a Christian and wants to help others wherever she can.”

After holding the series of leadership roles, Cheryle retired to her home in

Marysville in 2002 to spend more time with her family. But she couldn’t stay away, returning to chair the advisory board for Providence Everett Healthcare Clinic in 2003. “What began as an idea from one of our local surgeons to what is now a reality has been done with the efforts of Cheryle’s leadership and commitment,” says Elli Olson, assistant administrator for nursing services. The clinic provides critical access for the uninsured and underinsured in a new model using nurse practitioners and physician assistants. It also is an education center for the health-care workers who are in short supply.

Cheryle knows well that it takes not just personnel but money to serve the poor and vulnerable. She has served as a member of the General Hospital Foundation, championing its fundraising efforts. She has been involved with the annual Festival of Trees since its inception in 1986, using her creative gifts to design and decorate trees, wreaths and other auction items. She also writes and illustrates a coloring book that delights children at the Teddy Bear Breakfast that she and her husband Terry sponsor each year.

Cheryle has a great love of children and is dedicated to their well being. As a board member and president of the General Hospital Children’s Association, she helped raise money for children’s programs including the Providence Children’s Center, Camp Prov for children with neurodevelopmental disorders, and the medical center’s new Level III Newborn Intensive Care Unit.

Cheryle is the recipient of the 2001 Providence Children’s Association “Carol

Stuchell Award for Service” and the 2002 Providence General Foundation “Spirit of Caring” Award.

“Just as Mother Joseph did, Cheryle turns a vision into reality through creativity, energy, insight, compromise and tenacity,” her nominators wrote. For example, with the growth of Everett’s immigrant population, many of whom speak little or no English, she realized they needed help deciphering the medical center’s facilities. As a result, a brochure was developed in five languages to aid them. She also sought enhanced health-care access for this population.

Amazingly, Cheryle still has found time for other community commitments, including Hospice of Snohomish County, Cocoon House, a shelter for homeless teens; and the YMCA of Snohomish County’s Invest in Youth Campaign. She also was a founding member of the Snohomish County Healthy Communities Initiative and chaired its Health and Wellness Committee. In addition, she served as a volunteer for the Snohomish County Children’s Museum, the Everett Parks Foundation, and the Arts Council of Snohomish County Board of Directors and Advisory Board. ●

Mary Anne Sladich-Lantz



“Mary Anne Sladich-Lantz is a consummate presence of the heritage and the tradition of compassion and courage of the Sisters of Providence in Missoula,” wrote Robert E. Sullivan, former dean of the