

# **Sisters Of Saint Joseph Board Formation Policy**

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# **Sisters of Saint Joseph Board Formation Policy**

## **Congregational Mission Statement**

The Sisters of Saint Joseph of the Sacred Heart continue God's mission by immersing themselves in the midst of life to empower others and bring hope.

### 1. INTRODUCTION: Sisters of Saint Joseph Policy Statement

All Sisters of Saint Joseph [SOSJ] Boards and Directors are expected to participate in corporate induction, and initial and ongoing formation. This is intrinsic to witnessing each person's commitment to, and engagement in, God's mission. The Trustees of the Sisters of Saint Joseph will ensure that adequate formation is provided to all those with governance responsibilities.

#### 2. SCOPE

Formation is a canonical responsibility and a mandated priority of the Trustees of the Sisters of Saint Joseph. It is integral to building and sustaining a mission-based focus within all Josephite ministries.

#### 3. PURPOSE

Our ministries touch the lives of thousands of people. In order to ensure our ministries remain vibrant in the coming years, ongoing formation of Board Directors is a high priority. Each ministry is required to demonstrate its commitment to this process. Board Directors 'stand for' the Sisters of Saint Joseph in their ministries. To 'stand for' the Sisters requires an appreciation for and an ability to make decisions within the Josephite context.

Formation is seen as imperative to engage wholeheartedly in God's mission. The Sisters of Saint Joseph General Chapter in 2019 made the following statements that are relevant to formation.

- To realise the potential of charism for connecting us with others in God's mission and engage with the opportunities this offers.
- To raise our consciousness of love by imagining and acting on new possibilities wherever we are that will heal, include, untether, set right and serve.
- To be grounded in mission, steeped in the charism, participating in Church as gospel community, engaging with neighbours and ministering with Christ in the Cosmos.

For the Sisters of Saint Joseph, formation is a process of enabling reflection on the Congregation's charism. Formation helps us to identify those personal gifts which enable our fullest participation in mission.

#### 4. **DEFINITIONS**

**Canon Law** - is a set of ordinances and regulations made by church authorities for the government of a Christian organisation or church and its members. It is the internal law, or operational policy, governing the Catholic Church.

Canonical - relating to things of the Church guided by a set of rules/standards known as Canon Law.

**Catholic Social Teaching** – a body of principles concerned with the centrality of human dignity derived from the official teaching of the Catholic Church.



**Charism** - the spirit or gift of God given to a person or group of people which expresses a particular aspect of Gospel living.

**Congregation** – is defined as a group of people assembled for religious worship and is also used to describe the vowed members of a religious institute e.g. The Sisters of Saint Joseph.

**Formation** - an intentional, dynamic, collaborative process that is developmental, reflective, active and ongoing.

**Ministry** - activities undertaken as an expression of a commitment to God and to Jesus' Gospel way of life, *e.g.* social welfare, education, work with refugees etc.

**Mission** - the vocational calling to go into the world and spread God's love, by living the gospel in new ways, responding to God's desire for all people and all creation.

**General Chapter** – the highest authority of the Congregation which currently meets every 6 years.

**Spirituality** - a combination of beliefs, values, virtues and relationships that animate us, integrate our lives and draw us into God.

#### 5. ROLES AND RESPONSIBILITIES

## The Trustees of the Sisters of Saint Joseph

The Trustees have the responsibility to ensure that formation occurs for Directors of Sisters of Saint Joseph Incorporated Works.

Members of the Company appoint Directors to Boards of the Incorporated Works who demonstrate active commitment to their ongoing formation.

The Members, who are usually the Trustees of the Sisters of Saint Joseph, provide support for the Formation of Board Directors through the Formation for Mission Framework, Formation Programs, Formation Days.

The Members hold Boards accountable for Formation through seeking information at Incorporated Works Annual General Meetings.

#### **Boards of Sisters of Saint Joseph Incorporated Works**

Each Board has the responsibility to set the culture for the work and ensure that all frameworks, key actions and measurables are in place for staff members and Board Directors in the ministry. They also ensure that Board Directors have opportunities for formation.

The Chair of the Board expects the active involvement of Directors in Formation and with Directors, develops a formation plan.

Boards ensure that the Formation of Staff is implemented by the CEO/General Manager of their works.

# 6. PRINCIPLES

#### Formation is:

- grounded in God's mission
- a means to evoke a personal response to our baptismal call, inspired by the lives of the Sisters of Saint Joseph co-founders, Mary MacKillop and Julian Tenison Woods
- centred in seeking right relationships with First Nations people



- inclusive in our response to reach out to those who are vulnerable, in need, victims of discrimination, without a voice, living on the margins
- respectful of diversity in race, religion, culture and gender
- shaped by contemplative dialogue and reflective action
- collaborative in its approach
- cognizant of different learning styles
- appreciative of the past, present and future and the evolving nature of spirituality, global realities and Sisters of Saint Joseph Works
- supported by a range of resources
- immersed in justice, fairness, respect and dignity for all
- guided by Catholic Social Teaching and gospel values
- focused on building capacity with those whom we serve
- essential to maintaining the authenticity and legacy of the Sisters of Saint Joseph and Josephite ministries
- provided for all Board Members at a level appropriate to their role, circumstances and needs
- ongoing, dynamic and respectful of the diverse experiences and spiritual journeys of individuals.

#### 7. RESOURCES

The Sisters of Saint Joseph will resource the implementation of this Policy through the provision of budget, staff time, Congregational Leadership Team time and resources.

Resources are available online to support Board Formation in Josephite Spirituality - <u>Formation for Mission - Sisters of Saint Joseph of the Sacred Heart (sosj.org.au)</u>.

The Sisters of Saint Joseph acknowledge our many partners in formation in the Catholic Church, ecumenically, with other religious traditions and with women and men of good will.

#### 8. IMPLEMENTATION PLAN

Sisters of Saint Joseph Board Formation Policy will be made available to all Boards at Board formation day in July 2023.

The Policy will be implemented by Boards.

Formation activities will be monitored by the Trustees of the Sisters of Saint Joseph through regular communication with Board Chairs.

The Board Formation Policy will be reviewed every 3 years.

# 9. RELATED POLICIES, PROCEDURES, DOCUMENTS, ANNEXURES AND LEGISLATION

Formation for Mission Framework

Guide to formation for Board Chairs

Guide to Compliance and Responsibility for Board Chairs

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