

## V. CRITERIA FOR THE ESTABLISHMENT AND ORGANISATION OF EDUCATIONAL WORKS

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**5.1** Considering the growth in the number of younger circumscriptions currently involved in establishing new informal and formal educational works and the constant and rapid changes in society, it is important to set criteria for their establishment and management.

**5.2** The signs of the times and the discernment of the needs of the people shall determine the type of educational work to be established - hence the need to carry out a thorough feasibility study beforehand. Any such study shall be conducted in line with the ‘*strategic mission plan of the circumscription*’ (Bagamoyo 1.9; 5.4)

**5.3** While individual initiatives are commendable, all new educational projects that necessitate investment of money and of personnel must follow a process of community discernment, dialogue with the circumscription leadership and seek approval of the General Council (SRL 22 and 248.3.4). As Spiritans we do not give ourselves a mission, but rather accept our involvement in education, especially when it is full-time, as part of the overall missionary plan of the local circumscription (SRL 77.1 & 77.2).

**5.4** All educational establishments must have a mission statement that sets forth their vision and values. These mission statements will be regularly updated in accordance with new developments and changing circumstances.

**5.5** Educational works owned or managed by the Spiritans “*will pay special attention to legal matters, making a clear distinction between the works and possessions of the Congregation and those that belong to others*” (Bagamoyo 1.31). In this regard, works will be established

in such a way that they are not unduly dependent on the circumscription, but are legal entities in their own right that are financially self-sustainable.

**5.6** In the light of SRL 164 and 170, the circumscription council will be responsible for the creation of statutes or bylaws that clearly distinguish the different levels and responsibilities for the organization of all educational works in the name of the Congregation: ownership, governance and administration<sup>5</sup>. (See the example given in appendix 1 for a description of the possible responsibilities of each.)

**5.7** In conformity with best practices, the circumscription council will encourage leadership-development, ongoing training and renewal of the board(s) of governors, of key officers in administration and of educators in the mission of the Congregation and Spiritan values.

**5.8** For the sustainability of our formal educational ministry in the Congregation and in response to the multifaceted challenges of our time, the following are priority areas for circumscription councils:

- a) the identification and training of confreres who are capable of managing educational works (Maynooth 2.15, 16; Bagamoyo 1.29).
- b) the training and appointing of chaplains who will work in collaboration with others in the transmission of the Spiritan vision and values to all stakeholders (Bagamoyo 1.32).
- c) the training of personnel in the proper use of multi-media and modern means of communication that is in touch with youth culture;
- d) the appointment of at least one or more competent Spiritan(s) to the board(s) of governors.

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<sup>5</sup> For the sake of clarity in this document *the Owners* refers to the Congregation of the Holy Spirit. *Governance* sometimes called a Board of Governors, Directors or Trustees have responsibility for setting and overseeing policy. *Administration* refers to the leadership of the particular education work which is normally led by a president or principal.

**5.9** Long established Spiritan educational institutions that find themselves serving social groups that do not easily fit into the every-day understanding of the poor face particular questions in relation to the Spiritan charism. Challenging as this may be, evaluation and on-going discernment is necessary so that Spiritan values are expressed in forms that are different from the original foundation yet continuous with the mission of the Congregation today. In certain situations it may be necessary to accept that a particular institution has fulfilled its mission and no longer requires the investment of Spiritan re-sources.