

SNJM-sponsored ministries

An invitation for partnership



Sponsorship is the planned effort by the SNJM U.S.-Ontario Province to preserve the mission, charism and identity associated with the Sisters of the Holy Names. It is a mutually beneficial and dynamic partnership between the Province and its Incorporated Ministries, built on trust and commitment from both parties. Core SNJM values are the foundation of the sponsorship plan.

What does it mean to be an SNJM-sponsored ministry?

As Sisters of the Holy Names we are called to give new life to the expression of the charism of our time. We believe that liberating action which aims at the full development of the human person is at the heart of our mission in all our ministries.

—Acts of the 1991 General Chapter for the Sisters of the Holy Names

The U.S.-Ontario Province of the Sisters of the Holy Names of Jesus and Mary sponsors numerous ministries that share the congregation's name, its purpose and its spirit. As sponsor, the Province is both the recipient and carrier of the Gospel vision, values, charism and tradition of Blessed Marie Rose Durocher, who founded the Sisters of the Holy Names in 1843. Given the long history of the congregation, sponsorship is a relatively recent development:

- For most of the congregation's existence, the Holy Names ministries were led by the Sisters, as were the ministries of most religious groups. Over time, the Sisters chose to form partnerships with others who share the same sense of mission. As lay persons became more strongly engaged in ministry leadership, the ministries' structures of governance had to evolve to accommodate both civil law and canon (church) law. *This document provides an introduction to the sponsorship relationships that apply to the Incorporated Province Ministries listed on the next page.*
- **Guiding values:** Each sponsored ministry upholds the following values of the Sisters of the Holy Names:

Our mission is rooted in:

The full development of the human person

We commit ourselves to:

Justice, liberating others from oppression, service to those who are poor and marginalized, women and children

We are:

Educators in the faith; hospitable to all

Mission statement of the Sisters of the Holy Names

"By our mission we seek the full development of the human person through education, social justice, contemplation and the arts, especially with people who are impoverished and marginalized." (SNJM congregational website, www.snjm.org)



Sisters of the Holy Names of Jesus and Mary
U.S.-Ontario Office of Incorporated Province Ministries
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In brief: Being an SNJM “sponsored ministry”

- The ministry is expected to reflect the values and mission of the Sisters of the Holy Names in its own mission, programs, and interactions with all constituencies.
- That the organization’s corporate structure is two-tiered and gives certain reserved powers to the Province through the Members of the Corporation. (This document explains the structure.)
- That the ministry benefits from the services of the SNJM Incorporated Province Ministries Office.
- That the chief executive of the ministry and trustees/directors of the ministry’s board may be asked to participate in periodic meetings with the Members or with the Coordinator of Incorporated Ministries and to provide periodic information.
- That the ministry has the opportunity to request an annual financial contribution from the Province.
- That the ministry benefits from its association with the Sisters and their positive reputation among many of the organization’s constituents.
- Sponsorship by the Sisters of the Holy Names of Jesus and Mary provides the ministry’s structural link to the Catholic Church.



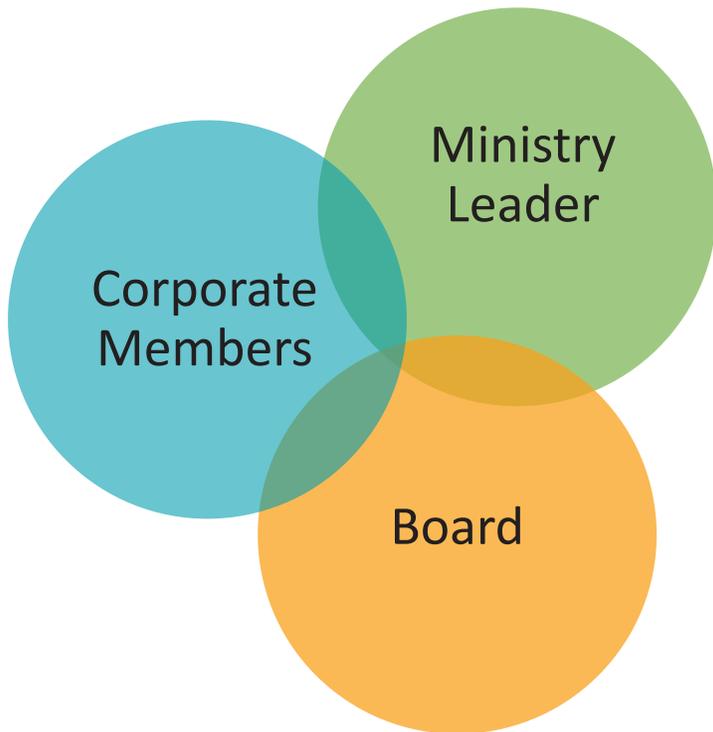
Ministries in Oakland, CA and Marylhurst, OR

The Incorporated Province Ministries

The Sisters of the Holy Names of Jesus and Mary, U.S.-Ontario Province, are sole sponsors of nine educational ministries and a continuing care retirement community. Since their founding, these ministries have carried out the Sisters’ vision of the transformative power of full development of the human person:

1. Founded in 1859: St. Mary’s Academy, Portland, OR
2. 1868: Holy Names High School, Oakland, CA
3. 1868: Holy Names University, Oakland, CA
4. 1880: Holy Names Academy, Seattle, WA
5. 1881: Academy of the Holy Names, Tampa, FL
6. 1884: Academy of the Holy Names, Albany, NY
7. 1889: Ramona Convent Secondary School, Alhambra, CA
8. 1982: Holy Names Music Center, Spokane, WA
9. 1994: Next Step Learning Center, Oakland, CA
10. 2001: Mary’s Woods at Marylhurst, OR

Responsibilities



Corporate Members

The Provincial Superior of the Sisters of the Holy Names of Jesus and Mary U.S.-Ontario Province will appoint the individuals who make up the Member tier of each Incorporated Ministry. At least three of the Members will be Sisters of the Holy Names of Jesus and Mary U.S.-Ontario Province. They have the ultimate responsibility for the mission of any incorporated ministry. The ministry's articles of incorporation or bylaws spell out the Member responsibilities, which include:

- Ensuring the SNJM mission, charism and values are lived out in the ministry;
- Working with the board and approving decisions regarding leasing, selling and encumbering of real property;
- Approving the merger or dissolution of the corporation;
- Approving the lending, borrowing or establishing lines of credit;
- Reviewing the annual financial reports;
- Confirming the appointment or removal of the Ministry Leader;
- Confirming the appointment or removal of directors/trustees;
- Approving amendments to the Articles of Incorporation/Charter and the Bylaws;
- Being aware and celebrating the good work done through the ministries;
- Supporting the ministry in conjunction with the Province Leadership Team with resources through the Office of the Incorporated Province Ministries.

Continued

The Board of Directors/Trustees

The board is understood by the state to be the ultimately responsible “person.” Local board trustees or directors include lay men and women, SNJMs, and members of other religious communities. Corporate Members approve the directors/trustees. The board’s authority is articulated in the articles of incorporation, bylaws, and the board handbook and is monitored by the board chairperson. The board is responsible for:

- Faithfully furthering the SNJM mission, charism and guiding values;
- Ensuring that the ministry’s administration monitors and strengthens programs and services;
- Ensuring effective strategic planning and assisting in implementing and monitoring the plan’s goals;
- Setting policies and ensuring high-quality standards while maintaining legal and ethical integrity;
- Ensuring adequate financial resources and managing the corporation’s property, affairs, business and concerns;
- Being fiscally responsible and good stewards of resources;
- Selecting and evaluating the Ministry Leader;
- Building a competent board and assessing the performance of board functions;
- Enhancing the organization’s public standing.

Ministry Leader

The leader ensures a healthy organization by effectively managing human and material resources. The leader is accountable to the Board of Directors/Trustees; as an ex-officio member of the board, she/he participates in all general board meetings (with or without voting privileges). Core responsibilities include:

- Fostering a culture and establishing structures for the integration of the SNJM mission, vision, and values;
- Providing excellence in service (i.e. hospitality) which brings about the full development of the human person;
- Committing oneself and the ministry to justice in the service of others;
- Exhibiting sound and ethical operational practices toward the goal of financial stability, program excellence and future vitality and viability of the ministry;
- Implementing strategies, systems, processes for efficient and effective accomplishments of the strategic plan;
- Carrying out board policies and developing a culture of involving decision-makers at the level of impact;
- Implementing and assessing high-quality standards for personnel, clients and services.

Best practices of boards

Legal and ethical duties

1. **Duty of care:** Refers to board members' responsibility to participate actively in making decisions on behalf of the organization and to exercise their best judgment while doing so.
2. **Duty of loyalty:** When acting on behalf of the organization in a decision-making capacity, board members must set aside their own personal and professional interests. The organization's needs come first.
3. **Duty of obedience:** Board members bear the legal responsibility of ensuring that the organization remains true to its mission and purpose by its compliance with all applicable federal, state and canonical laws.

Responsibilities of a Trustee/Director

Actively participate.

- Provide time, talent, and treasure
- Attend meetings/events
- Serve on committees, carry out assignments
- Help raise money

Be informed.

- Know about mission, programs
- Prepare for meetings
- Stay current with related issues and organizations
- Ask questions

Promote the organization.

- Spread the word
- Recruit board members and other volunteers

Safeguard ethics and values.

- Follow conflict-of-interest and confidentiality policies
- Refrain from asking special favors from staff

Be an ambassador for the organization. For example:

- Give presentations about the organization
- Educate elected officials
- Understand the organization's public relations philosophy

Volunteer for the organization.

- Understand the organization's programs
- Build a positive organizational culture through volunteering

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Opportunities & challenges

for each ministry partner

Opportunities for the sponsoring religious community

- Freely share the Holy Names history and tradition.
- Trust that the legacy will be as safe as human efforts can make it.
- Find effective ways to share and communicate concepts that are second nature to the religious community but need to be learned and deeply appreciated by all partners.

Opportunities for the incorporated ministry

- Accept the invitation to partner with the Sisters of the Holy Names to promote their mission and values.
- Share one's gifts and professional skills in a value-centered ministry.
- Learn and understand the Holy Names legacy well enough to protect and foster it into the future.

All partners are challenged to:

- Develop structures, strategies and agreements appropriate for the individual ministry.
- Address questions and concerns as they arise in an honest and candid manner.
- Educate one another as all navigate often unfamiliar territory.
- Communicate in timely and mutually intelligible ways.

Resources and references

Sponsorship: Catholic Private Secondary and Elementary Schools. Patricia Smith, OSF, Ph.D., JDC. Lexington, KY, 2011.

One Vine, Different Branches: Sponsorship and Governance in Catholic Ministries. Catholic Health Association of the United States, 2007.

Living the spirit and charism of Blessed Marie Rose



"We are challenged by the Gospel and by the needs of society to unite our efforts with those around us to attain for all people conditions of life more equitable and more worthy of human dignity."

—Constitutions of the Sisters of the Holy Names of Jesus and Mary, #14

Responding to the call

Jesus and Mary model and inspire the Congregation's mission: to respond generously to God's call to liberate spirits and transform lives. The mission is accomplished through the ministries of education, social justice, hospitality, contemplation, and the arts. Ministries that share the SNJM name and legacy have a special relationship with the Congregation.

Resources

www.snjmusontario.org/mission-resources (U.S.-Ontario)
www.snjm.org (Congregational)
www.holynamesheritagecenter.org

Credits

Artwork, this page: Jean Morningstar, SNJM

Cover photos, top to bottom, left to right: Academy of the Holy Names (Albany, NY); Holy Names University (Oakland, CA), Student volunteer from Holy Names Academy (Seattle, WA); Mary's Woods (Marylhurst, OR); St. Mary's Academy (Portland, OR); Holy Names Music Center (Spokane, WA); Next Step Learning Center (Oakland, CA); Ramona Convent Secondary School (Alhambra, CA); Academy of the Holy Names (Tampa, FL); Holy Names High School (Oakland, CA)



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