



# Our Vision

2015-2019



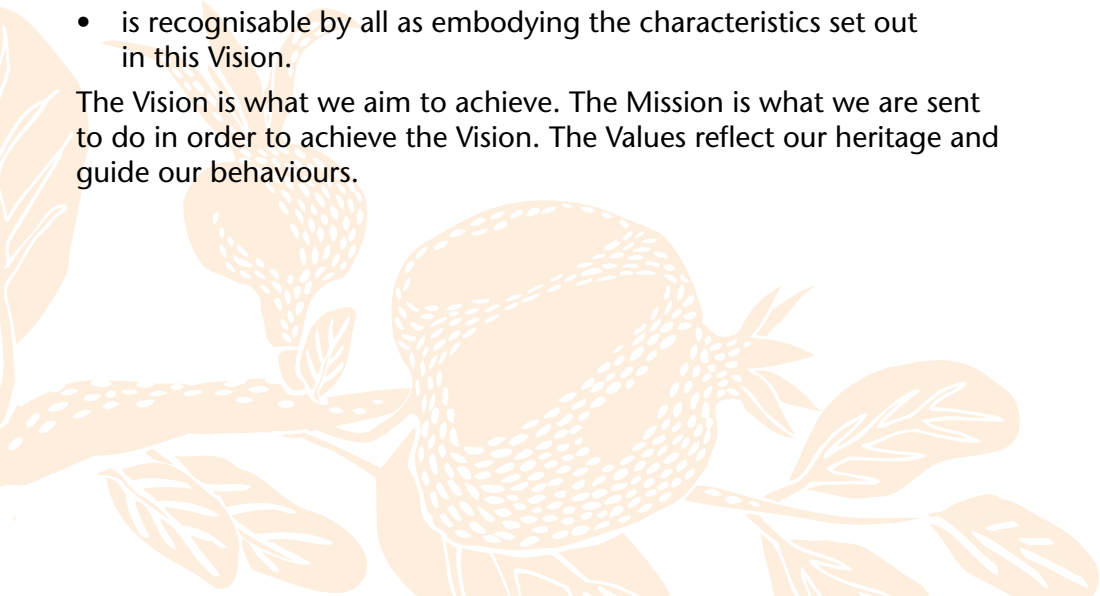
# St John of God Health Care's Mission is to continue the healing mission of Jesus Christ.

In his life and ministry, Jesus provided compassionate care to everyone he encountered, touching all aspects of their life (physical, emotional, intellectual, social and spiritual). Through his loving care, especially for the suffering and powerless, Jesus offered health, hope and wholeness to every person.

As a ministry of the Catholic Church, St John of God Health Care follows the example of Jesus by delivering services directed at all the needs of those seeking our care and support and which are of the highest standard given available resources. In all aspects of its Mission it seeks to act in a manner which:

- is consistent with Catholic Social Teaching on the innate dignity of every person;
- observes the requirements of canon law, particularly with regard to the provision of pastoral care;
- has a close relationship with the Bishop of each Diocese in which it has a significant presence;
- is recognisable by all as embodying the characteristics set out in this Vision.

The Vision is what we aim to achieve. The Mission is what we are sent to do in order to achieve the Vision. The Values reflect our heritage and guide our behaviours.





## Vision

Our Vision for St John of God Health Care is that we live and proclaim the healing touch of God's love. We invite people to discover the richness and fullness of their lives, give them a reason to hope, and a greater sense of their own dignity.

## Mission

Our Mission is to continue the healing mission of Jesus Christ through the provision of services that promote life to the full by enhancing the physical, emotional, intellectual, social and spiritual dimensions of being human.

## Values

The core Values that guide us are:

### *Hospitality*

A welcoming openness to all; to the familiar and the mystery of self, people, ideas, experiences, nature and to God.

### *Compassion*

Feeling with others in their discomfort or suffering, striving to understand the other's experience with a willingness to reach out in solidarity.

### *Respect*

The attitude which treasures the unique dignity of every person, and recognises the sacredness of all creation.

### *Justice*

A balanced and fair relationship with self, our neighbour, all of creation and with God.

### *Excellence*

Giving the optimum standard of care and service within the scope of available resources.

# These are the guiding principles of the organisation

## CULTURE

St John of God Health Care has a culture informed by Gospel values where:

- the innate dignity of each person is valued and upheld
- genuine hospitality is offered to all
- all caregivers are equally valued as key participants in the Ministry
- there is a demonstrated commitment to the organisation's Values
- decisions are made in line with the principle of subsidiarity
- justice and fairness are reflected throughout the organisation
- life and work balance is respected and upheld
- reflection and mission discernment inform decision making

## EXCELLENCE IN CARE

St John of God Health Care is an organisation that:

- provides services responding to the needs of individuals and the communities we serve
- ensures such services are of the highest standard given the available resources
- values the contribution made by visiting medical and other professionals working in partnership with our caregivers
- participates in the advancement of health services through education and research
- provides ongoing opportunities to all caregivers to develop their skills and capacities

## EXCELLENCE IN GOVERNANCE AND MANAGEMENT OF RESOURCES

St John of God Health Care is an organisation that:

- holds Mission as the driving force by which decisions are made and structures and systems developed
- demonstrates a high level of stewardship
- acquires, allocates and utilises its resources justly, responsibly and in a sustainable manner
- demonstrates ecological concern and respect for the earth
- exercises the highest standards of governance
- discerns the need for growth and change in its Ministry in relation to the needs of the community

## FORMATION AND LEADERSHIP

St John of God Health Care is an organisation where:

- leaders are grounded in the Values, Mission and ethos of St John of God Health Care's Ministry
- leaders are assisted in reaching their full potential as persons and as professionals
- well-formed leaders are developed who will ensure the Catholic identity of the health care Ministry for the future
- a model of servant leadership is visible at all levels
- innovative thinking is valued

## SOCIAL JUSTICE

St John of God Health Care as an organisation that is committed to those people who are vulnerable, materially poor, powerless and marginalised has:

- specifically directed initiatives
- advocacy within our area of Ministry
- commitment of resources both human and other
- policies and practices underpinned by the principles of Catholic Social Teaching

# How will St John of God Health Care look in 2019 if our Vision and Mission are realised?

## CULTURE

- The culture identifies and addresses the principles of Catholic Social Teaching
- The organisation is renowned for its service ethos
- All caregivers are valued and our organisation is recognised as an attractive and principled employer
- Caregivers treat each other and those they serve with genuine hospitality, respect and dignity, and call each other to Mission
- Caregivers' sense of Mission is actively promoted and their contributions are recognised
- Caregivers are afforded a meaningful say in decisions affecting their workplace
- The organisation is person-centred and all activity provides for a healthy balance between the demands of life and work
- The 'Reflection for Action' process is modelled by leadership within the organisation
- Decision-making is driven by the Mission Discernment Framework
- The organisation reflects Catholic values in its behaviours, traditions and symbols
- The stories of the different entities which form St John of God Health Care are recognised as an expression of Gospel living

## EXCELLENCE IN CARE

- Pastoral care is offered to all, including persons of other religions or denominations and persons with no religious affiliation
- Medical practitioners and other professionals are recognised and fully involved as partners in our Ministry to ensure totality of care
- All services rendered by our organisation are of the highest quality given the available resources, and are respectful of every person's needs and right of self determination
- Care is respectful of human life in every moment from conception and throughout the experience of suffering until natural death
- There is capacity to identify and respond to changing models of service delivery
- There are assurance processes which promote safe and high quality clinical standards
- All services comply with the ethical standards of the Catholic Church
- Continuing education of all caregivers is an essential aspect of excellence in care
- Education of future doctors, nurses and other professionals is regarded as a core responsibility
- Active research in appropriate areas of practice is undertaken
- Appropriate partnerships are formed with government tertiary educational facilities and other professional bodies to participate in the education of our future workforce

## EXCELLENCE IN GOVERNANCE AND MANAGEMENT OF RESOURCES

- The organisation is recognised as a responsible corporate citizen
- There are clear roles for Trustees, Board and Executive facilitating effective, inclusive leadership in the organisation
- Policies that reflect a prudent approach in the allocation of all resources are developed
- The organisation leads in responding to its environmental responsibilities
- The organisation understands, respects and observes its canonical and civil obligations
- Organisational growth and change respond to community need and the enhancement of our culture, existing ministries, and our human and other resources
- Caregivers at all levels are supported in their work by organisational structures
- Strategic plans are developed through a collaborative process
- Sustainable leadership policies and practices are in place
- The organisation contributes to excellence in governance throughout the Catholic sector

## FORMATION AND LEADERSHIP

- Strong orientation and ongoing formation programs are in place
- Leaders are participative, approachable and responsive to those people giving and receiving services
- Leadership actively participates in the faith practices of the organisation
- Formation programs for senior management include Catholic traditions, social teaching and ethical standards
- Leaders' commitment to the Mission is appropriately recognised
- Appropriate partnerships are formed within the Catholic sector to facilitate the formation of our present and future workforce
- There is continual review of the organisation to ensure that it adequately reflects the human dignity of those giving and receiving services
- Those in leadership at all levels initiate and maintain positive relations with Church authorities
- The organisation identifies with the Church, adheres to its teachings, and contributes actively to the life of local Catholic communities
- Leadership demonstrates a wholehearted commitment to the Mission

## SOCIAL JUSTICE

- The needs of those people who are poor and marginalised are identified and regularly reviewed
- Each division, within its capacity, provides services directly to people who are poor and marginalised
- Substantial resources are allocated to provide specific services to people who are poor and marginalised
- All caregivers are empowered to respond appropriately to perceived needs
- The organisation:
  - uses its position to advocate on behalf of people who are poor and marginalised
  - has a public profile that highlights its commitment to the common good through social outreach and advocacy services
  - actively leverages its contribution in partnership with others



## The St John of God Health Care symbol represents both our heritage and our vision for the future.

The cross is the symbol of Christianity, reminding us of the suffering of Jesus and our call to follow in His footsteps in our daily lives. The Pomegranate is the original symbol of the Sisters of St John of God. The five seeds in the fruit represent our Values – Hospitality, Compassion, Respect, Justice and Excellence. The Pomegranate is open to allow the seeds to scatter, providing new life, which is dependent upon the generosity of all of us sharing our gifts, talents and expertise in the spirit of St John of God.



**ST JOHN OF GOD**  
Health Care

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