



ST JOHN OF GOD
HEALTH CARE



Our Vision

2010–2014

Our Vision 2010—2014

St John of God Health Care is part of the mission of the Catholic Church. It operates in a dynamic environment in all aspects of its operations. Issues related to governance, leadership, structures and performance must, therefore, be under constant review and renewal to ensure the organisation remains faithful to its core purpose.

In these ever changing circumstances, it is of vital importance that the purpose of the organisation is clearly articulated and understood.

A common understanding of the philosophy, goals and strategic directions of St John of God Health Care is essential for its ongoing success. These are expressed in our Vision, Mission and Values.

The Vision is what we wish to achieve. The Mission is what we are sent to do, so as to achieve the Vision. The Values reflect our heritage, and guide our actions.

(This document is to be read in conjunction with the other core documents of the organisation).

Vision

Our Vision for St John of God Health Care is that we live and proclaim the healing touch of God's love where 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.

Christian health care is distinctive by being based on the healing mission of Jesus. At St John of God Health Care our aim is to bring comfort through healing services that are caring, compassionate and affirming. Our ultimate goal is to give people a reason for hope and a feeling of greater self-confidence and dignity. We promote a holistic approach to caregiving, which respects the dignity and worth of each human person. We believe that healing is enhanced by an environment that nurtures the physical, intellectual, social and spiritual wellbeing of those in our care.

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, intellectual, social and spiritual dimensions of being human.

The Mission will be implemented by:

- establishing models of health care and other services which reflect the healing ministry of Jesus Christ and give hope to all people with whom we relate
- developing a person centred culture
- relating to each other and to planet earth in ways that are mutually transforming
- being good stewards of our resources, both human and physical
- promoting social justice and the common good
- giving witness of a believing, serving ministry of the Catholic Church.

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.

Providing an appropriate environment in which the Mission can be fulfilled, all aspects of the organisation need to reflect the intent of the Vision, Mission and Values.

Our Mission in Action

St John of God Health Care holds in trust its Mission as part of the Catholic Church. The following 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 respected
- genuine hospitality is offered to all
- all caregivers are equally valued as key participants in the ministry
- there is a demonstrated commitment to the values of the organisation
- decisions are made in line with the principle of subsidiarity
- life and work balance is respected and upheld
- collaboration with other service providers is seen as an essential part of who we are
- it cultivates a disposition of reflection and discernment to 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 communities
- ensures such services are of the highest standard given the available resources
- has an ethical base for all its activities
- values the contribution made by visiting medical and other professionals working in partnership with our caregivers

Excellence in governance and management of resources

St John of God Health Care is an organisation that:

- honours the trust given to it by the Catholic Church for the carrying out of its ministry
- acquires, allocates and distributes its resources justly, responsibly and in a sustainable manner
- demonstrates ecological concern and respect for the earth
- exercises high standards of governance
- will discern the need for growth in relation to the needs of the community

Formation, education and leadership

St John of God Health Care is a learning organisation where:

- leadership demonstrates a wholehearted commitment to the Mission
- a model of servant leadership is visible at all levels
- formation is informed by and reflective of the faith basis of the organisation
- ongoing opportunities are provided to all caregivers to develop their skills and capacities
- there is extensive leadership development and formation
- the education of future doctors, nurses and other professionals is regarded as a core responsibility

Social justice

St John of God Health Care is an organisation that is committed to those people who are vulnerable, materially poor, powerless or marginalised as a fundamental and non-negotiable part of our ministry through:

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

How will St John of God Health Care look in 2014 if our Vision and Mission are realised?

Culture

- The organisation has a service ethos
- The 'Reflection for Action' process is modelled within the organisation
- Business goals support the Mission
- The culture identifies and addresses principles of social justice both within and without the organisation
- All caregivers are valued and our organisation is recognised as an attractive and principled employer
- Caregivers treat each other and those they serve with respect and dignity, actively listening to and concerned for each other as well as calling each other to Mission
- Caregivers' contributions to mission are recognised
- Caregivers are afforded a meaningful say in decisions affecting their workplace
- Human resource policies and practices are person centred and reflect the need for balance between the demands of life and work
- The stories of the different entities which now form St John of God Health Care are recognised
- The organisation has an outward focus and an open attitude to alliances to further the ministry in the interest of the common good
- The organisation advocates for justice

Excellence in care

- The organisation recognises and fully involves medical practitioners and other professionals 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 based on the needs of the person receiving the care
- A comprehensive pastoral care service is an essential component of care
- The organisation has the capacity to identify and respond to changing models of service delivery
- The organisation has processes for continuous quality improvement to provide holistic care
- All services are provided in accordance with the ethical standards of the Catholic Church

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
- Decision making is carried out in the context of the mission discernment framework
- The organisation develops policies that reflect a prudent approach in the allocation of all its resources
- The organisation leads in responding to its environmental responsibilities
- The organisation understands, respects and observes its civil and canonical obligations
- Growth is considered in response to community need and the enhancement of our culture, existing ministries, our human and other resources

Formation, education and leadership

- Well-developed orientation and ongoing formation programmes are in place, which enable our caregivers to realise their personal and professional potential and live 'life to the full' (Jn.10:10)
- The organisation is undertaking active research in appropriate areas of its practice
- Caregivers at all levels feel fully supported in their work by organisational structures
- Appropriate ongoing leadership and supervision formation programmes are in place for all levels within the organisation
- Leaders are committed to clear strategies for the organisation, which are developed through a collaborative process
- Sustainable leadership policies and practices, including succession planning, are in place
- Caregivers are aware of and celebrate the John of God story as an expression of Gospel living
- Appropriate partnerships are formed with government, tertiary educational facilities and other professional bodies to participate in the education and formation of our future workforce
- Leaders' commitment to the Vision is appropriately recognised

Social justice

- The needs of those people who are poor or marginalised are identified and regularly reviewed
- Each division, within its capacity, provides services directly to people who are poor or marginalised
- The organisation allocates substantial resources to provide specific services to people who are poor or marginalised
- The organisation uses its position to advocate on behalf of people who are poor or marginalised
- The organisation has a public profile that highlights its commitment to social outreach and community service
- All caregivers are empowered to respond appropriately to perceived needs
- The organisation 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.



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