

Catholic Homes Mission Framework

The Mission Framework has been created to be implemented as a roadmap for our growth and development as a Catholic aged care provider of choice.

The Catholic Homes Mission Framework makes explicit our Vision, Mission, Values and integration of Catholic Social Teaching at Catholic Homes.

CATHOLIC SOCIAL TEACHINGS

HUMAN DIGNITY

A shared understanding that formation and growth is different for each person.

As a Catholic ministry, Catholic Homes is enriched through a diversity of skills, cultures, demographics, experience, and people.

SOLIDARITY

Empower leaders and staff to work together towards the common goal of holistic and compassionate care.

SUBSIDIARITY

Participate in decision-making and responsibility should be at the appropriate level, closest to the people affected by the decision.

COMMON GOOD

Leadership that focuses on the needs and well-being of all.
Resources for personal and professional development are available so all can flourish.

STEWARDSHIP

Prudent stewardship that enhances our Mission and its continuity.
Regular review of responsible management of resources, whether they be financial, personnel, or environmental.

Structure

The framework is organised with consideration for functional aspects and different levels of personnel with Catholic Homes.

The functional aspects addressed are:

1. Formation/cultural alignment.
2. Commitment to continuous improvement.
3. Collaboration.
4. Leadership.
5. Recruitment and development of personnel.



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	FORMATION/CULTURAL ALIGNMENT	COMMITMENT TO CONTINUOUS IMPROVEMENT	COLLABORATION	LEADERSHIP	RECRUITMENT AND DEVELOPMENT OF PERSONNEL
PRINCIPLES	<p>As a ministry of the Catholic Church, decisions reflect Catholic ethical and social teachings.</p> <p>Formation is provided for all staff to enhance their understanding of mission as foundational to the identity of Catholic Homes Inc.</p> <p>Formation facilitates cultural alignment of our Vision, Mission, and Values within a contemporary and evolving context.</p> <p>Behaviours, decision-making, leadership, and staff reflect an active engagement of our Vision, Mission, and Values, (Catholic Health Australia, 2012).</p> <p>A shared understanding that formation and growth is different for each person.</p> <p>Formation is ongoing.</p>	<p>Mission is intentional and evidenced in all our activities.</p> <p>Our Vision and Mission call us to continuous improvement to exceed client/resident expectations and regulatory benchmarks.</p> <p>Decision-making and responsibility are exercised at the appropriate level within the organisation, closest to the people most directly affected by the decision.</p> <p>Decision making is informed by the principles of Catholic Social Teaching.</p> <p>Innovative thinking is valued and encouraged.</p> <p>Feedback is considered essential for continuous improvement.</p> <p>Prudent stewardship enhances our Mission and its continuity.</p>	<p>Leaders and staff are empowered to work together towards the common goal of holistic and compassionate care.</p> <p>A team approach is encouraged, and everyone is respected, (Catholic Health Australia, 2015).</p> <p>Collaboration across teams fosters creativity and innovation.</p>	<p>Prophetic leadership – A leader who can clearly communicate our Vision while understanding and addressing current issues in aged care (Dougall, 2020).</p> <p>*Being prophetic is an ability to read 'signs of the times, (Dorr, 2008).</p> <p>Responsible and transparent stewardship of financial, material and environmental resources is maintained across Catholic Homes Inc.</p> <p>Leadership focuses on the needs and well-being of all (Catholic Health Australia, 2016).</p>	<p>Mission is embedded in recruitment, induction and ongoing training processes throughout Catholic Homes Inc.</p> <p>Operating within a Mission framework translates into behaviours and practice (Catholic Health Australia, 2015).</p> <p>Recruitment practices are aligned with our Vision, Mission, and Values.</p> <p>Catholic Homes Inc. recruits according to 'Mission fit' and a proven track record of a 'generosity of spirit'.</p> <p>As a Catholic ministry, Catholic Homes Inc. is enriched through a diversity of skills, cultures, demographics, experience, and people.</p> <p>Board Members and staff are respected, trained and enabled to implement mission within the context of their workplace.</p> <p>Resources for personal and professional development are available so all can flourish.</p>