

ASSEMBLY 2018



ERDs Parts I and VI Catholic Social Teaching: What You Need to Know About Collaboration and Partnerships

Foundational Seminar for Catholic Health Governance
Pre-Assembly Governance Program | June 9-10, 2018

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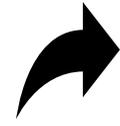
What is the “ethical” in ERD?

1. What do we mean by ethics? Is it the same as morality?
2. No “ethics-free zones”



Ethics and Catholic Health Care

ETHICS



**Who are we?
(Identity)**



**What do we
do? (Integrity)**

Three Realms of Ethics



Ethics ≠ Compliance

Compliance	Ethics
<ul style="list-style-type: none">• Primarily related to laws and published standards• Usually clear and specific• Driven by rewards and punishment<ul style="list-style-type: none">– Coercive element• At least in principle achievable	<ul style="list-style-type: none">• Primarily related to values and commitments• Can sometimes appear amorphous<ul style="list-style-type: none">– Importance of moral imagination• Driven by the sort of person or organization we wish to become• Unfinished, evolving<ul style="list-style-type: none">– Importance of discernment• Sometimes different valid ethical decisions are possible

Organizational Ethics

- Intersection of clinical, business, legal, economic and social aspects of organizational life
- Grounds decisions in the values and identity of the organization and the broader Catholic health care ministry

Organizational Ethics

Culture

- Pattern of shared meanings and values
- Embodied in a network of symbols, myths, and rituals
- Created by organization as it struggles to adjust to life's challenges
- Forms members of organization regarding way to feel, think, and behave

➤ *Fr. Gerald Arbuckle*

Ethical Integrity: The Role of the Board

- “The ultimate legal and moral responsibility for a health care organization rests with ... the **board of trustees**.
- No other group comes close to having this extent and degree of responsibility for impact on the dignity of persons.” *(John Glaser)*
- *What about sponsors?*

Ethical Integrity: Who is Responsible?

- Responsibilities of Board
- Continued **existence** of organization
- The institution's **vocation**
- **Stewardship** of an apostolic work
- Organization's **character** and fidelity to **mission**
- **Conscience** of the organization

ERDs: Source of Moral Guidance



What Are the ERDs?

- Application of a much larger body of moral teaching to health care
- These principles flow principally from **natural law**, understood in the light of the revelation Christ has entrusted to his Church.” (ERDs, Preamble)

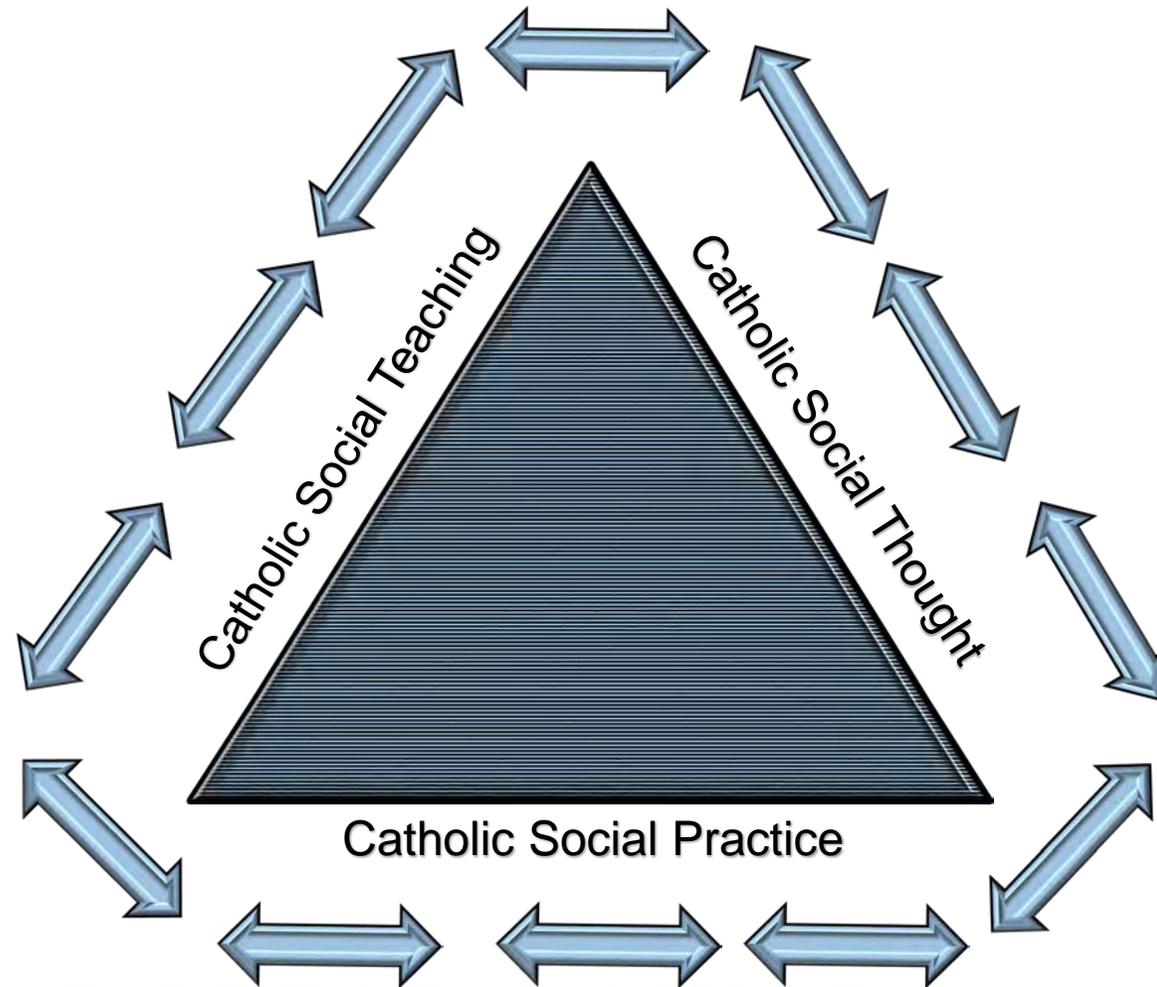
Social Responsibility of Catholic Health Care



Contribution to Good
Society and
to the Reign of God

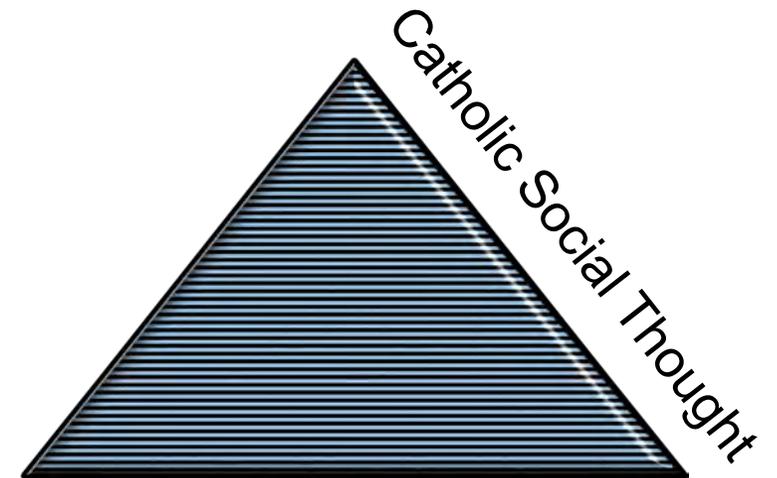
Catholic Health Care
as a
transformative power in
society

The Catholic Social Tradition



Catholic Social Thought

- The work of theologians, philosophers, economists, political scientists, management theorists, educators, and others
- Ongoing discussion and debate
- Catholic, ecumenical, interfaith



Catholic Social Teaching

Formal Church Teaching

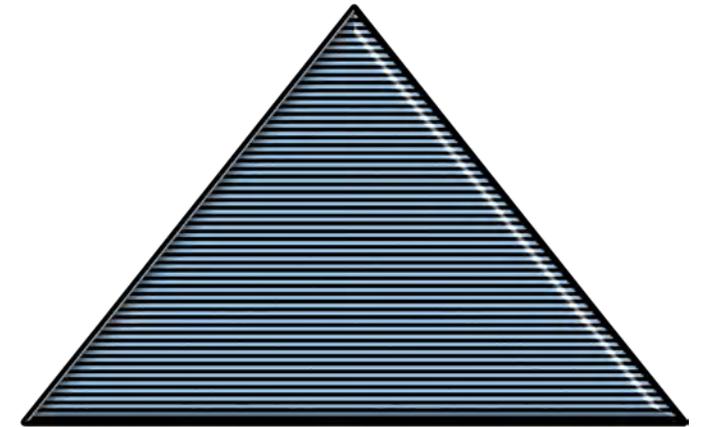
- Encyclicals
- Pastoral letters
- Vatican Council documents

Rooted in scripture



Catholic Social Practice

- Actions of Catholic individuals and organizations ministering throughout the world
- Heritage of Catholic health care systems



Catholic Social Practice

ERDs Are For -

- **Those entrusted with governance, administration, day-to-day operations**
- **Clinicians**
- **Recipients of health care**



ERDs

Not answer book

Not exhaustive

May need interpretation

Different conclusions possible

General Format

Six parts

1. Social responsibility
2. Pastoral and spiritual care
3. Professional relationship
4. Beginning of life
5. Serious illness & end of life
6. Partnerships

Two sections in each part

- Narrative introduction (Identity)
- Numbered directives (Integrity)

General Introduction

Continue Christ's
healing mission –
physical, spiritual and
eschatological

Respond to suffering
and death



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Catholic Health Care's Social Responsibility:

Part I of the ERDs

Part I: Five Normative Principles

Commitment to human dignity

Care for the poor

The common good

Responsible stewardship

Maintaining integrity in a pluralistic society

1. Human Dignity

- Created in image and likeness of God
- Intrinsic dignity
- Every life sacred; deserving respect and protection
- Right to the means for proper development of life



2. Care of the Poor

- Biblical mandate (OT and NT)
- All levels of ministry
- Outreach to needs of the poor
- The poor in our midst (employees)



3. Common Good

- Humans social by nature and flourish only in relationship to others (solidarity)
- Responsibility to contribute to social conditions/social structures necessary for people to realize dignity – to flourish
- Total of “economic, political, and social conditions that ensure protection for individuals and enable all to fulfill their common goal.”

4. Responsible Stewardship

- All we have is **gift**
- Use of resources (time, talent, treasure)
- Equity of care
- Requires dialogue with others in society
- Involves **subsidiarity**
 - Empowering others
 - Decision-making at fundamental levels

4. Responsible Stewardship

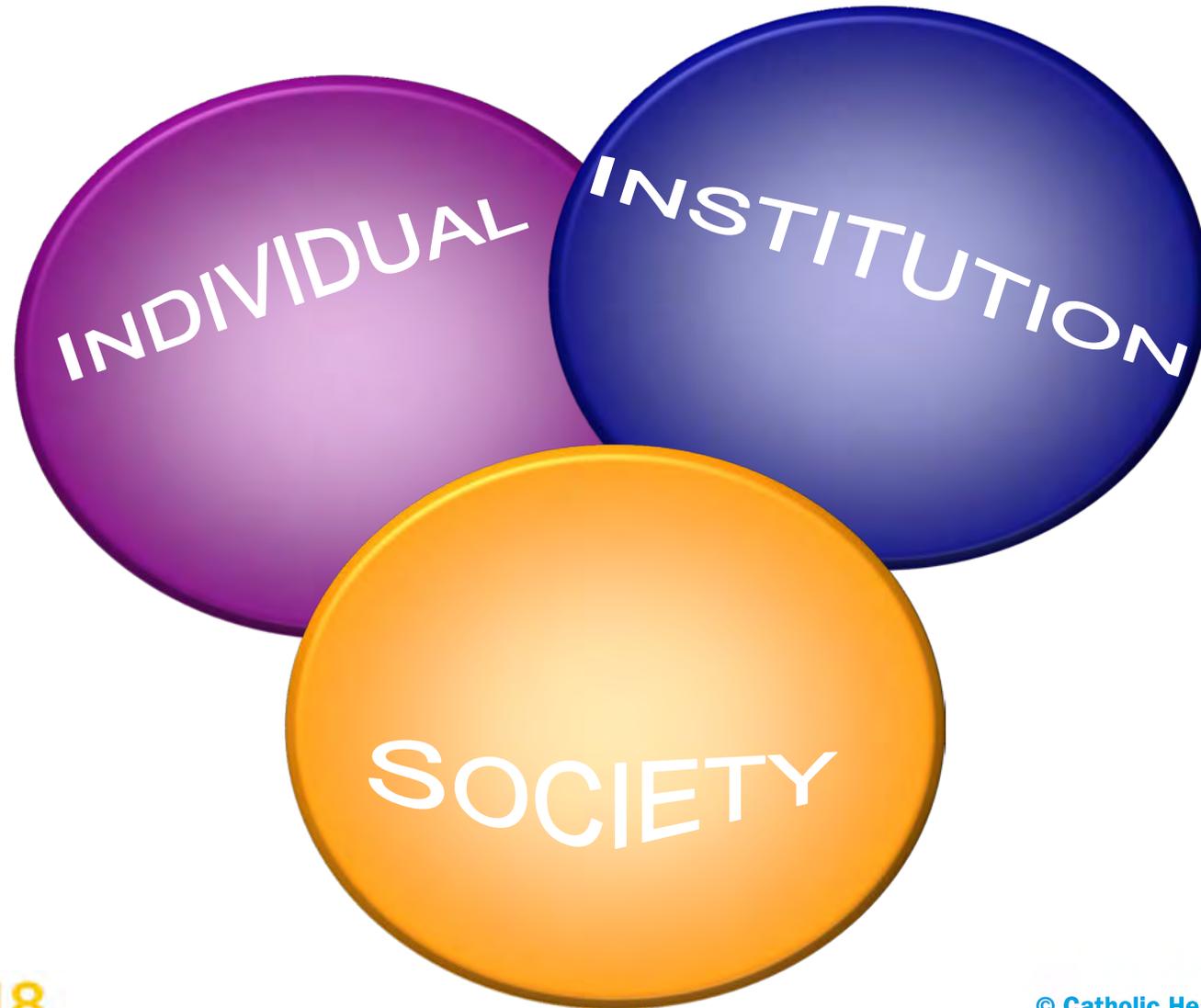
The more participatory the workplace, the more likely each worker will be to develop ... This fosters initiative, innovation, creativity and a sense of shared responsibility.

The Vocation of the Business Leader by the
Pontifical Council for Justice and Peace

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Part VI of the ERDs
Forming New Partnerships

Realms of Ethics

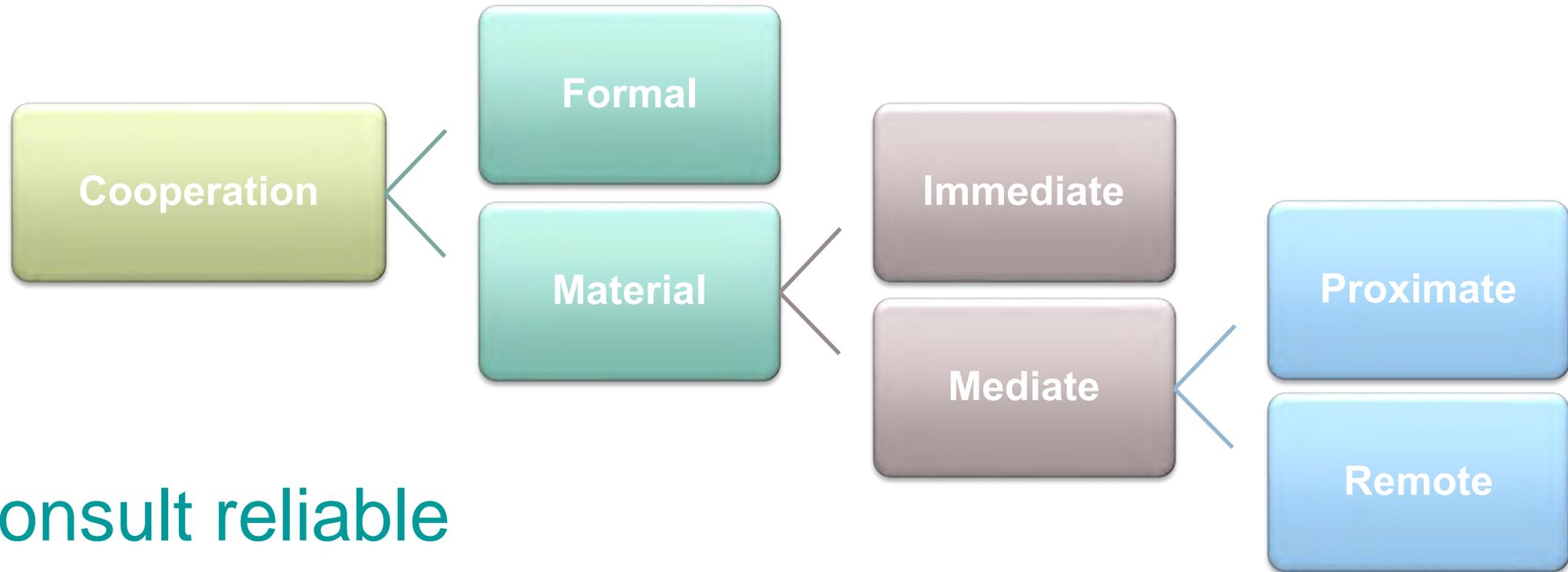


Catholic health care as public ministry

- As a church, we collaborate with others for the sake of the **common good**
- But collaboration poses the risk of ***cooperation with evil***



Principle of Cooperation



Consult reliable
theological experts

Formal Cooperation: Intention, Agreement

Formal Cooperation: Intention

Material Cooperation: Action

- Immediate or mediate
- Proximate or remote

#67-69:

- **Elements of collaboration**
- **Need to consult with diocesan bishop early on**



#71: Scandal – “Leading Another to Do Wrong”

May foreclose partnership,
*even if no illicit cooperation
is taking place.*

- Can be avoided by good explanation
- Bishop makes final determination about the risk of scandal



#72: Periodically assess agreement



Revision of Part VI 2016-2018

**Why is a
revision
underway?**

**What can we
expect in a
revised Part VI?**



Conclusion

- Need for an ethical culture
- Integrating ethics throughout the organization
- Who are we? Who we do want to become? How do we get there?