

Policy on a Member Working in the Apostolate of Another CPPS Unit

Background

The need for this policy has arisen due to a distinction between two different situations:

- 1) A member working in the apostolate of another unit
- 2) A member working within the geographical territory of another unit, but not as part of the apostolate of that unit.

This policy addresses the first situation.

The second situation is guided by the *Policy on a Member Working in the Territory of Another unit [but not in the Apostolate of the Unit]*.

This policy does not apply to the sharing of members between a province and its missions, however, the policy could be applied in these situations. The policy does pertain to the sharing of members between a province and a vicariate.

A goal of this policy is to encourage mutual dialogue between the various units and to foster collaboration within our international, multicultural Congregation. We recognize that each member of the Congregation has been blessed by God with unique gifts which are to be for the service of God and the Church. We also recognize that each unit of the Congregation has a defined apostolic mission, which requires and utilizes the gifts of its members.

The sharing of members between CPPS units may be motivated by several realities:

- A CPPS unit may have a need for additional members to meet the commitments of their apostolic mission.
- Due to our international nature, a CPPS unit may wish to have a collaborative exchange with another unit to build an appreciation of the other unit and its culture.
- A CPPS unit may have members who are available for use in the apostolic mission of another unit.
- An individual member may experience a vocation to be a foreign missionary and seek to work outside of his CPPS unit. While a member may request the opportunity to be a foreign missionary, he does not have the right to demand it.

This current policy replaces the *Policy on the Rights and Responsibilities of Members from one Unit who Live and Work in another Unit of the Congregation* which was approved at a meeting of the Moderator General and General Council with the Major Superiors on August 23, 2006 in Belém, Brazil.

Clarification and interpretation of the policy is reserved to the Moderator General until the doubtful matter can be brought to the Meeting of Major Superiors or General Assembly.

General Criteria

A member, who is working within the apostolic mission of another CPPS unit for more than one year, is to be received as a brother and he shares in the apostolic activities and the community life of the receiving unit.

The missionary become a *de facto* temporary member of the receiving unit and shares in all the rights and responsibilities of the members of that receiving unit. His rights and responsibilities in his unit of origin are temporary suspended.

Contract

To encourage and facilitate the needed communication for the effective sharing of members, the unit directors will define the relationship in a contract. In the event that the CPPS unit is a Mission, the contract also requires the consent of the Major Superior.

The contract must include the following points:

1. The effective date of the agreement and the term of the agreement and defines if there is a possibility of renewal.
2. All financial considerations
3. The initial assignment of the missionary in the apostolic mission of the receiving unit and his residency.
4. A plan for the regular evaluation of the missionary and his situation, with provisions for possible termination of the agreement prior to the end of the term of the agreement.
5. The necessary care of the missionary, including:
 - 5.1. Monthly allowance and necessary official expenses
 - 5.2. Vacations and ordinary visits home to his unit of origin and an understanding about how any necessary emergency visits will be handled.

Preparation

Adequate preparation is needed for the missionary to successfully collaborate in the apostolic mission of the receiving unit. Both units and the missionary himself share in the responsibility for this preparation. Most of the preparation will be required before the assignment begins and the missionary needs a good orientation before assuming pastoral responsibilities.

Sending CPPS Unit

The sending CPPS unit is responsible for the following:

1. The selection of the missionary to be sent is of critical importance. The assignment is made by the unit director with the consent of his council and the consent of the missionary. Criteria for selection include:
 - 1.1. The openness and willingness of the member to live and work in a foreign culture.
 - 1.2. The member's appreciation of the complexity of cultural influences and potential difficulties that he will encounter living and working in a different culture, different ecclesial culture, and a different model of community life.
 - 1.3. The member has the humility to recognize his need to be a constant learner and to accept the guidance of a mentor.
 - 1.4. The ability to master the language of the receiving unit.
2. To assist the missionary in his preparation by providing necessary education and resources in collaboration with the receiving unit.
3. To collaborate with the receiving unit in the development of the contract.
4. Celebrate a Ritual of Sending for the missionary with a significant participation of members during a community liturgical celebration.

Receiving CPPS Unit

The receiving CPPS unit is responsible for the following:

1. To collaborate with the sending unit in the development of the contract.
2. To assist the missionary in his preparation by providing necessary education and resources in collaboration with the sending unit.
3. To provide a comprehensive orientation for the missionary that includes:
 - 3.1. An explanation of the local culture and a discussion of the challenges of multicultural living.
 - 3.2. An explanation of the prevalent ecclesiology, which helps the missionary to understand the role of the priest or brother and the expectations of the laity in that local church.
 - 3.3. An orientation to the policies and practices of the receiving unit.
4. To help the missionary to understand his ministerial assignment and the way of life of the local community. A clear job description is shared and discussed.
5. To appoint a mentor to accompany the missionary and to help the missionary and mentor to define and facilitate an ongoing program of mentoring. This may include the required periodical evaluation of the missionary and his situation. The local CPPS community must also be willing and able to assist the transition of the missionary into the parish or other ministerial assignment.

6. To prepare the members of the receiving unit for the inclusion of the missionary in the apostolic activity and community life of the unit. Including:
 - 6.1. Celebrate a Ritual of Welcome with a significant participation of members during a community liturgical celebration.
 - 6.2. Introduce the missionary to the members of the unit and provide them information on the culture of the missionary.
 - 6.3. To prepare the members of the local CPPS community where the missionary will work and live.
 - 6.4. The local CPPS community has had input into the discernment of accepting the missionary.
 - 6.5. The local CPPS community has been given information on the culture of the missionary and a discussion is facilitated after the missionary arrives concerning issues related to multicultural living.

Individual Missionary

Ultimately the missionary is responsible for his own preparation and is the one most able to make the missionary collaboration successful. His preparation must include:

1. A willingness to apply himself completely to the program of preparation that is designed for him by the two unit directors. Of critical importance is the language and accent reduction education that may be required, but also he must be willing to use the written resources and workshops which may be provided that will help him to understand and minister effectively in the new culture.
2. Be committed to maintain a humble, learning attitude as he begins and throughout the assignment. He must be open to receiving the benefits that are offered through the mentoring program.

Role of the Moderator General

While the authority to establish a collaboration and share members between CPPS units is given to the Unit Directors, the Moderator General is to be informed when planning begins for the sharing of a member with another CPPS unit. Regularly information should be shared to keep him informed of the developing collaboration. A copy of the final contract between the units should be sent to the General Curia.

The Moderator General is a resource to facilitate and establish collaborative relationships and the sharing of members by identifying potential resources in a CPPS unit which can meet the needs of another CPPS unit. He can share information concerning potential missionaries with receiving units. He also can advise the Unit Directors as they fulfill the requirements of this policy and can facilitate the sharing of information and materials that have been developed in previous collaborative relationships.

*Approved by the Moderator General and General Council with the Major Superiors.
13 September 2016, Rome, Italy*