



CATHOLIC SCHOOL
CHAPLAINS OF ONTARIO

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ETHICAL GUIDELINES

Updated January 2020

Note: This 2020 document, "ETHICAL GUIDELINES", replaces the 2009 document: "A COVENANT FOR RESPONSIBLE MINISTRY - A CODE OF CONDUCT FOR CATHOLIC SCHOOL CHAPLAINCY LEADERS".



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This document is guided by the CSCO mission, vision and values; it is intended to encompass the many facets of Chaplaincy work that include but are not limited to the following endeavours:

Mission

CSCO exists to develop, support, and promote the profession of Catholic School Chaplaincy in Ontario.

Collaboration with all Catholic Education Personnel

Partnership with Parents and Parish Personnel

Community, Professional and Diocesan Affiliations

Opportunity for Prayer and Sacraments

Vision

Working in unity with all partners in Catholic education in Ontario, witnessing to the Good News of Jesus Christ.

Facilitation of Retreat, Charity, Justice and Service Experiences

Pastoral Care, Counselling and Presence regarding staff and students

Values

Being Christ-centered in all our efforts, decisions and encounters.

Unity, joy and collegiality among our members

On-going faith formation and professional development

Advocacy for the vocation and profession of Catholic School Chaplaincy

Collaboration with our partners in Catholic Education

Leadership Development and Vocations Cultivation

Catechesis and Evangelization

As an association, and not a governing body, CSCO will:

- a) commit to the communication and distribution of these ethical guidelines to its membership and beyond
- b) actively encourage all who work in Catholic school chaplaincy to adhere to principles contained within it
- c) not be held responsible if a colleague in ministry does not abide by this document

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Prologue

In the fall of 1987, the school chaplains from across the province gathered as a group for the first time in Waterdown, Ontario. The purpose of the meeting was to discuss the formation of a professional association for school chaplains. The fruits of those deliberations were realized the next school year when the first Catholic School Chaplains Conference was held in Niagara Falls in January of 1989. At the conference, the Catholic School Chaplains of Ontario (CSCO) was established and its first executive elected. The sole purpose of membership in the association, was to enhance ministry to schools and board communities.

Since those early days, CSCO has become a strong advocate for Catholic School Chaplaincy Leaders in the province of Ontario. It both a) strengthens the ministry of the individual chaplaincy leaders through professional development, conferences and networking initiatives and b) builds up the profession of chaplaincy leader with advocacy and partnership with other Catholic Education associations, publications and organizational development.

Having recently determined the CSCO's mission, vision and values as an organization, it was clear that an updated document was needed to help establish ETHICAL GUIDELINES for individual chaplaincy leaders functioning in a variety of Catholic school chaplaincy milieu.

As the Canadian Bishops state in their code of conduct document for ordained and lay ministers, "Most of the provisions in this document reflect ideals to inspire ministry rather than a set of rules and regulations to be enforced." This document, then, will recommend the responsibilities and ethics that school chaplains should aspire to uphold in these areas: Service to Individuals and Communities, Collaboration With the Catholic Church and Care for Ourselves and Colleagues

General Norms

1.0 Chaplaincy Leaders speak and act in ways consistent with:

- 1.1 the vocation to know, love, and serve God;
- 1.2 the Catholic faith;
- 1.3 the call to respect the life and dignity of all;
- 1.4 the spiritual care of each individual and the community as a whole;
- 1.5 the standard of practice for Catholic school chaplaincy services within the Ontario educational setting.

In Service to Individuals and Community

2.0 Serving individuals and communities, Chaplaincy Leaders:

- 2.1 affirm that everyone is created equal and in the image of God;
- 2.2 value the diversity of individuals and communities;
- 2.3 attend to the needs of both the individual and the community;
- 2.4 safeguard the confidentiality and privacy of the individual while adhering to school board policies;
- 2.5 recognize the limits of chaplaincy services, work collaboratively with school support staff and refer, when appropriate, to other professional services;
- 2.6 exercise good financial stewardship;
- 2.7 maintain professional boundaries.

In Collaboration with the Catholic Church

3.0 Collaborating with diocesan and educational partners, Chaplaincy Leaders:

- 3.1 are faithful to the magisterium of the Catholic Church;
- 3.2 cultivate partnerships with parish, deanery and diocesan personnel;
- 3.3 build ecumenical and interfaith relationships;
- 3.4 share in the mission of the Church by accompanying individuals and forming joyful disciples;
- 3.5 follow Catholic school board policy and procedure.

Care for Ourselves & Colleagues

4.0 In caring for self and colleagues. Chaplaincy Leaders:

4.1 care for all aspects of personal well-being;

4.2 continually develop a personal spiritual life through prayer, Sacraments and participation in the faith community;

4.3 maintain healthy personal relationships;

4.4 participate in on-going personal and professional development;

4.5 understand the diversity of Catholic school chaplaincy settings and services to actively seek support from and offer support to colleagues.

4.6 manage time effectively, according to the priorities of the vocation and ministry.