PREAMBLE

This policy describes the origins of the philosophy and mission of Hotel Dieu Hospital and the central role of the philosophy and mission in guiding all activities at Hotel Dieu Hospital.

Origins of the Philosophy and Mission of Hotel Dieu Hospital

Hotel Dieu Hospital was founded by the Religious Hospitallers of St. Joseph (RHSJ) whose philosophy and mission guided the development of Hotel Dieu Hospital. Sponsorship of Hotel Dieu Hospital, under Canon (Church) Law, transferred to Catholic Health International (CHI) in 2006. The RHSJ are a founding partner in CHI. The philosophy and mission of Hotel Dieu Hospital are based on the philosophy and mission of the RHSJ which continues to guide us today. Appendix A contains the foundational documents from RHSJ: Philosophy, Mission Statement, and Statement of Beliefs.

Hotel Dieu Hospital Philosophy Statement

In furtherance of the purposes of the Corporation, in accordance with the incorporating documents, Hotel Dieu Hospital shall be guided by the following Philosophy Statement:

Hotel Dieu Hospital, a ministry of the Catholic Church within the Roman Catholic Archdiocese of Kingston, Ontario is owned and operated by the Corporation in accordance with the Philosophy and Mission of the founders, the Religious Hospitallers of St. Joseph.

As such, its activities in the community should be governed by a suitable philosophy.

Therefore the following statement has been formulated with the guidance of the Philosophy Statement of the Religious Hospitallers of St. Joseph.

(a) We believe that we are created in the image and likeness of God with God-given rights from the moment of conception throughout our life-span until death; therefore, the quality of our lived experience should reflect compassion, human dignity and respect for every individual;
(b) We believe that in our society the Hospital must fulfil its social, legislated and community obligations, always insisting as a matter of conscience on its place in this pluralistic society to uphold its clearly expressed moral position and corporate rights;

(c) We believe that justice is an inherent right of each person born into the world; therefore, we should develop structures, policies, procedures and programmes in line with the principles of social justice;

(d) We believe in the value of the medico-moral teachings of the Church; therefore, we should maintain policies and procedures that are consistent with Roman Catholic standards of medical ethics;

(e) We believe in the tradition that the ministry of healing is an expression of Christian identity and witness inspired and supported by the values and principles within Roman Catholic moral teaching;

(f) We believe that the personnel of the Hospital should be a community of caring persons who witness Christ's love to those whom they serve; and

(g) We believe in the value of stewardship; therefore, we promote and support the concept of responsible medical and hospital management in order to safeguard and assist our personnel, material and spiritual resources in reaching their fullest potential, in evidence of our faith in God's gift.

Hotel Dieu Hospital Mission and Values

Mission
The mission of Hotel Dieu Hospital in Kingston, rooted in the Gospel of Jesus Christ, is to make visible the compassionate healing presence of God to all persons. We share in this mission by being a caring and just community. This is expressed through the pursuit of excellence in health service, education, and research.

Values
Members of the Hotel Dieu Hospital community share values centred on dignity of the human person, compassion, justice, integrity, and excellence.

Hotel Dieu Hospital Purposes

Hotel Dieu Hospital is a Roman Catholic Hospital dedicated to the service of the sick and the promotion of health and is recognized as such by the Roman Catholic Archdiocese of Kingston. Hotel Dieu Hospital, therefore, participates in the healing ministry of the Church.
The purposes of the Hospital shall be:

a) To give care and treatment to the sick and those otherwise in need;
b) To provide and maintain appropriate education with high professional standards;
c) To promote research;
d) To maintain and improve community health;
e) To collaborate with other health care facilities in the region to pursue our common goals;
f) To perform such lawful acts as are deemed necessary to promote the attainment of these objectives and are consonant with the statement of philosophy of this Hospital.

POLICY

1. Each person who works, learns or volunteers at Hotel Dieu Hospital is responsible for living the mission and values of Hotel Dieu Hospital.

2. The hospital philosophy, mission and values are communicated actively to all persons that work, volunteer and/or learn, seek care or service or accompany those who seek care or service at Hotel Dieu Hospital, and to the general public as appropriate. This occurs regularly in a variety of ways, including but not limited to:

   a) Posted on Hotel Dieu Hospital website and intranet and corporate publications,
   b) Included in hospital strategic planning documents,
   c) Through discussion and inclusion in hospital orientation for all new employees, volunteers and board members
   d) Through distribution of published materials (e.g. values booklet)
   e) Through visible display in the organization (e.g. on posters, as signage, through visible symbols of Catholic identity, etc.)
   f) Through philosophy, mission and values-focused activities (e.g. Mission Week, Annual Food Blitz, etc.)
   g) Through regular discussion and reflection by leaders (e.g. at Management and Communication Committee and hospital events).
Appendix A: RHSJ Foundational Documents

**RHSJ PHILOSOPHY & MISSION:**
At the core of the RHSJ Roman Catholic philosophy is respect for the dignity of every person and concern for the total well-being of their patients/residents. To heal is to attend to the need for a balance of the biological, psychological, social and spiritual forces interacting with the person, their family, society and the eco-system. These institutions strive to provide for their personnel a milieu that is conducive to personal fulfilment and to function as communities of service and communities of work.

**RHSJ MISSION STATEMENT**
Under the guidance of the Roman Catholic Church and in the spirit of their Founder, Jerome Le Royer de la Dauversière, the Religious Hospitallers of St. Joseph, founded in 1636 at La Fleche, France, have consistently participated in the healing mission of the Church wherever we have been called by the Church. This ministry of healing is carried out by communities of caring persons who strive to love and serve Christ in His members especially the poor, the sick, and the most needy.

**RHSJ STATEMENT OF BELIEFS**
The philosophy of the RHSJs is based on the mission beliefs they have articulated as follows:

- We believe in the tradition that the ministry of healing is an expression of Christian identity and witness inspired and supported by the values and principles within Roman Catholic moral teaching.

- We believe that as a matter of conscience, we uphold our clearly expressed moral position and corporate rights, as we fulfil our social, legislated and civic obligations.

- We believe that as sponsors we have an obligation to provide leadership and utilize the means necessary to ensure Christian witness and excellence in our facilities and services.

- We believe that the gift of life is sacred and inviolable through all its phases and in every situation. All persons are created, out of the creator’s love, with human dignity and God-given gifts which are the basis for all other human goods. We believe that the personnel collaborating in the mission and services of our facilities are communities of caring persons who witness Christ's love and compassion to those whom they serve.

- We believe in Christian justice: that personal dignity is respected; that recognition for personal performance is given; opportunities for personal development are offered and available, and that just compensation is received for work. This is the environment created for persons associated with RHSJ institutions and values.

- We believe that the resources within our facilities and services are applied professionally, prudently and according to sound management principles.