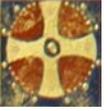




COVENANT

Sisters of St. Joseph of Carondelet, St. Paul Province
and St. Catherine University



Appointed by the Chair of the Board of Trustees in January 2008, the Governance Task Force spent nearly two years discussing the desired future for St. Catherine University in terms of its governance structure and the primary relationship of the University with its founder and sponsor, the Sisters of St. Joseph of Carondelet. The work of the Task Force resulted in the rearticulation of the University's Articles and Bylaws in October 2009.

This Covenant between St. Catherine University and the Sisters of St. Joseph of Carondelet, St. Paul Province grew out of the desire of the Governance Task Force to further articulate the spirit and nature of the desired relationship between the Province and the University, and to commit to writing the mutual pledges of the University and the Sisters of St. Joseph in working together to advance the mission of St. Catherine University.

Governance Task Force Members 2007–2009

Pamela Wheelock, Task Force Chair and former Chair of the Board of Trustees

Mark Chronister, Chair, Board of Trustees

Jean Wincek, CSJ, Vice Chair, Board of Trustees and member of the Province Leadership Team (2009–2014)

Karen Rauenhorst, Vice Chair, Board of Trustees

Andrea J. Lee, IHM, President

Patricia Simms Gries, Trustee (1998–2007) and CSJ Consociate

Harriet Hentges, Trustee

Margaret L. Kvasnicka, CSJ, Trustee and former member of the Province Leadership Team (1994–1999)

Joan Mitchell, CSJ, Trustee and former member of the Province Leadership Team (2004–2009)

Susan Schmid Morrison, Trustee

Mary Alice Muellerleile, Trustee (1999–2008)

Of Counsel:

Sharon Holland, IHM, JCD – Canon Lawyer and Bureau Chief, Congregation for Institutes of Consecrated Life and Societies of Apostolic Life, The Vatican (1988–2009).

Paul Neumann, Esq, Senior Vice President and General Counsel, Trinity Health, Novi Michigan (2009–)
Senior Vice President and General Counsel, Catholic Health Initiatives, Denver, Colorado. (1995–2008).

**WISDOM IS RADIANT AND UNFADING AND IS FOUND BY THOSE WHO SEEK HER
ALTHOUGH SHE IS ONLY ONE SHE CAN DO ALL THINGS
AND WHILE REMAINING IN HERSELF, SHE RENEWS ALL THINGS
IN EVERY GENERATION SHE PASSES INTO HOLY SOULS**

Wisdom 6:12, 7:27



Purpose

Since 1905, the Sisters of St. Joseph of Carondelet, St. Paul Province (hereafter, the Province) and St. Catherine University (hereafter, the University) have worked to enable their complementary missions to flourish. In every way the Province as founder and sponsor, and the University as a significant ministry of the Province, have been “dear neighbor,” each to the other. In that spirit, the Province and the University (hereafter, We) made formal a covenant of mutual support, engagement and accountability.

This Covenant seeks to inspire and guide the University’s Board of Trustees and the Province Leadership Team, as well as the St. Catherine and CSJ communities. The Covenant expresses the University’s core relationship with the Province and helps shape the University’s future.

This Covenant nurtures and sustains this most important partnership and continues the positive relationship between the Sisters of St. Joseph and St. Catherine University that has existed for more than a century.

This Covenant reflects our shared commitment to fulfill the mission and vision of St. Catherine University, work we undertake in the name of the Church.

Legacy of the Sisters of St. Joseph of Carondelet, St. Paul Province and St. Catherine University

The Sisters of St. Joseph of Carondelet is a congregation of Pontifical Right in the Roman Catholic Church. The congregation was founded in 17th century France to do ‘all of which woman is capable, and which will most benefit the dear neighbor’ (Primitive Constitution). Through the leadership of Mother St. John Fontbonne, sisters first came to Carondelet, Missouri in 1836. The sisters arrived in the Territory of Minnesota in 1851 and on December 27, 1904, the College of St. Catherine was founded as a liberal arts college for women. Commitment to the education of women was the dream of a sister and brother Seraphine Ireland, Provincial Superior of the St. Paul Province of the Sisters of St. Joseph and John Ireland, Archbishop of St. Paul and Minneapolis. During the late 1970s and over subsequent decades, the College instituted graduate programs for women and men, launched a Weekend College for women and, in 1984, acquired St. Mary’s Junior College, a sponsored work of the Sisters of St. Joseph that offered two-year degrees and certificates in healthcare for both women and men.

Today the Province continues to sponsor what is now St. Catherine University. In 2009, the Board of Trustees of the College of St. Catherine changed the institution’s name to St. Catherine University in order to reflect its reality as a comprehensive institution with educational offerings at the certificate, associate, undergraduate, graduate and doctoral levels.

Throughout years of dramatic change in society and the Church, St. Catherine University has educated tens of thousands of women to lead and influence, and today houses the largest Catholic college for women in North America.

Our Mission has endured for more than a century, and the capable, dedicated and forward-thinking service of the Sisters of St. Joseph has been a living endowment for St. Catherine. The University grants a variety of degrees from certificate, associate, bachelors, and masters to doctorate degrees. Since the merger with St. Mary's Junior College in 1986, men have received degrees from St. Catherine University.

“When all is said and done, sponsorship is about ecclesial ministry, and the goal is to protect it into the future as service rendered in the name of the Church.”

(Holland, Sharon. *When All is Said and Done*, Canon Law Society of America Publication, 2006).

As sponsor of St. Catherine University, in 2009 the Province entrusted the responsibility and authority it holds in the name of the Church to a newly formed Sponsorship Council, consisting of seven members of the Board of Trustees. The Sponsorship Council includes four sister trustees and three lay trustees. The Province Leadership Team liaison to the University, the Chair of the Board of Trustees, and the University President serve as ex officio members of the Sponsorship Council. The Sponsorship Council holds responsibility for action related to powers entrusted to it by the Province Council, that is, for Board decisions related to any matter which substantially affects or alters the mission or Catholic identity of the Corporation. The Sponsorship Council is also responsible for:

- selection of trustees;
- selection or termination of the president;
- sale or mortgaging of property;
- major construction contracts or debt in excess of the thresholds established by the United States Conference of Catholic Bishops;
- closing or merging the University;
- approving amendments to the University Articles or Bylaws.

“Where beyond the status quo would Mother Antonia’s passion for excellence and education for women lead her today?” (More Than a Dream, CSC, 1992).

Protecting St. Catherine University for the future and safe guarding its unique ecclesial ministry is the dream, commitment and responsibility of the Province and the University. Through this collaborative ministry, St. Catherine University is part of the Church’s and the Sisters’ mission to transform and heal the world.

Shared Values of the Province and St. Catherine University

We share an enduring commitment to the mission of Jesus and the mission of the Church, and we express that commitment in a specific way through the work of St. Catherine University.

In its deepest sense, the educational work of the University reflects the central value of the Sisters of St Joseph, that is, *“profound love of God and love of neighbor without*

distinction, from whom we do not separate ourselves and for whom we work, in order to achieve unity of neighbor with neighbor and neighbor with God” (Consensus Statement). The University responds to the Sisters’ central value by providing an excellent educational environment which transforms students, especially women who, in turn, possess the competence and moral will to transform the world.

We revere and seek to strengthen the sacred relationship between St. Catherine University and the Province as its Sponsor. With that intent, we embrace values which reflect the spirit of our relationship. We commit ourselves to:

- collaboration;
- collegiality;
- open and direct communication;
- the central importance of justice and diverse perspectives in policy and practice;
- mutual responsibility and accountability;
- prayerful, respectful and thorough discernment in making decisions.

Deliberations and decisions which affect the core mission of the University, its relationship to the Sisters of St. Joseph and to the Church require a commitment on the part of each party to prayer and reflection; to thorough study of the matter at hand; to careful evaluation of options and their implications; and to making decisions in light of both our shared values and the University mission as it exists within the broader context of the mission and core values of the Sisters of St. Joseph, which derive their meaning from the Gospel of Jesus itself.

Mutual Commitments

As partners to this Covenant, we make the following commitments and intend to honor them to the best of our abilities.

The Sponsorship Council will:

- ❖ **Consider and approve** actions of the Board of Trustees related to:
 - any proposed change in the University mission;
 - selection of trustees;
 - selection or termination of the president;
 - sale or mortgaging of property;
 - major construction contracts or debt in excess of the thresholds established by the United States Conference of Catholic Bishops;
 - closing or merging the University;
 - amendments to the University Articles or Bylaws.
- ❖ **Engage** in ongoing reflection about the Sponsorship Council’s mode of operation, including:
 - understanding the nature and scope of decisions for which it has responsibility,
 - the process for making them,
 - and its method of reporting and record keeping.

- ❖ **Ensure** accurate record keeping of decisions made:
 - related to the above-named reserved powers
 - and facilitate communication to the Province of matters which must be submitted to the *Congregation for Institutes of Consecrated Life and Societies of Apostolic Life* (CICLSAL) for approval.
- ❖ **Participate** in educational opportunities concerning the University's:
 - mission and Catholic identity
 - the CSJ mission, charism and history
 - Ex Corde Ecclesiae and its application to Catholic higher education in the United States
 - and the evolution of sponsorship of Catholic ministries within the Church.
- ❖ **Establish** and communicate eligibility criteria for Sponsorship Council membership.
- ❖ **Ensure** regular communication with the Province Leadership Team and the Province Council.
- ❖ **Participate** in the presidential search process as mutually planned with the Board of Trustees.
- ❖ **Promote** dialogue and positive relationships with the Province, with the local Church, and with their respective leaders.
- ❖ **Establish** adhoc working groups as needed.

Through its Province Leadership Team, the Sisters of St. Joseph of Carondelet, St. Paul Province will:

- ❖ **Assist** in designing and implementing Board education and development opportunities concerning the University's mission and identity, including more extensive opportunities for members of the Sponsorship Council, which will encompass learning, social interaction, and meaningful rituals.
- ❖ **Promote** positive relationships and dialogue with the local Church, including meetings of Province leaders with the local Ordinary.
- ❖ **Engage** in the process for identifying, recruiting and orienting all new University trustees.
- ❖ **Encourage** sister trustees to consider Board leadership role.
- ❖ **Encourage** the CSJ community to continue a visible presence at the University through a variety of means and opportunities.
- ❖ **Participate** in the presidential search.
- ❖ **Facilitate** communication of requests from the Board of Trustees and/or Sponsorship Council related to matters which must be submitted to the *Congregation for Institutes of Consecrated Life and Societies of Apostolic Life* (CICLSAL) for approval.

In addition, the Province Leadership Team Liaison will:

- ❖ **Ensure** adequate and appropriate communication with the Province Council and the CSJ community related to Board and University issues, especially those matters undertaken by the Sponsorship Council.
- ❖ **Ensure** communication with the Board Chair, the President and the Sponsorship Council related to significant issues which could affect the University.
- ❖ **Meet** with the President to discuss matters related to the University mission and identity and to support the President's work as leader of its sponsored ministry.
- ❖ **Support** events and efforts that strengthen the relationship between St. Catherine University and the CSJ community.
- ❖ **Serve** as an ex-officio member of the Sponsorship Council.

The Board of Trustees of St. Catherine University will:

- ❖ **Recruit, hire and support** a President who understands and actively supports the mission of St. Catherine University as a distinct and separately incorporated entity, but one that shares in the mission of the Sisters of St. Joseph and that of the Catholic Church.
- ❖ **Collaborate** with and support the Sponsorship Council through communication and education of Board members on the role and responsibilities of the Sponsorship Council.
- ❖ **Respect and honor** the deliberations and decisions of the Sponsorship Council.
- ❖ **Participate** in educational opportunities concerning:
 - the University's mission and Catholic identity;
 - the CSJ mission, charism and history;
 - *Ex Corde Ecclesiae* and its application to Catholic higher education in the United States;
 - the evolving nature of sponsorship of Catholic ministries within the Church.
- ❖ **Promote** positive relationships and dialogue with the Province, with the local Church, and with their respective leaders.
- ❖ **Ensure** through the process of recruitment, election, orientation, and ongoing education that trustees understand and respect the mission and Catholic identity of the University and the special role that the Sisters of St. Joseph have as its sponsors. Such process will incorporate this Covenant in trustee selection, education and development and make "commitment to the University mission" the top criterion for trustee selection.
- ❖ **Elect** a Board Chair who is deeply grounded in the mission and identity of the University and the spirit of the founders and sponsors, and who will serve as an ex-officio member of the Sponsorship Council.

The President of St. Catherine University will:

- ❖ *Hold* the mission of the University as her highest priority.
- ❖ *Ensure* that the Board Chair, Province Leadership Team Liaison and the Sponsorship Council are aligned in her communication to the local Ordinary as they are related to the mission and Catholic Identity of the University.
- ❖ *Meet* with the Province Leadership Team liaison regarding mutual interests, concerns and opportunities.
- ❖ *Enable* a robust program of orientation and education for senior leaders, key staff and faculty concerning the mission and identity of the University and the spirit and influence of the Sisters of St. Joseph.
- ❖ *Encourage* the active and visible engagement of Sisters of St. Joseph in University life through supporting events and efforts that strengthen the relationship between St. Catherine University and the CSJ Community.
- ❖ *Foster* collaboration between the Province and the University in the design and implementation of the Board and Sponsorship Council education and development opportunities.
- ❖ *Include* references proactively to the role of the Sisters of St. Joseph as founders and sponsors in speeches and presentations, both internally and externally.
- ❖ *Serve* as an ex-officio member of the Sponsorship Council.

Principles for Review, Change and Amendment of the Covenant

The Covenant is separate and distinct from the University Charter and its Articles of Incorporation and Bylaws. Likewise, it is separate and distinct from the governing documents of the Sisters of St. Joseph of Carondelet, St. Paul Province. These aforementioned documents delineate the legal authority and responsibility in areas required by civil and/or canon law for the University and for the Province.

Accordingly, the Covenant is not a legal document and does not have legal standing. It should be interpreted in a manner that ensures that the appropriate rights and responsibilities related to civil or canon law for both the Province and/or the University are upheld as stipulated in the legal governance documents.

The Covenant as a Spiritual and Moral Guide

Together, we affirm the Covenant as a spiritual and moral guide to deepen a critical relationship that has endured for more than a century.

The commitments articulated herein were collaboratively created. Our mutual agreements as stated herein, and our mutual commitment to the mission of St. Catherine University will be celebrated regularly in prayer and ritual.

Should disagreements arise related to interpretation or implementation of any part of the Covenant, the Province and the University pledge to work toward resolution through respectful dialogue, employing the same reflective and value-driven process for decision-making as described above.

The Covenant will be reviewed by the Sponsorship Council every five years.

Changes or amendments to the Covenant can be recommended by the Province or the Board of Trustees. Changes are approved by the Sponsorship Council, with Board assent, and appended to the original covenant document. The duration of this Covenant shall be permanent.

Sponsorship Council Signatures

Margaret Arola Ford '82

Date

Margaret Gillespie, CSJ '65

Date

Joanne Jirik Mullen '83

Date

Colleen O'Malley, CSJ '63

Date

ReBecca Koenig Roloff '76

Date

Therese Sherlock, CSJ '62

Date

Jean Wincek, CSJ '62

Date



ALTHOUGH SHE IS ONLY ONE SHE CAN DO ALL THINGS



WISDOM IS RADIANT & UNFADING & IS FOUND BY THOSE WHO SEEK HER

AND WHILE REMAINING IN • HERSELF • SHE RENEWS ALL THINGS



IN EVERY GENERATION SHE PASSES INTO HOLY SOULS



Wisdom
6:12, 7:27

Mission

OF ST. CATHERINE UNIVERSITY

St. Catherine University educates women to lead and influence. Inspired by its visionary founding in 1905 by the Sisters of St. Joseph of Carondelet, more than a century later the University serves diverse students, with a baccalaureate college for women at its heart and graduate and associate programs for women and men.

At all degree levels, St. Catherine integrates liberal arts and professional education within the Catholic tradition, emphasizing intellectual inquiry and social teaching, and challenging students to transformational leadership. Committed to excellence and opportunity, St. Catherine University develops ethical, reflective and socially responsible leaders, informed by the philosophy of the women's college and the spirit of the founders.

Cover Art: *St. Catherine of Alexandria and Her Sisters*, 2006 by Ansgar Holmberg, CSJ

Ansgar Holmberg, CSJ, is an artist, educator and spiritual director. She has been influenced by contact with Guatemalan and African cultures and by her ministry to those seeking a deepening of spirituality. As a result, most often the subject matter of her work is women and people of all cultures, and includes feminist themes.

This painting, *St. Catherine of Alexandria and Her Sisters*, is filled with many of the symbols of Catherine's attributes. At the very center of the composition is Catherine of Alexandria herself. At her feet lies the symbol most commonly associated with her, the shattered wheel. In her left hand, she holds the symbols of learning: a book and an astrolabe, an ancient device for studying the starry constellations. Catherine wears a crown of golden laurel, traditional symbol of superior scholarship, symbolizing intellectual glory. She points to the Light of Uncreated Wisdom.

Holmberg frames the primary image of St. Catherine within two outside borders. The exterior border contains text from Hebrew Scriptures from the *Book of Wisdom*. The inner border is a series of vignettes representing students and graduates of the College of St. Catherine engaged in their studies and involved in social and spiritual works of mercy.

Holmberg has moved away from the traditional medieval image of St. Catherine, choosing to paint her with dark skin, celebrating her Egyptian origin. Furthermore, she has reinterpreted the portrayal of St. Catherine in order to incorporate her legacy in association with the mission and values of the College of St. Catherine.