PROVINCE PROGRAM

2022



Approved by Ordinary Province Chapter of 2022

Order of St. Augustine
Province of Our Mother of Good Counsel

JUNE 2022

Order of St. Augustine Province of Our Mother of Good Counsel

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2022 Province Program

RESOLUTIONS ON RELIGIOUS LIFE

No. 101 Mission Statement

We, the Augustinians of the Province of Our Mother of Good Counsel, are members of the worldwide Order of St. Augustine in the Roman Catholic Church.

Centered in the Eucharist and prayer, we search for God in community by sharing our lives, goods and spiritual journey with each other and with the people of God.

In harmony of mind and heart on our journey toward God, our experience of common life flows into and shapes our ministries.

We continue to serve the Church in schools, parishes and missions, as we seek to discern new paths of service to which God calls us.

LIFE WITH GOD

No. 102

In the light of our Mission Statement, we call ourselves to the personal experience of our encounter with God by

- A. Continuing to foster regular common prayer, meaningful liturgical celebrations, spiritual reading, annual retreats,
- B. Quiet prayer and reflection in common,
- C. Using the writings of St. Augustine and sources of Augustinian spirituality communally and individually,
- D. A deeper interior life using Scripture-centered prayer and discussions,
- E. Developing discussions in community by the following:
 - 1. Resource materials sent out by the Province,
 - 2. Resource persons who can aid in the community's faith development.

LIFE WITH THE BROTHERS

No. 103

In the light of the Constitutions of the Order and our Mission Statement, we call ourselves to accountability:

- A. To be more present and available to one another by sharing our faith, hopes, relaxation and concern for one another,
- B. To foster companionship and friendship in the community through greater trust, affirmation and challenge when necessary,

- C. To provide quality time with the active presence of the friars for our fraternal life away from the cares of the apostolate,
- D. To have the community hold each of its members responsible for actively participating in quality fraternal time,
- E. To seek ways of encouraging friendship and sharing with other communities and even to do this sometimes at the Province level.
- F. To foster an environment of peace and safety in non-violent ways. (cf. Rule 1.2)

LIFE WITH THE LARGER COMMUNITY OF THE CHURCH

No. 104

In the light of the Constitutions of the Order and our Mission Statement, we call ourselves in accountability:

- A. To collaborate with the Universal Church and the local ordinary in accordance with our charism for the sake of the Church's mission and ministry,
- B. To enable and empower the laity to assume their rightful leadership role in the Church, and to share our mutual gifts and talents as co-workers,
- C. To share our Augustinian charism of community and our experience of God within our various ministries, for "gathered together as a community, the first service that we render to the Church and humanity . . . is our encounter with God." (cf. Const. No. 80)
- D. To prayerfully discern our Augustinian values in order to better plan, implement, and evaluate our apostolates,
- E. To continue to assess our collective resources in light of the current needs of the Church,
- F. To prepare ourselves professionally as Augustinians and ministers for roles of service to the Church,
- G. To make a preferential option for the poor and commitment to the missions,
- H. To encourage vocations to Augustinian religious life.
- I. To collaborate with church and civil leaders to address violent acts in the larger community.

No. 111

The Ordinary Chapter of 2018 affirms the effort and direction of the Province on its journey of renewal. The Chapter endorses a program of assemblies, workshops, retreats, and guidelines for the on-going renewal of our Augustinian religious life. These will be developed and arranged by the Religious Life Commission under the authority of the Provincial and Council and in conversation with the membership of the Province.

Important elements of this renewal program are the following:

- A. The Province Renewal Workshops when necessary. While local superiors are expected at this assembly, all other members of the Province are encouraged to participate;
- B. Specific workshops, webinars and reflections for groups of individuals, individual communities, or regional groups of communities of the Province;
- C. Special workshops, webinars and reflections for local superiors as needed or requested;

- D. The biennial Province retreat. Since this biennial Province retreat is an integral part of the Province renewal program, all members of the Province are expected to attend.
- E. Plan and implement programs of communication based on building trust and open dialogue between the provincial leadership and the members of the province on a biannual basis.

The Ordinary Chapter of 2018 encourages the local communities to examine their own balance of ministry versus common life and prayer so that each friar has sufficient time for personal and common prayer, spiritual reading, common recreation, and holy leisure. "For our Father (Augustine), the life of the religious ought to be dedicated essentially to a holy leisure in which his only ambition is love of God....This holy leisure should not make us forget the love of neighbor, because love of God and neighbor form an indivisible unity in the thought of St. Augustine." (cf. Const. No. 5)

Local communities are encouraged to explore opportunities for shared quiet prayer and for communal reflection on one's personal experience of the journey to God. Local communities will find the following documents helpful for reflection, study, prayer, and dialogue:

- A. The 2008 edition of the Constitutions
- B. Province Statutes
- C. Province Program
- D. The Ratio Institutionis (Plan of Augustinian Formation)

RESOLUTIONS ON JUSTICE, PEACE, AND INTEGRITY OF CREATION

No. 131

The Ordinary Chapter of 2022 affirms the general direction of the work of the Commission for Justice, Peace, and Integrity of Creation (JPIC): to foster awareness and communication concerning JPIC activity in the North American Provinces and to encourage these activities. We urge cooperation of Province members with this Commission.

No. 132

The Ordinary Chapter of 2022 suggests that the JPIC Commission focuses on the reality of developing nations, especially the people of Peru, as well as on current issues in the United States and Canada. We prioritize the values within the Papal Documents of *Evangelii Gaudium*, *Laudato Si*, and *Fratelli Tutti*.

No. 133

The JPIC Commission shall work to integrate itself into the Commission on Justice and Peace of the Federation of Augustinians of North America.

No. 134

The JPIC Commission should employ social media—including, but not limited to, the Province website, email news, print media, and social media—as a means for reaching the Province membership and others interested in JPIC.

No. 135

The Ordinary Chapter of 2022 affirms our involvement in projects and works whose goal is to produce systemic change for a more just society. The Province will make available the sum of \$7,500.00 annually

for projects concerned with JPIC issues in which Augustinians are involved. Requests should be made to the JPIC Commission, which will review each request and, if approved, will make recommendations to the Provincial and his Council.

No. 136

The JPIC Commission shall promote the use of inclusive language as the norm in Province documents, prayers and liturgies when referring to both men and women. We recommend that inclusiveness be encouraged at all levels of formation.

No. 137

Augustinian schools, parishes and communities are encouraged to plan and implement prayer, awareness-raising and/or actions to promote the Christian values highlighted in the United Nations International Days recommended to Augustinians around the world; in past, present and future campaigns from the JPIC Commission of the Augustinian Curia, and in issues of justice identified by the United States Conference of Catholic Bishops and/or the Canadian Conference of Catholic Bishops. These include

- A. U.N. International Days
 - 1. International Day for the Elimination of Racial Discrimination March 21
 - 2. International Day of Families May 15
 - 3. World Environment Day June 5
 - 4. International Day of Peace September 21
 - 5. World Food Day October 16
 - 6. U.N. Day October 24
 - 7. Human Rights Day December 10
- B. Current issues identified by the JPIC Commission of the Augustinian Curia and/or the U.S. Conference of Catholic Bishops and/or the Canadian Conference of Catholic Bishops, including:
 - 1. Human Trafficking
 - 2. Poverty
 - 3. Compassionate, comprehensive and just immigration policies
 - 4. Healthcare Issues
 - 5. Environmental Sustainability
 - 6. Racial Equality
 - 7. Other issues that may arise and require a Christian response

No. 138

The JPIC Commission will work to promote awareness and action through the *Laudato Si Action Platform* (https://laudatosiactionplatform.org/) promoted by the Dicastery for Human Development. The JPIC Commission will utilize the *Laudato Si* framework to encourage intellectual conversion and develop concrete action within our communities.

No. 139

Province communities and Apostolates will be mindful of sustainability best practices. This applies to organizing conferences and events, travel, and day to day operations. For example, eliminating the use of single-use plastics and recycling.

No. 140

The JPIC Commission shall work together with the Parish, Education, Formation, and Religious Life Commissions to achieve its goals.

No. 141 (special proposal #3—Ordinary Provincial Chapter 2022)

In light of gun violence, which is a scourge in the United States at this time in our country's history, the

Ordinary Provincial Chapter of Our Mother of Good Counsel prohibits the possession of firearms or any other weaponry that would threaten the safety of our brothers in the houses of the Province. The Provincial and the Council, as well as local priors and local house chapters, shall see to the implementation of this policy.

RESOLUTIONS ON PERSONNEL

SENIOR STATUS

No. 201

A program for the care of our senior members is a necessity, as it protects morale for the friars of this Province of Our Mother of Good Counsel, that is, it provides a sense of security for the senior members and promise for our younger friars. Also, it keeps the Province itself abreast of the times in which aging is a major factor in secular and ecclesiastical life.

No. 202

A senior member brings much to our communities: wisdom and experience from years of faithful religious observance and dedicated service in ministry. By fulfilling his spiritual obligations in the community and by fraternal companionship, his presence is welcomed and received with appreciation and respect.

No. 203

Care should be taken that a senior member be placed in a community where he will find meaning in his later years, where he will be comfortable, and where there will be mutual compatibility between himself and the Augustinian community.

No. 204

The senior member shall receive all his material needs from the community to which he is assigned. He is to be a member of the community in every respect, with special deference given to his age and special needs.

No. 205

The responsibility for funding a member of Senior Status is primarily that of the Province and not of the individual community. To safeguard the dignity of our senior members and to provide for their individual needs, an amount determined by the Finance Commission of the Province shall be allocated to the house for his support.

No. 206

Before reaching Senior Status, individual seniors are encouraged to investigate the possibilities of alternate ministries. This is to be done under the direction of the Provincial or his delegate.

COVENANT OF SENIOR CARE

No. 207

We, the Augustinians of the Province of Our Mother of Good Counsel, from our shared discussions have come to espouse the following as our members move into the latter part of the third age and into the

fourth age of their religious lives.

Regarding Aging

Caring for our health in mind, body and spirit is the task of aging.

We have something meaningful to do at this stage of our lives.

We have an important part in the decision making with regard to our care as long as we are cognitively able to participate.

As much as possible we will encourage aging in place. Those who are able to live independently will live in an Augustinian house.

Throughout the aging process it is important to belong, to know that I am still a member of the Province.

The Importance of Community

We continue to be part of an Augustinian community with a regular life of prayer, fraternity and ongoing formation.

Time for solitude, contemplation, spiritual direction, daily Mass, and the sacraments are important values in our life.

Environment for Aging

We will work to provide a private, comfortable, ample and workable room in which to live.

There will be access to transport, activities, outings and opportunities for healthy exercise will be made available.

There is a value in being surrounded by those we love, living in a place full of life with opportunities for socialization and stimulation in a setting with Augustinians, other religious, laity, men and women.

Parameters in Choosing a Facility

Being in a Catholic facility that provides continuity of care is the ideal.

Being able to live the basics of our common life: meals, prayer, Eucharist, and sharing our lives. The opportunity for social interaction needs to be present.

It is important that the location of the facility be such that it offers the availability as far as possible, to be connected to family and friends that we have made over the years of our ministry.

The possibility of living with other religious offers the opportunity to share our religious values with others.

Finances

The Province will make sure that a friar receives the appropriate care in concert with Medicare and Medicaid.

General Education on Aging

Education related to the concept of retirement, aging issues and all that this entails is needed at each level of a friar's life.

Various documents need to be updated on a regular basis, e.g. Durable Power of Attorney and living wills, etc.

Underlying Principles of Aging

That as we age, we have the means to keep ourselves (conditions varying) in good physical, spiritual, intellectual and emotional shape.

This is a time for those friars to reflect on their lives, offer their wisdom and in some cases still minister in their new setting.

Men are valued for who they are and not simply for what they do.

Telling our story in our own words is essential so as not to lose an important dimension of the history of the Order.

GENERAL GUIDELINES FOR THE IMPLEMENTATION OF THE COVENANT OF SENIOR CARE

No. 208

The Health Care Commission oversees that the Covenant of Senior Care and the Healthcare Handbook are implemented.

No. 211

The Province will appoint the necessary caregivers to be present to meet the needs of our friars in care.

No. 212

The Health Care Handbook is to be updated to address any changing needs in the Health Care Program, as well as policies and procedures to help facilitate quality of care. The Health Care Director, the Personnel Director and the Health Care Team will update it.

No. 213

The Province should hire a Director of Health Care to coordinate the care of men at Majestic Care of St. Anthony in Crown Point, IN. This Director will also address the recommendations of the Health Care Task Force.

ASSIGNMENT OF THE BRETHREN

No. 251

After the appointment of local Priors and Treasurers, the Secretary of the Province shall remind the local communities of the following matters:

- The need for the superior to make the Profession of Faith according to the formula approved by the Apostolic See (cf. S813, *Const.* No. 224).

- The appointment or election of house officials in keeping with S815-819, the Province Secretary shall indicate a date by which these processes should take place and notification sent to the Province Secretary.
- According to *Constitutions* Nos. 297 and 312, at least one house counselor must be present at local chapters.

"Assignment" in the religious sense refers to the official obedience an Augustinian receives from the Provincial or in some cases from the Provincial and his Council. An Apostle is one who is sent. An obedience sends the individual Augustinian not only to ministry but especially to be an active member of the Augustinian Community to which he is assigned.

No. 253

The authority by whom an Augustinian is assigned to a community, an apostolate, commission and/or committee is the Provincial alone or the Provincial and his Council as *Constitutions* No. 381, Province Statutes or custom may determine.

No. 254

The Personnel Director(s) is/are appointed by the Provincial and his Council (cf. S203) to the Personnel Office. This office is to attend or supervise both the internal and external needs of the friars:

Internal:

- -Continuing Education, Sabbaticals
- -Chaplaincy for Mother of Good Counsel Monastery
- -Assignment satisfaction
- -Personnel placement and strategic planning
- -Supervision of hospital ministries and other apostolic ministries regarding requirements or evaluation for specific job performance
- -Opportunities for new ministries
- -Vocation/Formation Commission (member)
- -Education Commission (member)
- -Pastors' Forum (member)
- -Develop a list of people, both Augustinians and others, skilled and available for mediation intervention

External:

Maintain liaisons with:

- -Conference of Major Superiors of Men (CMSM)
- -Province Outreach Team
- -Diocesan victim assistance offices
- -Province lawvers
- -Province Review Board
- -Praesidium, Inc.

Response to Sexual Abuse:

- -At least one professionally trained supervisor for people on safety plans
- -A member on a safety plan will have a professional assessment of his level of risk
- -Legal counsel for the Province will determine and direct necessary investigations
- -At least one friar assigned to respond to an alleged victim
- -At least one other friar assigned to respond to the friar who is an alleged offender

- -Arrange for canonical counsel for the friar who is an alleged offender
- -Supervise and implement *Policies and Procedures* found in Volume V, *Maintaining Ethical Ministry with Minors and Adults*, 2010.
- -Follow the Praesidium, Inc. Standards for re-accreditation by Praesidium, Inc.

In making assignments and transfers, the following factors should be considered:

- A. Community is essential to our Augustinian life. Great care should be taken in community assignments, with due consideration given to an ideal of four to five Augustinians per house.
- B. Each Augustinian has a vow of obedience which, through God's grace, enables him to submit more readily to the direction of his superiors who act in the name of God (cf. Constitutions Nos. 74-79).
- C. Ordinarily, an individual is to live in his assigned community.
- D. Each community and each Province apostolate has specific needs and expectations that should be considered in the assignment or transfer of individual Augustinians.
- E. Every effort should be made to balance the needs of the individual with the overall goals and priorities of the Province and the expressed needs of the Church.
- F. Mindful of the financial needs of the Province, men should be assigned as a rule to apostolates which afford them full remuneration for all their living expenses in the local community. Any exceptions to this policy should be resolved in the local community. If a local community cannot resolve this, recourse to the Provincial should be sought.
- G. In cases of ministry to the poor, funding from grants, the diocese, or other sources of funding should be explored.

No. 256

In light of the factors in No. 255, the following recommendations are made:

- a. An Augustinian should be assigned to live in an Augustinian community in which he will feel supported and in which he will be able to develop spiritually.
- b. If the nature of his apostolic work, the needs of the Church, or the needs of the individual himself call for an exception to the above statement A, the length of such an assignment should be subject to yearly review by the Provincial or his delegate.

No. 257

The individual Augustinian should be consulted relative to his assignment, re-assignment, or transfer. This consultation process provides the opportunity for the individual to express his needs and his viewpoint.

Likewise, Priors, Pastors, Presidents and Directors of Augustinian Mission, and in some cases the communities involved in the assignment, re-assignment, or transfer of an individual from and to a community or apostolate, should be consulted. This consultation provides the opportunity for each one involved to express his needs and viewpoints.

No. 258

If an individual of the Province feels called by the Spirit to work in a special ministry among the poorest of the poor, he shall enter into a process of discernment with the Province and if approved, the Province

will do all that it can to enable and to support him spiritually and financially in responding to that call. This may apply to a community as well.

No. 259

Given the ever increasing reality of cultural diversity in many of the places where we serve, we recommend consultation with other Provinces to explore the possibility of establishing multi-cultural communities.

No. 260

The Ordinary Provincial Chapter of 2022 directs the Provincial and his Council to initiate a process of updating our mission statement in the spirit of synodality to seriously consider our apostolic priorities, including those already stated in the mission statement as well as newly-presented priorities such as health care, environment, youth, etc.

A report and recommendations will be presented at the Intermediate Provincial Chapter of 2024.

CONTINUING EDUCATION PROGRAM

No. 261 Preamble

Continuing Education responds to the desire to strive for perfection in one's religious commitment and to excel in his ministerial role. To aid in achieving these goals, each is invited into a process of growth and learning that can help each of us to develop and direct his own gifts and efforts. Our *Constitutions* give a priority to these inner desires. Hence, we should make every effort that our studies, marked by a spirit of sacrifice, serve not only for our intellectual formation but also for perfecting our own religious lives and for carrying out the apostolate more effectively. (cf. *Const.* Nos. 123-128)

The American Bishops hold the same conviction when they say that "every priest and religious has a right to the goal of continuing education."

It is in dialogue with the Province membership that one's own desires are channeled into a process of ongoing formation and Continuing Education. Each member is invited to enter into various programs in order to address and meet his needs to become a more effective Augustinian minister in the world today.

Equitable opportunities will be provided to each member according to the demonstrated interest and need of each Augustinian, the Province apostolate, or the apostolate in which he serves.

With the help of the Director of Continuing Education, each of the friars seeking continuing education opportunities is encouraged to seek out scholarships and other funding sources. The handbook of Policies and Procedures provides time-lines as to when the requests for funding for continuing education must be made.

PERSONAL RENEWAL

No. 262

The Province Chapter endorses the development of and participation in the Augustinian renewal program developed by the North American Provincials.

TENTH YEAR RENEWAL

No. 263

The Province Program for Tenth Year Renewal is to be continued and encouraged for members of the Province.

SABBATICAL FOR VOCATION RENEWAL

No. 264

The personal spiritual well-being of each of the brethren is of particular importance even above the exigencies of apostolic commitments. Therefore, any friar in the Province may request time from the Provincial for personal renewal in the context of a more contemplative atmosphere. For such requests, it is the prerogative of the Provincial to discern the appropriateness and length of the sabbatical.

SEXUAL MISCONDUCT

No. 265

Our response to sexual misconduct is outlined found in Volume V, *Maintaining Ethical Ministry with Minors and Adults* (updated 2018).

No. 266

In instances of sexual misconduct, as well as other times when so much pain is the outcome of a friar's alleged offensive behavior, we shall be bound by the values of the Gospel for healing, forgiveness and reconciliation for all parties involved. This does not preclude the employment of adequate legal defense. Moreover, we will observe the requirements of both canonical and civil law as those laws apply.

RESOLUTIONS ON VOCATIONS/FORMATION

No. 301

The following are the steps in becoming an Augustinian:

- A. Meeting the Augustinians: getting acquainted with the local community.
- C. Pre-Novitiate Program: acceptance into formation, living and working with Augustinians.
- D. Novitiate: formal formation in Augustinian life.
- E. Temporary Vows: continuing formation in Augustinian religious life and in the area of ministry.
- F. Solemn Vows: formal lifetime commitment to Augustinian life.

No. 302

- A. Ordinarily candidates will do one or two years of Pre-Novitiate at St. Clare of Montefalco Friary in Chicago and only having members of the Midwest province.
- C. As we take each candidate on a case to case basis, we also try to recognize the desire of those who have finished their undergraduate studies and want to experience communal life with the intention of joining the community. The live-in associate program follows the guidelines set in the "Associate Program" document.

No. 303

The Novitiate and Theology level formation programs are described in the Federation of Augustinians of North America *Formation Handbook* approved by all the Provinces involved.

No. 304

In the light of the interprovincial commitment to the common Theologate, the immediate Chicago area ministries will serve the purpose of connecting with the needs and ministerial interests of the students in formation. Among the sites to which formation students may minister are the following:

Providence Catholic High School, New Lenox

- St. Bernard Parish, Homer Glen
- St. Jude Parish, New Lenox
- St. Rita of Cascia High School, Chicago
- St. Rita of Cascia Parish, Chicago
- St. Turibius Parish, Chicago

No. 305

If there is no FANA formation gathering in a given year, the Vocation Office of the Midwest Province shall organize an appropriate gathering for our men in the Midwest Province. The gathering would include:

- Friars in Solemn Vows for five years or less
- Friars in formation
- Novices, if possible
- Pre-Novices
- Associates and discerners identified by the Vocation Office

RESOLUTIONS ON THE SECONDARY SCHOOL APOSTOLATE

No. 501 Preamble

Realizing that the "mission of the Church is to evangelize, for the interior transformation and the renewal of humanity" (*The Religious Dimension of Education in a Catholic School,* No. 66), the Order of St. Augustine throughout the centuries has devoted its resources to the building of God's kingdom especially through its ministerial endeavors in the educational apostolate. Since the early 1900's, the Province of Our Mother of Good Counsel has preserved and furthered this heritage, especially through the ministry of those friars who have served faithfully in its secondary school apostolate.

The formation of an authentic Christian community serves both as the focus for and defining characteristic of any school sponsored by the Province of Our Mother of Good Counsel, for, as Augustine himself reminded his community, the purpose of our having come together is to be of one mind and one heart in God (*Rule*, Chapter 1). It is for this explicit purpose that the Province of Our Mother of Good Counsel sponsors schools on behalf of and in the name of the universal Church.

An Augustinian school is most properly conceived of as an educational community where the highest priority is given to the objective of Christian formation, that is, the integration of the human mind and heart in God. It is within this community that the intellectual and moral capabilities of its students are fostered, that they are introduced to the cultural patrimony, that the flourishing of the Christian values is promoted, that students are prepared for a profession, and that the civic, cultural, and religious life of the local community is advanced. In an Augustinian educational community, the formation program also synthesizes faith and culture so that all of its members become more capable of exercising a "critical consciousness" that is, to view their world through the eyes of faith (*The Religious Dimension of Education in a Catholic School*, No. 26).

The adult members who lead and make decisions on behalf of all members of the Augustinian educational community, both as individuals and as a collectivity, have devoted themselves to this theological mission. As a consequence, they share a joint responsibility that surpasses providing competent classroom instruction. In addition, these adults bear responsibility for giving daily witness to the school's Catholic character, e.g., through their celebration of Christian values in Word and Sacrament, in individual behavior, in friendly and harmonious interpersonal relationships, as well as in a ready availability to meet one another's needs. (*The Religious Dimension of Education in a Catholic School*, No. 26).

By promoting this formative aspect within an Augustinian educational community, the Province of Our

Mother of Good Counsel, along with the devoted laity who work with the friars in the education of youth, collaborate with the universal Church to fulfill its divine mandate to "go forth into all nations and to teach all peoples" (*Mark 16:15*).

No. 502

As a Province we have different relationships in our commitment to the schools associated with us.

St. Rita of Cascia High School: The land and buildings of St. Rita of Cascia High School are owned by St. Rita of Cascia High School Facilities, Inc. The operation of St. Rita of Cascia High School is conducted by the St. Rita of Cascia High School Corporation. The Provincial, his Council, the Province Secretary, and the Province Treasurer are members of St. Rita of Cascia High School Corporation.

<u>Cascia Hall Preparatory School</u>: The land and buildings of Cascia Hall Preparatory School are owned by Cascia Hall Facilities, Inc. The operation of Cascia Hall Preparatory School is conducted by the Cascia Hall School Corporation. The Provincial, his Council, the Province Secretary and the Province Treasurer form the Board of Trustees of the Cascia Hall School Corporation. The Province has a minority representation on the Board of Directors of the Cascia Hall School Corporation and the Board of Directors of Cascia Hall Facilities, Inc.

Providence Catholic High School: Providence Catholic High School is a diocesan Catholic High School owned by the Diocese of Joliet. The Augustinians administer the school by a management contract with the Diocese. This agreement is renewable every five years.

St. Thomas of Villanova College: St. Thomas of Villanova College is located in the Canadian Province. It is an independent school run by a lay Board of Governors of which the Provincial is a member. The school is recognized as an Augustinian school and is visited annually by the Director of Augustinian Mission and Ministry. It is located on the property of Marylake Monastery in King City, Ontario, Canada.

<u>Austin Catholic High School</u>: Austin Catholic High School in Chesterfield Township, Michigan is an independent Catholic school operated by a Board of Directors of which the Provincial is a member. The school is recognized as an Augustinian school and is visited annually by the Director of Augustinian Mission and Ministry.

No. 503

The Education Commission and Director of Augustinian Mission and Ministry are responsible for animating, supporting, and acting as a resource in order to promote, cultivate, and implement ways that schools can express not just our Augustinian values but the breath and depth of our charism and our spirituality.

No. 504

Because of diminished Augustinian personnel, the interprovincial exchange of Augustinian secondary school personnel is a valuable and helpful opportunity. Any inter-Provincial exchange of personnel must be given approval by the appropriate authorities.

No. 505

The Province endorses the Augustinian Secondary Education Association (ASEA) as an inter-Provincial community association for mutual support and encouragement in the secondary apostolate. It should also provide fraternal assistance, the pooling of resources and the development of a common focus for the apostolate across North America. It should facilitate the preparation of lay persons and Augustinians to assume direction of schools which will be truly Augustinian.

No. 506

Secondary schools of the Midwest Province and Canada are expected to participate in the Augustinian Secondary Education Association (ASEA) activities, meetings of Heads of Schools, the Augustinian Values

Institutes (AVI), Student Augustinian Values Institutes (SAVI). Our schools are encouraged and invited to participate in other activities which bring personnel from Augustinian schools together, in particular, the Augustinian Youth Encounter (AYE).

No. 507

The Province will maintain and support secondary education to the degree possible considering personnel and resources. Support for Augustinian high schools in other Provinces is encouraged and will be provided as circumstances permit.

No. 508

Every Augustinian secondary school will continue to include the fundamental option for the poor in its educational plans. Schools will attempt to implement actions which:

- A. Lead to a consciousness raising about the great injustice present in the enormous gap between the rich and the poor,
- B. Help provide direction and support so that students will continue to participate in programs that are of service to the poorest members of society.

No. 509

Secondary schools are encouraged to contact the Order of St. Augustine Non-Governmental Organization at the United Nations to promote social justice education and other activities.

No. 510

All schools should promote vocational ministry efforts for the Order of St. Augustine as well as the local diocese, and include promotion of vocations for the Augustinian contemplative nuns and other Augustinian sisters.

No. 511

Our schools should support the efforts of the Province Advancement Office and Missions to the degree possible.

No. 512

In order to fulfill his ministry, the Director of Augustinian Mission and Ministry will visit each participating school annually.

No. 514

Without assuming corporate responsibility for the apostolate, the Province will support the preferential option for the poor through the efforts of any of our members who work in an educational apostolate which directly serves the needs of the poor. At his discretion the Provincial may provide financial assistance to the Augustinian(s) involved in such an apostolate.

No. 515

The Province requires Augustinian Heritage Support from St. Rita of Cascia High School, Cascia Hall Preparatory School and Providence Catholic High School. Augustinian Heritage Support means receiving additional financial support for the Augustinians from the high schools which have enjoyed the benefits of Augustinian leadership and sponsorship during their history.

These benefits include participation in the Augustinian tradition, the living heritage of the school and the creation of its alumni, and the good name and good will of the school in the community, which to a large

degree have been fostered by the Augustinians. It is requested in recognition of the fact that Augustinians of previous times invested mightily in the schools through direct financial support, long term subsidies, contributed services, minimal salaries and benefits, and donations made by the Augustinians directly to the schools. Because of the decreased numbers of Augustinians in modern times, and the need to provide for elderly and retired friars, the Augustinians need financial support.

Heritage support should be used to support the Augustinian Province of Our Mother of Good Counsel.

The amount of financial support from each secondary school should be set with the approval of the school community, treasurer, Director of Augustinian Mission, and the Provincial. It should be reviewed annually and raised as appropriate so that it provides needed support for the Augustinians.

RESOLUTIONS ON PARISH MINISTRY

No. 601 Preamble

Augustinian Parish Ministry: Present Reality and Future Direction

As Augustinians, the primary gift we are called to offer the Church is the gift of witnessing to the reality of community. We then have the challenge of carrying out parochial ministry so that the parish is enriched by our religious lifestyle. Our Augustinian ministry is to spring from the interior life that is personal and communal. "We are all apostles, since we all pray, work and mutually assist each another." (cf. Const. No. 36).

Our community charism and our parochial ministry need to reflect a natural compatibility since the purpose of parish ministry is to bring people together to form that spiritual bond demonstrated by the primitive Christian community cited in Acts 4:32 that was so important to our Holy Father Augustine. Our Augustinian ministries are to be models of what the Church is called to be, "the people of God", the community of believers in union with one another through Christ.

Characteristics of an Augustinian Parish

As the Parish Forum, we glean the following values/characteristics:

In our service to the parish, community life is a major characteristic of an Augustinian Parish. This community life is living together like a family and enjoying it. Their life together helps Augustinians to understand the needs of the parochial family and helps to create a family atmosphere in the parish. At the same time, the Augustinians are seen to share a number of personal characteristics: teachers, whose previous career experience help them with homilies that are realistic and clear; healers of parochial divisions, because they live their life of "one mind and heart in God"; being hospitable, since they reach out to the parish in a warm and familial way; spiritual, since the approach of "one mind and heart" orients them to God with a joyful dedication; and flexible in an increasingly heterogeneous world, because of their concern beyond the parish, even for mission experiences, which concern builds the City of God.

Two final elements need to be mentioned. The Augustinians are seen to be community builders who not only have the talents to build up the parish but also have the ability to empower the laity with parish responsibilities. Much of this is seen in the transfer of Augustinian personnel since it seems to go forward without discontinuity.

Furthermore, Augustinian devotional life is reflected through Augustinian icons, novenas, prayers, special feasts and a distinctive habit, which are shared with Secular Augustinians.

No. 602

The regular meeting of the Parish Forum will provide the opportunity:

- A. To foster support and communication among the leadership of the parochial apostolate,
- B. To engage in planning for the apostolate,
- C. To explore new approaches to pastoral ministry,
- D. To advise and inform the Provincial on parochial matters and personnel.

The Parish Forum will meet twice a year with an agreed upon format and site. The minutes of the Parish Forum should be sent to all Augustinians assigned to Augustinian parishes.

No. 603

The Chairperson shall:

- A. Plan and convene the meetings of the Parish Forum,
- B. Monitor changes in the profiles of the parishes,
- C. With the Parish Forum explore the feasibility of a standard instrument to assess the effectiveness of the Pastor, Parish Administrator, and Parochial Vicars.
- D. Encourage mentoring among Pastors, and
- E. Serve as a liaison between the Parish Forum and Provincial Council.

No. 604

Province members working in parochial ministry are expected to participate in the life of the local diocese and to attend regional and local pastoral meetings and workshops. Diocesan and parochial funds for continuing education should be utilized for this purpose.

No. 605

Province members, especially new Pastors, entering parish ministry from another apostolate should receive the training necessary to make this transition. Norms for each diocese should be followed. The Chairperson should assist new Pastors in selecting a mentor.

No. 606

The Parish Forum, recognizing the changing paradigm of parish ministry, urges the Provincial to investigate with Bishops alternative ways in which Augustinians might serve parishes in the diocese.

No. 607

When a Pastorate is open in a particular parish, the Chairperson and the Personnel Director are encouraged to explore with the Federation of Augustinians and local diocesan officials the possibility of continuing the parish ministry with Augustinians.

No. 608

Parish communities of the Province should place high priority on regular and structured community meetings, retreat days, liturgy, and common prayer. The roles of Pastor and Prior ought generally to be kept separate, so that each can exercise his unique responsibilities.

No. 610

Terms of service for Pastors are constitutionally aligned with Provincial terms (cf. Const. No. 358).

No. 611

The assignment of a Pastor to the same parish should ordinarily not exceed 12 consecutive years.

In assessing the Province commitment to each of the parishes, planning should give attention to the ways the pertinent parish helps fulfill the mission of the Province.

No. 613

RECOMMENDATIONS FOR PARISH WITHDRAWAL PROCEDURES

- A. The proposal to withdraw from one of our parish commitments would be initiated by the Pastor/Augustinian ministerial team, the Parish Forum, or the Province administration after exploring the possibility of whether other OSA circumscriptions may be interested in taking the parish if current OSAs cannot continue.
- B. The reason(s) for doing so ought to be founded on criteria established by the Province as found in one of our guiding documents (e.g., Parish Program).
- C. Whatever "body" proposes the withdrawal, the other components ought to be notified of the proposal and its rationale and be allowed to respond in the spirit of consultation.
- D. Before a final decision is made, the Provincial Council is to consult with the diocesan administration.
- E. Once the Pastor/Augustinian Team, Parish Forum, and Augustinian administration have had an opportunity to deliberate prayerfully over the withdrawal proposal, the Province administration, when it deems opportune, should notify the local Ordinary in writing of its decision with a specific date that the withdrawal will be effective. The Province should offer the local diocese its cooperation in making the transition to diocesan administration and invite the local Ordinary to share with the parish its plans for their future.
- F. When the local diocese has composed a letter with its plan for the parish's future, both a letter from the Province and the letter from the Diocese should be presented to the parish council. Said letters should also be published in the parish's bulletin and any other communicative tool that the parish may have available. Clear and continual communication is essential in minimizing misunderstandings. It is vital that parishioners understand that the parish will continue to be a part of the mission of the Church.
- G. It would be ideal if someone from the Diocese and/or the Province could be available at the pastoral council session when the letters are presented, and at the follow-up meeting, especially if there is widespread anger or resentment over the decision or the decision-making process. The Pastor/Augustinian team should not be made to carry the entire weight of this process alone, especially if it is not his/their responsibility for having proposed the withdrawal.
- H. The time frame between the announcement and the actual withdrawal should not be so extensive as to "prolong the agony" for all involved or so short as to make "leave-taking" impractical.
- I. When possible or feasible, there should be a "Liturgy Transition" that symbolizes our returning the care of the parish back to the Diocese.

No. 614

The Chapter of 2022 directs the Provincial and his Council to establish a task force to explore ways in which the vision and methods of Augustinian lay formation based on the Augustinian Values Institute might be integrated into the parish apostolate.

A report and recommendations will be made to the Pastors Forum and to the Ordinary Chapter of 2022.

The Ordinary Chapter of 2022 directs the Parish Forum, Secondary Education Commission, and others as requested by the Provincial to conduct a search for a Director of Youth and Young Adult Ministry. The Director will be appointed by the Provincial and his Council to develop Augustinian programming, coordinate Evangelization efforts among existing ministry sites, and provide youth and young adult ministry opportunities with a distinct Augustinian character. The Director of Youth and Young Adult Ministry will be a salaried employee of the Province of Our Mother of Good Counsel and reports to the Provincial and Council. The Director will work in collaboration with those responsible for existing ministries within the Parish Forum, Secondary Education Commission, and Vocation Office. Efforts will be made to secure ongoing funding for the position and the program.

RESOLUTIONS ON FINANCE

No. 701

The Director of Advancement should coordinate all Province fund raising. The Director of Advancement should make a quarterly report to the Province Treasurer and inform the Provincial and Council of his progress.

No. 702

The Province should exercise discretion in making long range plans and provide continuity in financial administration which will insure the long range viability and financial support of the Province and its members. Effort should be made to reduce expenses and increase income without compromising our values or charism.

No. 703

The Province Finance Commission should review the amount of the Province assessment.

The Province assessment should be reviewed at every Ordinary and Intermediate Provincial Chapter by those charged with reviewing finances and sets an amount recommended to the Chapter for approval.

At the end of each fiscal year surplus monies from all communities and individual friars should be sent to the Treasurer's Office. These steps should be taken consistent with the volume on finance: "Stewardship and Financial Handbook"

No. 704

The Ordinary Chapter of 2022 affirms the Province assessment at \$5,500 per man full time according to the directives of No. 1723 and No. 1724 in *Stewardship & Financial Handbook, Volume IV, 2016.*

No. 705

Each Augustinian and all communities must be aware that the Province asks friends and donors to help us financially and in other ways through the Advancement Department. Augustinians are asked to show their solidarity with the sacrifices made by others by contributing to the Advancement program as individual friars and communities.

No. 706

The Ordinary Chapter of 2022 approves the 2022-23 budget for the Canadian Entities of the Province and defers the USA Entities to the Provincial and Council for approval.

The Advancement Director is charged with developing Augustinian alumni. "Alumni" includes priests, friars, and seminarians who are members of our Augustinian family or who are former members.

Solicitation of funds should also include parishioners, former parishioners, graduates and former students at Province high schools and people from any other apostolate in which the Province has supported and ministered to lay people.

No. 708

All members of the Province are asked to continue to reflect on and be conscious of the role of money in their lives and communities, and how financial assets available to us may be used to promote community life and to advance the apostolate. In local communities, all friars, especially priors and treasurers, are asked to promote a sense of responsibility and accountability, with the goal of greater transparency, generosity, and wisdom in our use of money.

No. 709

The Ordinary Provincial Chapter of 2022 affirms the concept of central financial reporting for individuals, houses, and Province Administration to enhance collaboration and cooperation among the friars.

No. 710

The Chapter of 2022 affirms the Heritage Support Fee (as described in the Stewardship and Financial Handbook no. 1730) for three of our schools at \$50,000 for the 2022–23 fiscal year. It is requested that the Treasurer's Office, Director of Augustinian Mission and Ministry, and the Heads of these three schools discuss the raising of this fee for the following years since it has not been raised for ten years and the needs of the Province have increased.

No. 711

All OSA entities of the Province in the USA shall cooperate with the Advancement Office in all reasonable requests, e.g., campaigns, annual appeals, mission appeals, access to data bases and donor lists, etc.

No. 712 (special proposal #2—Ordinary Provincial Chapter 2022)

The Ordinary Chapter of 2022 affirms the commitment to just investment guidelines as specified in the Stewardship and Finance Handbook nos. 1770-1778, as amended.

No. 713 (special proposal #1—Ordinary Provincial Chapter 2022)

The Ordinary Chapter of 2022 instructs and empowers the Provincial and Council to sell the property at 1165 E. 54th Place in Chicago, St. John Stone Friary. The proceeds of the sale shall be donated to the Good Counsel Trust.

RESOLUTIONS ON THE FOREIGN MISSION APOSTOLATE

No. 801

We recognize that the Foreign Missions are an urgent need of the Church and a high priority apostolate of the Province.

We affirm our long-term commitment to the Vicariate of San Juan de Sahagún, Peru. We wish to express our appreciation for the co-sponsorship of the St. Thomas of Villanova Province in this common missionary endeavor. We recognize the necessity of continuing this mutual relationship for the long term stability of the Peruvian Vicariate. We also wish to express our thanks to the California Province.

No. 802

The governing relationship between the Vicariate and the Province must not be altered without consultation with the membership of the Vicariate.

No. 803

The Province has a substantial commitment of preferential option for the poor by supporting and sponsoring the mission endeavor in the Vicariate of Juan de Sahagún and the Diocese of Chulucanas. Moreover, as part of the Province's preferential option for the poor, the Province, as well as communities and apostolates where we minister, have shown solidarity for the poor by promoting programs of human development. This solidarity should continue by giving special attention to the communities served by the Augustinians of the Vicariate. The Provincial and Council will determine the level and source of the Province funding and its distribution.

No. 806

We recommend that the Federation of Augustinians in North America (FANA) form a commission that will develop a strategic plan to ensure economic sustainability for the Vicariate in Peru.

No. 807

The Province–Advancement Office will continue to assume responsibility for mission appeals for the Vicariate of San Juan de Sahagún.

No. 808

The Province and the Personnel Office should encourage men of the Province to consider work in Peru, even if for a limited commitment. Everything should be done to free men from present commitments in order to make this goal attainable. The Province should also consider investigating the possibility of sponsoring Augustinians from other Provinces.

No. 809

The Provincial and his Council will encourage the professed students in Theology to consider a period of pastoral experience in the Vicariate.

No. 811

Cross-cultural programs and intensive Spanish-language courses for the friars, and for those in formation, should be encouraged as far as possible in light of both our mission apostolates and the growth of the Hispanic population in the United States.

No. 812

The Advancement Office will form a team of preachers for the summer mission appeals project. We urge the cooperation of the friars in this important project. We also urge to continue inviting the Peruvian friars to assist in mission appeals, as well as friars from across the entire Federation of Augustinians in North America.

No. 813

Given the continued growth of the formation program of the Vicariate of San Juan de Sahagún, we

recognize the need for continued support of this program. We also recognize the need to seek the collaboration of other circumscriptions in this endeavor in terms of personnel and finances.

No. 814

The Chapter strongly encourages parish and school communities to continue involving their faithful in the support of our Augustinian Missions, either for students studying to become Augustinians in Peru or for economic support to our parishes.

This process should be done through the coordination with the Advancement Office. The Advancement Office will contact each house annually to coordinate specific ways in which the parish or school could attain this goal. Most of our schools and parishes are already supporting our work in Peru financially in very substantial ways. We encourage this help to continue and expand through:

- A. Large annual donations,
- B. Regular monthly donations,
- C. Personal gifts,
- D. Offerings from multiple intention Masses and bination,
- E. Mission clubs.
- F. Mass offerings/intentions,
- G. Our parishes sponsoring parishes in Peru, or
- H. Scholarships for one or more seminarians of the Vicariate of San Juan de Sahagún

No. 815

The Province remains open to allowing friars who may wish to do so to serve in a foreign mission of another Augustinian jurisdiction which has Missions in other countries where the Province does not have Missions.

No. 901 (special proposal #4—Ordinary Provincial Chapter 2022)

The Ordinary Chapter of 2022 recommends exploring the possibility of a new North American Province with those province(s) interested.

APPENDIX

Tally of Votes

(Revisions-2022)

There were 30 possible votes. The two members were excused and not present when the voting took place.

Religious Life

Program Number on Ballot	Program Number in 2022 Book	Yes	No	Yes, with Reservation	Blank or Spoiled
101	101	28	0	0	0
102	102	28	0	0	0
103.A	103.A	28	0	0	0
103.B	103.B	28	0	0	0
103.C	103.C	28	0	0	0
103.D	103.D	28	0	0	0
103.E	103.E	28	0	0	0
103.F (add)	103.F	28	0	0	0
104.A	104.A	28	0	0	0
104.B	104.B	28	0	0	0
104.C	104.C	28	0	0	0
104.D (change)	104.D	28	0	0	0
104.E	104.E	28	0	0	0
104.F	104.F	28	0	0	0
104.G	104.G	28	0	0	0
104.H	104.H	28	0	0	0
104.I (add)	104.I	28	0	0	0
111.A	111.A	28	0	0	0
111.B	111.B	28	0	0	0
111.C	111.C	28	0	0	0
111.D	111.D	28	0	0	0
111.E (add)	111.E	28	0	0	0
112	112	28	0	0	0

Justice and Peace

Program Number on Ballot	Program Number in 2022 Book	Yes	No	Yes, with Reservation	Blank or Spoiled
131 (change)	131	28	0	0	0
132 (change)	132	28	0	0	0
133 (change)	133	28	0	0	0
134 (change)	134	28	0	0	0
135 (change)	135	28	0	0	0
136 (change)	136	28	0	0	0
137 (change)	137	28	0	0	0
137.A	137.A	28	0	0	0
137.B (change)	137.B	28	0	0	0
138 (change)	138	28	0	0	0
139 (add)	139	28	0	0	0
140 (add)	140	28	0	0	0

Personnel and Health Care

Program Number on Ballot	Program Number in 2022 Book	Yes	No	Yes, with Reservation	Blank or Spoiled
201	201	28	0	0	0
202	202	28	0	0	0
203	203	28	0	0	0
204	204	28	0	0	0
205	205	28	0	0	0
206	206	28	0	0	0
207	207	28	0	0	0
208 (change)	208	28	0	0	0
211	211	28	0	0	0
212	212	28	0	0	0
213 (change)	213	27	0	1	0
251	251	28	0	0	0
252	252	28	0	0	0
253	253	28	0	0	0
254	254	28	0	0	0
255.A (change)	255.A	27	1	0	0
255.B (change)	255.B	28	0	0	0
255.C (change)	255.C	28	0	0	0
255.D	255.D	28	0	0	0
255.E	255.E	28	0	0	0
255.F	255.F	28	0	0	0

				1	1
255.G	255.G	28	0	0	0
256	256	28	0	0	0
257	257	28	0	0	0
258	258	28	0	0	0
259	259	28	0	0	0
260 (change)	260	27	1	0	0
261	261	28	0	0	0
262	262	28	0	0	0
263	263	28	0	0	0
264	264	28	0	0	0
265	265	28	0	0	0
266	266	28	0	0	0

Vocations/Formation

Program Number on Ballot	Program Number in 2022 Book	Yes	No	Yes, with Reservation	Blank or Spoiled
301	301	28	0	0	0
302.A (change)	302.A	28	0	0	0
302.C	302.C	27	0	1	0
303	303	28	0	0	0
304 (change)	304	28	0	0	0
305 (add)	305	28	0	0	0

Secondary Education

Program Number on Ballot	Program Number in 2022 Book	Yes	No	Yes, with Reservation	Blank or Spoiled
501	501	28	0	0	0
502 (change)	502	28	0	0	0
503 (change)	503	28	0	0	0
504	504	28	0	0	0
505	505	28	0	0	0
506	506	28	0	0	0
507	507	28	0	0	0
508	508	28	0	0	0
509	509	28	0	0	0
510	510	28	0	0	0
511	511	28	0	0	0
512 (change)	512	28	0	0	0
513 (delete)		27	1	0	0
514	514	28	0	0	0
515	515	28	0	0	0

Parish Ministry

Program Number on Ballot	Program Number in 2022 Book	Yes	No	Yes, with Reservation	Blank or Spoiled
601 (change)	601	27	0	1	0
602 (change)	602	28	0	0	0
602.A	602.A	28	0	0	0
602.B	602.B	28	0	0	0
602.C	602.C	28	0	0	0
602.D	602.D	28	0	0	0
603.A (change)	603.A	28	0	0	0
603.B	603.B	28	0	0	0
603.C (change)	603.C	28	0	0	0
603.D	603.D	28	0	0	0
603.E (change)	603.E	28	0	0	0
604	604	28	0	0	0
605 (change)	605	28	0	0	0
606 (change)	606	28	0	0	0
607 (change)	607	28	0	0	0
608	608	28	0	0	0
610	610	28	0	0	0
611	611	28	0	0	0
612	612	28	0	0	0
613.A (change)	613.A	28	0	0	0
613.B	613.B	28	0	0	0
613.C	613.C	28	0	0	0
613.D	613.D	28	0	0	0
613.E (change)	613.E	28	0	0	0
613.F	613.F	28	0	0	0
613.G	613.G	28	0	0	0
613.H	613.H	28	0	0	0
613.I	613.I	28	0	0	0
614 (change)	614	28	0	0	0
615 (add)	615	26	1	0	1

Finance

Program Number on Ballot	Program Number in 2022 Book	Yes	No	Yes, with Reservation	Blank or Spoiled
701	701	28	0	0	0
702	702	28	0	0	0

703	703	28	0	0	0
704 (change)	704	28	0	0	0
705	705	28	0	0	0
706 (change)	706	25	2	0	1
707	707	28	0	0	0
708	708	28	0	0	0
709 (change)	709	28	0	0	0
710 (add)	710	27	1	0	0
711 (add)	711	28	0	0	0

Foreign Missions

Program Number on Ballot	Program Number in 2022 Book	Yes	No	Yes, with Reservation	Blank or Spoiled
801 (change)	801	28	0	0	0
802	802	28	0	0	0
803 (change)	803	28	0	0	0
804 (delete)		28	0	0	0
805 (delete)		28	0	0	0
806	806	28	0	0	0
807	807	28	0	0	0
808	808	28	0	0	0
809	809	28	0	0	0
810 (delete)		28	0	0	0
811	811	28	0	0	0
812	812	28	0	0	0
813	813	28	0	0	0
814	814	28	0	0	0
815	815	28	0	0	0

Special Proposals

Program Number on Ballot	Program Number in 2022 Book	Yes	No	Yes, with Reservation	Blank or Spoiled
Special Proposal #1	713	25	2	0	1
Special Proposal #2	712	28	0	0	0
Special Proposal #3	141	28	0	0	0
Special Proposal #4	901	27	1	0	0

Program Number	Program Number in 2022 Book	Yes	No	Yes, with Reservation	Blank or Spoiled
901 (delete)		28	0	0	0

^{*}Please note, this vote was taken by show of hands before ballots were distributed.