



Curia Provinciale Roma
FATEBENEFRAPELLI Roma



Centro Direzionale
FATEBENEFRAPELLI Roma



Ospedale San Pietro •
FATEBENEFRAPELLI - Roma

SENSING GROUP REPORT ROMAN PROVINCE OF ST. PETER THE APOSTLE



Ospedale Buccheri La Ferla •
FATEBENEFRAPELLI - Palermo



Istituto San Giovanni di Dio •
FATEBENEFRAPELLI - Genzano di Roma



Ospedale Sacro Cuore di Gesù •
FATEBENEFRAPELLI - Benevento



Ospedale Buon Consiglio •
FATEBENEFRAPELLI - Napoli

GENERAL INFORMATION

Group numbers: *six (6)*

- Centro Direzionale Fatebenefratelli Roma
- Ospedale San Pietro Roma
- Istituto San Giovanni di Dio Genzano di Roma
- Ospedale Sacro Cuore di Gesù Benevento
- Ospedale Buon Consiglio Napoli
- Ospedale Bucheri La Ferma Palermo

Themes:

- Spiritualità
(Spirituality)

- Partecipazione e Formazione al Carisma
(Participation and Formation in the Charism)

- Situazione Economica e Finanziaria
(Financial and Economic Situation)

Group composition:

- Religious Brothers
- Co-workers
- Hospitaler Family

BRIEF SUMMARY

I. Topics covered by the group:

The group covered the subjects of Spirituality, Participation and Formation in the Charism and Economic and Financial Situation.

II. Why did you choose these themes? Because during the meeting held in Marseilles (France), the need to take in hand these topics emerged and which are common to all the Houses of the Province.

III. What surprised you about the experience in dealing with these issues and what did it generate? Although these were very challenging and open-ended issues, we found an interesting uniformity of thought among most of the co-workers and the entire Hospitaler Family interviewed, even though they belonged to various and very different cultures, professional backgrounds, living and working environments.

IV. What did you discover? What were the key illuminations you drew from the themes? Regarding the theme of Spirituality, we found, with pleasure, the importance of Faith for the whole Hospitaler Family to understand the meaning of the actions that are performed and to have hope for a better future. This is in contrast to the world around us. Then, as to the theme of Participation and Formation, it became clear that formation must be not only professional, but also ethical and human: indeed, most co-workers consider technical formation sufficient, while they hope for an improvement in ethical formation, with firsthand involvement of the Religious as Formators, especially with regard to new recruits. Finally, as for the Economic and Financial situation, all collaborators acknowledged that the Institution has achieved good levels of efficiency and prudence in the management of the limited economic resources made available by the Italian Regions, although they request for a greater presence at State Institutional Bodies for the recognition of the due.

V. What has been confirmed for you? Regarding the theme of Spirituality, it was confirmed that it is necessary to be well with oneself in order to be well with others and do good to others, first of all the sick and needy people who come to our Facilities. On the issue of Participation, it was confirmed, that is it important to ensure permanent formation and training for everyone, adequate to the needs of the services, inspired and guided by the fundamental values of the Order. Finally, as to the Economic and Financial issue, the awareness of the great economic difficulties that afflict the Religious Province and the efforts that are made daily to ensure the continuity of our Healthcare Facilities was confirmed.

VI. What conceptions/prejudices have you had to abandon? That the vocation crisis may adversely affect the fundamental role that religious play in sharing the Charism of St. John of God, and that the economic difficulties are so insurmountable that they generate alarmism among co-workers resulting in an exodus to other healthcare institutions.

VII. What key questions have you allowed to emerge for your Province in view of the future? How to always keep alive the faith and spirituality in the activity being carried out at our Facilities? What further initiatives should be taken to increase as much as possible the educational, professional and human potential already present at our Works? What to do and how to intervene to ensure the economic survival of religious facilities in a context so poor in resources, on the one hand, and so in need of quality care and assistance, on the other hand?

VIII. What about for the whole Order? What are the right tools and strategies to promote within the Order a culture of inclusion, leading to a full involvement of everyone who approaches the Order (the sick, co-workers, the religious themselves) toward spreading the Founder's Charism and toward characterizing our Works in such a strong way as to compel the government rulers to recognize, also from an economic and financial point of view, the specificity and strategic importance of the John of God Service in the health care field?



Hospitality in a changing world



General Chapter - Poland

Oct - Nov 2024

GENERAL SUMMARY PROPOSALS FOR THE GENERAL CHAPTER 2024 SENSING GROUP

Religious Province of St. Peter of Saint John of God Brothers

SPIRITUALITY

In today's increasingly multiracial, inclusive social context, in which young people increasingly tend to move away from religion, the topic of Spirituality takes on a special connotation. In the context of our Facilities, however, a certain countertrend can be detected: it is important for staff members to have faith in God, who is a source of strength and a guide to ethical dilemmas. Faith never causes one to lose hope; it offers the security needed to face the always uncertain future with serenity.

Thus, having spirituality helps one to perform one's work better, lowers anxiety and stress. It is perceived as a complement to one's professionalism, an added value to technical skills, a real working tool, as well as a compass that allows one not to lose the course of good and a lifeboat that helps one face the storm in times of difficulty.

Having spirituality means understanding the importance of one's actions and its consequences. Spirituality is not passive waiting, but active and practical. It is necessary to be well with oneself in order to be well with others and to make others well, the sick especially. A smile, gentleness, a pat on the back, are gestures that are not within professional competence, but if done they mean empathy, welcoming the fears, the frailties of patients and lightening their emotional load.

Having an awareness of suffering is cause for growth, not only professionally but also spiritually. The spiritual approach is also a source of satisfaction both from a personal point of view because it makes one feel useful, and from a professional point of view because it improves the quality of service; it is what makes oneself special, but also our Facilities.

A few co-workers, however, felt that spirituality often does not accompany daily activities. Few resources, and therefore insufficient time, sometimes makes the co-workers seem cold and detached.

In essence, with the aforementioned and few exceptions, at our facilities spirituality is considered an essential element. Primary, however, is the presence of the Religious Brothers: it is not enough to be spiritual but one must also "appear spiritual", and not all lay people can have the sensitivity and qualities of a religious ("we are like a train, the religious are the engine, the collaborators are the carriages, the patients, with their needs, passengers"). However, given the current outlook, it is essential that the laity, at whatever level, continue to characterize with spirituality, which moreover

is also the prerogative of the baptized, and not only of religious, their *modus operandi* in order to preserve the imprint of the John of God Mission for the future.

PARTICIPATION AND FORMATION IN THE CHARISM

Closely related to the previous theme is that of Participation and Formation in the Charism of St. John of God. Considering the current scenario, it is widely recognized by some of co-workers surveyed that in order to aim for quality, formation should not only be professional, but that it should also be ethical and human.

An exclusively professional-technical formation and training would be a mere application of rules and procedures. Just as the technical health aspect is developed and deepened so must the human aspect be deepened. These are complementary aspects, two sides of the same coin.

It affects those who say that the human dimension is like a "flame," it can be easily extinguished if it is not sufficiently and constantly fed, but however dim its lights the way. The more united one is in keeping the flame alive, the more the whole person is assisted. It follows that the human ethical aspect should not be left to the individual, but be the subject of aggregation and training.

Technical and professional training is carried out regularly, with ample programs and selections, often financed by the relevant funding bodies. The critical points noted concern the fact that this training is mainly aimed at healthcare workers to the detriment of administrative staff, the fact that training often clashes with the scarcity of available human resources and, therefore, the paucity of available time, and the fact that sometimes the staff themselves do not take training seriously and see it more as a obligation than as a moment of personal and professional growth.

As for ethical and human formation, some consider it sufficient, while others believe it should be more developed, shared and deepened: in particular, while aware of the difficulties resulting from the vocation crisis, they would like to see the intervention/participation of religious to teach, especially to the newly hires, ethics, humanity, the values of the Order and to transfer the sense of belonging and hospitality that has always distinguished us. It is important for newly recruited resources to learn and assimilate the Charism of St. John of God directly from the religious from the

moment of hiring to understand the "particularity" of a faith based hospital.

It is aspired that our extra-hospital activities like anniversaries, celebrations, dissemination information, Sundays at the Hospital for lunch with families, the Hospital Choir, concerts will continue, but according to some staff, it would also be good to have a real dedicated office, perhaps involving AFMAL (an NGO of the Province) more. A program to be able to develop and share, at regular meetings, the Order's policies on the issue. Or, alternatively, set up moments of socialization through social channels/whatsapp groups.

As illustrated above, to continue to preserve, as much as possible intact, the Masterpiece initiated by our Father Founder.

ECONOMIC AND FINANCIAL SITUATION

The co-workers interviewed are acutely aware of the seriousness of the economic situation, brought about by continuous cuts in health care spending and, therefore, in the funding provided to our Facilities, moreover, it worth to note the exponential growth in operating costs caused by the pandemic and wars, as well as the need to adjust salaries to the new contractual provisions.

Diminishing economic resources in the face of ever-increasing costs.

However, the co-workers interviewed believe that the Institution has managed to achieve good levels of efficiency and prudence in the management of resources, given the existing difficulties that would otherwise have led to the closure of our Centres. It is necessary to continue on this path, empowering all collaborators to prudent management of resources, while being aware that excessive alarmism could create panic and discontent among the same collaborators and, to some extent, encourage an exodus to safer "ports." They hope that the Institutions will become aware of the difficulties that Faith Based Hospitals face today and the excellent care they provide to the population, by arranging more congruous funding. Our Facilities are considered positive and effective realities, territorial points of reference. The "public opinion speaks well of usif there are so many users, it means that our patients have been well." are moving.

They proposed increasing the bargaining power of the Institution by considering the possibility of acting in association with other Healthcare Structures. They consider necessary and vital the development of private funded activities, which, although seemingly counter to and almost antithetical to the Charism of the John of God Brothers, could become an important source of funding for the sustainability and continuation of the Mission.

It is suggested to improve external communication in order to let the world know what our Facilities offer in terms of health care excellence, but also under the ethical and human aspect.

Reduce some types of contracts such as CoCoCo (Contratto di Collaborazione Coordinata e Continuativa) and freelance contracts to more subordinate type relationships in order to achieve greater staff retention, focusing on a creating a pool young professional.

Some proposes directing our Works to specialized areas, reducing the number of medical disciplines and areas of care available in order to concentrate resources in certain precisely identified areas; others suggested a simple policy of avoiding waste ("waste means taking away from someone else turn off a monitor or equipment if not used"). Of course, there is no shortage of criticism: to ensure quality (and at the same time reduce so-called burnout) more resources should be hired, be more meritocratic and thus reduce dissatisfaction (an unhappy co-worker does not work well and is therefore wasteful), also for service users, to modernize and improve waiting time and in-patient rooms. It is always possible to improve, but one cannot help but hope for a structural intervention by the Government that ensures constant and fair funding so that the quality of care, safety the jobs stability and salary insurance can always be guaranteed, and consequently the primary goal of everything, the welfare of the patient.