



REPORT OF CTIA FOR THE INTERCHAPTER

Monday, 18 February

10:30 16TH SESSION – **SECOND PART**

3. Activities of CTIA, Part II

3.1. IX General Chapter in the **operating guideline 1.1.2**, asks that the “*Governments of Circumscriptions commence or consolidate – by the Interchapter – the apostolic presence in the digital world*”. To put this in place, CTIA is working on an **application**, properly our own, but not exclusive (this means that anyone can sell his products in electronic form to whom he likes), for the sale of e-Books and other electronic products supported. We will begin with giveaway products to make us known. The application “**Paulus**” will be available in 6 languages: Italian, French, English, Spanish, Portuguese and Polish. We will find a way to integrate the Japanese and Korean languages. It will function on the following platforms IOS (Apple), Android and Windows.

Management will be entrusted to “**PAULUS**” Portugal, but each editorial direction will have the possibility of adding or excluding products and of verifying sales.

Payment of the application will be paid by the General House, for which a percentage of the sales (still to be defined) will be destined to be a return on investment, while another small percentage must cover the administrative costs. Cf. **Attachment II, 1 e II, 2**.

3.2 In response to the request of the IX General Chapter in priority 1.3 which solicits “*To reinforce the ‘pedagogical choice’ become formators in the field of communication, at the service of the Church*”, CTIA is organizing a course of formation for editors, utilizing the *virtual room* in a manner that our young interact with the new technologies and deepen the understanding of the roots of our Pauline publishing mission whose objective is:

- Review Pauline publishing today, in a world which changes;

- Reinforce the image of ST PAULS as a unique and cross-media publisher;
- Acquire new strategic and operative criteria for Pauline publishing;
- Re-formulate the publishing guidelines (draft).

Along these lines, a seminar of international character is planned.

The realization of this course likewise requires:

- Generate moments of reflection regarding e-learning;
- Share what is being done in the different circumscriptions in the area of e-learning;
- Consider the importance of generating systematic processes in the implementation of projects in education, aimed at proposing and developing seminars; in the future a virtual faculty, in line with the pedagogical methods and necessary applications.

This work will be deepened and developed in the next three years.

3.3 Revision of the norms

Another activity of CTIA is the contribution given to the revision of the norms, in the area of the apostolate found in the *Constitutions* and the *Service of Authority in the Society of St. Paul. Manual*.

3.4 Operative guideline 1.2.3 of the IX General Chapter asks that “*a formative program for the lay collaborators be realized aimed at improving their professionalism and increase their understanding of reciprocal collaboration*”. To meet the object of formative process and apostolic collaboration between Paulines and lay collaborators, CTIA has reflected and came up with the following documents which the General Government after insightful revisions and substantial enhancement has approved thereafter:

3.4.1 Human Resource Policy

The entrepreneurial exercise of its activities motivates the Society of St Paul to intensify its search for clear rules and regulations regarding work in the different states and countries where it is present with its apostolate. The aim is to arrive at a more efficient and structured management of its resources. What it intends to achieve are Norm on Human Resources in

view of an operational and transparent management style which regulate the working environment of our apostolic activities.

The Norms on Human Resources necessarily and implicitly takes into account basic ethics and civil laws found in the social doctrine of the Church, in the Code of Canon Law, in the Constitutions and Directory of the Society of St Paul, in the Service of Authority in the Society of St Paul. Manual (= SdA.M), in the respective Civil and Labor Law and in our particular story and tradition. This instrument wants to contribute in such a way that our responsibility in the management of human resources, underpinned by basic normative and ethical objectives, regulating certain problematic aspects found in different States and countries where the Society of St Paul operates.

Just as in the setting up and realization of the Circumscriptional Apostolic Project, the sharing and understanding of all (from the Superiors to the sector heads, to the workers...) is indispensable, so also in the Norms on Human Resources. The General Director of the Apostolate, is the first who must assume the responsibility of implementing and showing the leadership necessary for its realization that likewise takes into account the guidelines for behaviour which are contained in the Protocol and in the ethical Directory.

In this way does the Society of St Paul intends to structure at an international level its proper apostolic activity and assure itself that all the human resources at its disposition operate within certain basic civil and labor norms. At the same time it aims to be vigilant that acts would not be committed which could not only discredit its image but also require financial sanctions and/or penalties which the Rights and Civil Laws safeguard in every single State and Country. To such end the Society of St Paul decided to adopt, based on the norm of SdA.M (nos. 130.2 and 206.2/1), the present Norms on Human Resources. It aims at introducing a system of rules which govern the management and behavior of all the components of its apostolic organisation. *Cf. Attachment II,3.*

3.4.2 Ethical Protocol and Respective Directory

This Ethical Protocol necessarily and implicitly takes into consideration the basic ethics contained in the judicial body of the Church, in the Society of St Paul, in the respective Civil Codes and our particular

story and tradition. This instrument wants to contribute in such a way that our responsibility in the management of human resources, underpinned by basic normative and ethical objectives, governing certain problematic aspects found in different States and countries.

Just as in the setting up and realization of the Circumscriptional Apostolic Project, the sharing and understanding of all (from the Superiors to the sector heads, to the workers...) is indispensable, so also in Ethical Protocol. The Superiors, are the first who must assume the responsibility of implementing and showing the leadership necessary for the disclosure, the understanding and the formation of all, restricting it in the proper Circumscription with peculiar lines of behavior which are contained in the Ethical Directory (cf. *Guide for the Formulation of the Ethical Directory in the Society of St Paul 2012-2016*).

With these ethical guidelines the Society of St Paul intends to structure at an international level its proper apostolic activity and assure itself that all the human resources at its disposition operate within certain basic civil and labor norms. At the same time it aims to be vigilant that acts would not be committed which could not only discredit its image but also require financial sanctions and/or penalties which the Rights and Civil Laws safeguard in every single State and country. To such end the Society of St Paul decided to adopt, based on the norm of SdA.M (nos. 130.2 e 206.2/1), the present Ethical Protocol. It aims at introducing a system of rules which govern the management and behavior of all the components of its apostolic organization and its internal and external liaisons. Cf. **Attachment II,4.**