

I. Job Description of the Regional Superior

A. Introduction

In accordance with Article 125, 5° of our Constitutions, the Regional Superior is appointed by the Visitor and has delegated powers. In determining the delegated powers of the Regional Superior, therefore, canon law regulations on delegated power shall apply (cf. canons 131-142). Thus,

B. In Relation to the Provincial

The Regional Superior shall:

1. Promote the observance of the Constitutions, Statutes, Provincial norms and Regional norms;
2. With the consent of the Regional Council, create ordinances (by-laws) for the good of the Region. The Provincial and his Council shall approve these ordinances. In effect, it shall be the Provincial to promulgate them;
3. In consultation with his Council and the concerned house, recommend to the Provincial a confrere to be appointed house superior;
4. Pay regular visits to the houses and confreres;
5. Convoke and preside over Regional assemblies (cf. Regional norms on Provincial and domestic assemblies).
6. Present to the Provincial and his Council the candidates for admission to the Internal Seminary, Good Purposes, Ministries, Vows, and Ordination in accordance with the Constitution and Statutes of our Institute;
7. Be a representative of the Province and the Region to other Provinces, to the local church, to the NGOs and to the government;
8. In consultation with the Regional Council, make recommendations to the Provincial and his Council on matters concerning personnel in the Region.
9. Promote the spirit of collaboration with the wider Vincentian family in Kenya.

C. In Relation with Local Superiors

The Regional Superior shall:

1. In consultation with his Council, the Regional Superior appoints confreres to the apostolates of the Region. The Visitor is informed of these assignments before they take place and reserves the right to change them if the need exists.
2. Be guided by the principle of subsidiarity. This calls for respect for autonomy of Local Superiors in running the affairs of their respective houses;
3. Promote the spirit of collaboration among Local Superiors and heads of apostolates and confreres;
4. Have regular meetings with superiors of houses and heads of apostolates to discuss on the status of the affairs of the Region;
5. Promote dialogue among confreres and the wider Vincentian family;
6. Work with superiors and heads of apostolates toward the creation of financially independent Region with financially viable apostolates;
7. Together with the Regional Council and the Local Superiors, create structures and lines of responsibility that empowers and broadly engages confreres to identify problems and address local needs with concrete strategies.

D. Relationship with Confreres in the Region

The Regional Superior shall:

1. Strive to promote the spirit of collaboration and the principle of subsidiarity with the confreres of the Region;
2. In accordance with Western Province Norms and customs, develop and manage personnel files;
3. Constitute and convene independent committees to address emerging needs and issues in the Region;
4. Employ serious analysis of the local situation by engaging confreres in searching out apostolic realities that are appropriate for the Region and the Congregation;

5. Create structures that shall assist confreres in effectively resolving interpersonal conflicts;
6. Foster and actively support dialogue, co-responsibility, solidarity, and participation among the confreres;
7. Together with the Council, develop an ongoing education and formation program for confreres working in the various apostolates. The Regional Superior shall organize a once a year gathering for prayer and renewal for confreres.

E. Relationship with Confreres in the Region

1. The Regional House shall be separated from the formation program at DePaul Centre and relocated to another appropriate location as shall be determined by the Regional Superior and his Council.
2. The Regional Superior shall reside and work at and from these separate facilities.
3. The Regional House shall also house the Regional Finance Office and any other regional offices.