

SPONSORSHIP COVENANT

between

THE MANHATTAN COLLEGE BOARD OF TRUSTEES

and

**THE INSTITUTE OF THE BROTHERS OF THE CHRISTIAN SCHOOLS
DISTRICT OF EASTERN NORTH AMERICA**

Adopted on December 17, 2002, updated and adopted on June 9, 2022

Rationale

This Sponsorship Covenant between the Board of Trustees of Manhattan College and the District of Eastern North America (DENA) of the Brothers of the Christian Schools (De La Salle Christian Brothers) has been formulated because of (1) our intertwined history since the College was founded in 1853; (2) the mutually beneficial collaboration that has characterized our relationship for more than a century and a half; and (3) the strong desire of both parties to continue and to enhance this relationship and the benefits accruing to each, as we continue into the 21st century.

The Manhattan College Board of Trustees and DENA mutually commit to maintain and support the Lasallian Catholic mission at Manhattan College. Responsibility for maintaining and enriching this commitment rests with the Board of Trustees of Manhattan College, specifically through the College President and the Board Committee on Mission and Strategic Planning, as well as with DENA, specifically through the Brother Visitor.

Background

On the part of the College, Manhattan is indebted to the Brothers for its founding and guidance from its founding in 1853 and for the outstanding contributions of a large number of Brothers, more recently those faculty with doctorates, for evincing the personal and corporate commitment to higher education as a value in itself. This relationship gives Manhattan its distinctive identity through the actualization of its Catholic identity; the clear definition of its Mission; the ongoing inspiration of its educational philosophy; the values and ethos that underpin our caring campus community; the exceptional quality of teaching; the commitment to scholarship; the remarkable record of service to students and alumni, especially those who were the first generation of college students in their families. The College also acknowledges the extraordinary financial generosity of the Brothers as well as their efforts to raise needed financial support for Manhattan.

On the part of the Brothers, DENA is indebted to the College for enabling the Brothers to carry out their Lasallian Mission, in association with numerous colleagues, in the arena of higher

education; for the baccalaureate and master's level education provided to many Brothers and other religious; for the intellectual contributions made to DENA and the Institute by the College Brothers and their colleagues; for serving as a focal point of DENA by frequently hosting Liturgies, meetings, formation programs, and social gatherings.

The role of the Brothers at Manhattan College in the 21st century is different from their role in the 19th and 20th centuries. This change results from many factors. There is a desire to be faithful to the teachings of Vatican Council II and its emphasis on the role of the laity in the Catholic Church and on ecumenism and inter-faith relations. Another factor is the evolution of the-"Catholic culture" that existed in the United States prior to Vatican II. There is the desire to continue to respond to the signs of the times, particularly the evolution of our global, pluralistic and interdependent world. In the past, the Lasallian influence on Manhattan College resulted from large numbers of Brothers working in every facet of the College. Now a smaller number of Brothers, dispersed throughout the College by virtue of each one's specific expertise, articulate the Lasallian tradition and witness its effectiveness in collaboration and cooperation with a significant and growing number of colleagues who have come to discover their own identity as Lasallian educators through their encounter with and choosing to participate in Lasallian formation and professional development programs at the invitation of the College, DENA, the International Association of Lasallian Universities (IALU), the Association of Catholic Colleges and Universities (ACCU), the Lilly Fellows Programs, and other entities, thereby enlarging their roles at Manhattan to include the religious and ethical education of our students.

Today at Manhattan, a diverse faculty, staff, and administration, together and by association with the Brothers, continue the Mission and give witness to its inclusive Lasallian Catholic core identity. Committed to providing "a contemporary, person-centered educational experience" characterized by excellence in teaching, they witness the intrinsic worth of both faith and science, and cultivate an atmosphere conducive to both. The faculty, staff, and administrators consider their chosen profession a noble calling and encourage our students to think deeply about their own lives and values and the contributions their careers can make to society in service to their fellow human beings and of the common good. Students are not only the beneficiaries of this tradition, but also active participants in it. Course work, particularly in religious studies and peace studies, along with research and other activities sponsored by Campus Ministry and Social Action (CMSA), the Center for Urban Resilience and Urban Responsibility (CURES), the Holocaust, Genocide, and Interfaith Education (HGI) Center, the Lasallian Women and Gender Resource Center, the Multicultural Center, and other student life and academic departments and programs, afford them the opportunity to engage in service learning and community action projects that incorporate reflection on faith and its relation to reason. Manhattan College encourages lifelong learning and prepares students to make a difference in their world.

Points of Agreement

1. General Principles for Implementation of the College's Mission

The Board of Trustees and the Brothers acknowledge that the Mission and corporate purposes of the College and its services and operations are conducted in harmony with the College's heritage and continuing reality as a Catholic college in the Lasallian Tradition. This is articulated in the Board-approved (March 1999) statement: "Manhattan College: Lasallian, Catholic and Independent." To that end:

- a) the College is guided by the moral, spiritual and religious inspiration of the Catholic tradition in accordance with the College's mission statement. The Church addresses Catholic colleges and universities in the Apostolic Constitution *Ex Corde Ecclesiae* and its Application to the United States, as well as through the Association of Catholic Colleges and Universities (ACCU). The Board respects the individual choice of the College's Catholic professors of Catholic theology regarding the Mandatum;
- b) the College derives inspiration from the religious faith, values, pedagogical and educational ideals of John Baptist de La Salle as preserved, further developed through creative fidelity and innovation¹ transmitted by the Institute of the Brothers of the Christian Schools and the International Association of Lasallian Universities (IALU);
- c) the College affirms its commitment to academic freedom and responsibility, and to institutional autonomy, which are requisites for its effective functioning and the achievement of its Mission;
- d) the College, particularly mindful of its commitment to the Catholic intellectual tradition, fulfills its Mission by teaching and scholarship; by the discovery, preservation, communication and application of knowledge; and by community service and community engaged learning; and by its commitment to faith and spiritual development; for the educational benefit of its students and their overall personal, professional, civic and religious development;
- e) the College maintains its special commitment to first-generation college students and others whose access to higher education may be hindered – and the College will continue

¹ For example, reference a most substantive statement on the shared Lasallian educational mission: [The Declaration on the Lasallian Educational Mission: Challenges, Convictions, and Hopes](#), Brothers of the Christian Schools, GENERALATE – ROMA 2020.

to provide generous financial aid to qualified students who demonstrate financial need;

f) the College, through the Office of the President, reserves the right to ensure that use of its public forums by any members of the campus community is always responsible and consistent with the College's Mission;

g) the College, blessed with a diverse student body, as well as faculty, administrators, and staff from different cultures, faiths and traditions, all of whom make valued contributions to the mission and enrich each other intellectually, socially and spiritually. The College affirms its embrace of this diversity and its commitment to equity, inclusion, and belonging, to freedom of conscience and to the religious liberty of each member of the College community.

2. Hiring Practices

Consistent with the commitment to academic freedom is a professional responsibility to recognize that Manhattan College is a Catholic institution committed to Catholic values and principles and that its identity be respected by all members of the College community. This places no obligation whatsoever on the personal religious beliefs and practices of any individual, while at the same time affords the faculty, staff, administrators, students and Trustees of the College access to a vibrant and rich centuries old Catholic Intellectual Tradition, which the College community recognizes as an important aspect of the College's identity and Mission. Consequently, the College affirms its commitment that all members of the faculty, staff, and administration of the College “should feel that they are bringing elements from their own religious traditions ... and contributing to the religious understanding and spiritual traditions which are essential to Lasallian education².”

- a) Faculty and Staff: In the hiring process, the Provost (faculty and academic staff) and the Vice President for Human Resources (all other employees) discuss the mission statement, the College's Catholic identity, and its Lasallian Tradition (with reference to the Board-approved statement: "Manhattan College: Lasallian, Catholic and Independent," *The Declaration on the Lasallian Educational Mission: Challenges, Convictions, and Hopes*, and other documents that articulate the Lasallian Catholic core identity of the College) with each interviewed applicant. All letters of appointment and annual contracts shall include an agreement to respect the College's Catholic identity and Lasallian Tradition.

² [The Declaration on the Lasallian Educational Mission: Challenges, Convictions, and Hopes](#), Brothers of the Christian Schools, GENERALATE – ROMA 2020, page 53.

Whereas the Brothers of the Christian Schools are an exemplary embodiment of the Lasallian Tradition, the College encourages and supports qualified Brothers for vacant positions and volunteer opportunities. In its hiring, the College considers a candidate's status of being a Brother of the Christian Schools as a positive factor in advancing Manhattan's goal of creating a highly qualified faculty and staff who understand and value its Catholic Identity and the Lasallian Tradition. On their part, the DENA encourages and supports their members to develop needed qualifications and to apply for appropriate positions at the College, especially qualified Brothers with doctorates for faculty positions.

- b) President: If there is no Brother applicant for President or if the Board of Trustees does not judge any Brother applicant to be sufficiently qualified, the Board shall seek someone demonstrating strong evidence in the knowledge and in the practice of the Catholic faith and who understands and values the Lasallian Tradition as well as the Catholic Intellectual Tradition because the President serves as chief spokesperson of the College, its Mission, Identity and Values, and is the “Head of Ministry” for the College from the DENA perspective.

The President shall study the College's Lasallian Tradition and become familiar with the current Institute/Province/College statements and activities to supplement and update his/her own understanding and appreciation. Likewise, the President shall study and be familiar with the Catholic Intellectual Tradition and relevant documents and resources from the Association of Catholic Colleges and Universities (ACCU). The President shall be an active member of Lasallian Association of College and University Presidents (LACUP), Association of Catholic Colleges and Universities (ACCU), and shall participate in appropriate meetings and events of the Archdiocese of New York. Similarly, the President shall ensure that her/his senior leadership team likewise become familiar with these statements, documents, and resources and to be actively engaged with these organizations and networks, as appropriate.

- c) Vice President for Mission: Regarding the Vice President for Mission, the President will consult with the Brother Provincial to employ a qualified Lasallian Educator to assist the President and the College community in its understanding and realization of the College's Mission and Lasallian Catholic identity. This office shall form a Mission and Identity committee composed of all segments of the College community to encourage, assist, coordinate, educate, evaluate and report on all the varied endeavors relevant to ensuring that the Lasallian Catholic character of Manhattan thrives.

3. Responsibilities of the Brothers and the College's Mission and Identity Committee

DENA, as Sponsor, through its Brother Visitor/Provincial encourages the Lasallians of the Province, Brothers generally, and especially those of the Brothers Community at Christian Brothers Center at Manhattan College to develop and enhance among all members of the Manhattan College community an understanding and appreciation of the educational vision of De La Salle; the worldwide educational apostolate of the Institute, especially as embodied in higher education and the International Association of Lasallian Universities, the history, significance and actualization of the Lasallian tradition at Manhattan College; and the reflections of the worldwide Lasallian family.

To realize this goal, the Brothers in association with interested lay colleagues, especially those on the College's Mission and Identity Committee, cooperate with the initiatives of the Board and chief administrators of the College to organize, prepare or otherwise facilitate the following nonexclusive list of activities and materials:

- a) Orientation packet for new Trustee
- b) Ongoing in-service presentations at Board meetings
- c) Orientation program for new major administrators
- d) Ongoing in-service workshops for central administrative team
- e) Orientation presentation for new administrators, faculty and staff
- f) Introductory packet for incoming students
- g) Periodic reviews of the College's actualization of its Catholic identity and Lasallian Tradition and audits of the values that guide decision-making and underpin the campus' sense of community

In addition, the College's Mission and Identity Committee and its successors will continue and, as far as possible, expand its activities in projects such as the following:

- a) Annual Lasallian Convocation

- b) Workshops and institutes for those administrators and faculty interested in a deeper understanding of the vision of De La Salle, Lasallian educational philosophy and practice, and Lasallian spirituality
- c) The Mass of the Holy Spirit, the Mass of De La Salle, and other appropriate liturgical events, in collaboration with the Campus Ministry and Social Action team.

4. Funding

The College provides funds in its annual operating budget for the various activities and endeavors needed to implement the goals and objectives of this Sponsorship Covenant.

5. Use of Facilities

The College continues to welcome, to the best of its ability, the facility requests of the Brothers Community and DENA for Liturgy, meetings, receptions and other purposes. Use of the College's residence facilities shall be at cost; use of all other facilities shall be without charge. Food and beverage service requires a direct agreement with the College's contracted vendor.

DENA also welcomes, to the best of its ability, the facility requests of the College for Liturgy, meetings, receptions and other purposes. Use of DENA's residence facilities shall be at cost, in line with that of DENA's administration rates; use of all other facilities shall be without charge.

6. Alterations to this Covenant

- a) It is the intention of both parties in this agreement to maintain the sponsorship covenant going forward without interruption – and for its terms to be reviewed periodically, at least every five (5) years beginning in the 2024-2025 academic year, by a joint meeting of the Brother Visitor with the Chair of the Board of Trustees, and the Trustee Mission and Strategic Planning Committee. This Covenant between the Board of Trustees and the Brothers of the Christian Schools may be amended at any time by mutual agreement of the Brother Visitor and the Chair of the Board (having a two-thirds vote of the Board after consultation with the faculty, staff, and administrators at a regularly scheduled meeting of the Trustee Mission and Strategic Planning Committee).

b) This Covenant may be dissolved after adequate notice and full discussion between the signees, under two conditions:

1. by notification by the Chair of the Board supported by a two-thirds vote of the Board of Trustees
2. by notification by the Brother Visitor/Provincial of the De La Salle Christian Brothers (or successor Provincial and corporate organization).

Signed: The ninth day of June in the year 2022.

For the Manhattan College Board of Trustees

For the Brothers of the Christian Schools

Chair
Manhattan College Board of Trustees

Visitor/Provincial
District of Eastern North America