

MISSION & ETHICS IN CATHOLIC HEALTH MINISTRY:

A vocation, a career, *your calling.*

Women and men in Catholic health care are involved in something greater than day-to-day work inside brick-and-mortar institutions; they share in sacred experiences, extending care and compassion to the community, patients, their families and other caregivers, all within the context of today's complex health delivery system.

AS A VITAL MEMBER OF THE MINISTRY, YOU WILL:

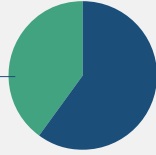
- + **Lead the organization's mission integration and ethics activities** in such a way that individuals and teams can more fully participate in decision-making and, ultimately, be empowered to advance the mission, vision, values and Catholic identity of the organization.
- + **Foster a culture of organizational reflection and dialogue** aimed at promoting human dignity, contributing to the common good and fostering justice in the communities we serve.
- + **Create connections** with community members, government and civic leaders as well as other natural partners to work toward advancing health access, decreasing disparities and improving the health of each person in the community.

**FAITHFULLY
FORWARD**
SUCCESSION PLANNING FOR
CATHOLIC HEALTH CARE



Ethics

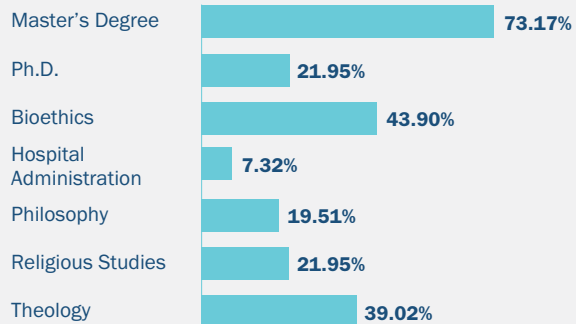
OPPORTUNITY



Nearly 40% of today's working ethicists are over age 60, with more than one-third of all surveyed intending to retire or leave the field within the next five years.

EDUCATIONAL LEVEL

*From 2018 CHA survey of member ethicists



ROLE

Ethicists provide guidance, education, consultation and assistance in navigating the complex and sometimes turbulent waters of health care. Out of a love for helping people and with respect for the moral and ethical teachings of the Gospel and the *Ethical and Religious Directives for Catholic Health Care Services*, ethicists facilitate discernment and provide guidance for making just and moral decisions when answers aren't always clear.

While some ethicists work in facilities, others work in systems. General responsibilities typically include:

- + Educate various audiences, including boards, senior leadership and clinical and nonclinical staff.
- + Provide clinical and organizational consultations.
- + Guide ethics committees and facilitate ethical discernment.
- + Develop ethics-related resources and tools, especially on ethical issues of an organizational and ecclesial nature.
- + Conduct leadership formation.
- + Assist in policy development.
- + Help author advisory and position statements.
- + Research and publish in the area of health care ethics.

EDUCATION

Ethicists typically have at least a graduate-level degree, although a doctorate or the equivalent is preferred, particularly when working at the regional or system level. All candidates are expected to have a developed understanding of health care ethics and the Catholic moral tradition, including Catholic social teaching. Appropriate areas of specialization include, but are not limited to:

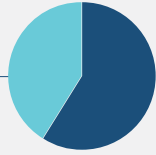
- + Health care ethics
- + Theology
- + Philosophy
- + Medicine
- + Law
- + Nursing

SKILLS AND COMPETENCIES

- + Knowledge of Catholic theology and moral thought.
- + Knowledge of Catholic health care ethics, including organizational ethics and the *Ethical and Religious Directives for Catholic Health Care Services*.
- + Ability to teach and write clearly and effectively.
- + Good communication skills.
- + Creative problem solving.
- + Ability to develop educational programs and resources.

Mission

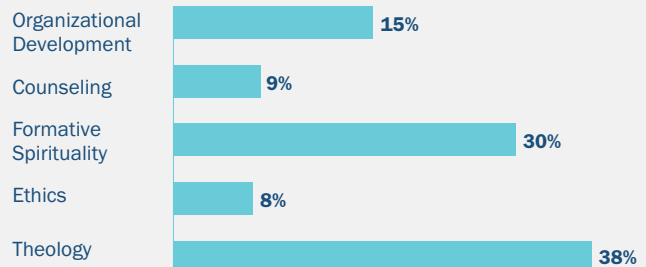
OPPORTUNITY



Nearly 41% of today's working mission leaders are between the ages of 55 and 65, with almost a third of all surveyed intending to retire or leave the field within the next four years.

AREAS OF SPECIALIZATION

**From 2013 CHA survey of member mission leaders*



ROLE

Mission leaders are women and men; lay, religious and ordained; individuals with management, pastoral experience, clinical experience or experience in social service or other healing ministries. Some have recently earned graduate degrees in divinity or theology; some are embarking on a second career in health care after working in nursing, social work or business management. All come steeped in a deep understanding of Catholic social teaching and tradition and the desire to help those working in Catholic health care to integrate the mission and values of the organization into every interaction with patients, families, caregivers, co-workers and the community at large.

Mission leaders perform a wide range of responsibilities within health care organizations, yet primary duties include the following:

- + Participate as a regular member of executive management team.
- + Community involvement activities and strategic planning of community benefit.
- + Consultation on church relationships.
- + Ethics education.
- + Leadership development and formation.
- + Organizational assessment and development.
- + Worship, ritual and retreat experiences.

EDUCATION

- + Graduate degree in theology (perhaps needing to learn the business and operations of Catholic health care).

OR

- + Combination of degree and experience in business, with theological and moral formation through certificate and degree programs designed for second careers.

SKILLS AND COMPETENCIES

Mission leaders are talented, faithful and competent executives skilled in leading organizations through strategic direction and dynamic collaboration. In addition to organizational management competencies, they exercise a working knowledge of:

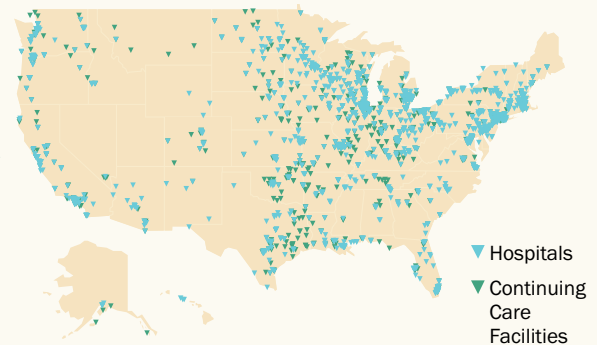
- + Catholic theology.
- + Organizational and clinical ethics.
- + The Church's social justice tradition.
- + The plurality of religions that will be encountered and served through our institutions, or at least an acquaintance with them.

There is no typical path into mission. In fact, few come to this ministry with all of the core competencies identified for the role, and instead, are able and willing to continue personal formation and education toward their development.

Be Part of Something Larger

Catholic health care is the largest group of nonprofit health care providers in the nation — representing more than 600 hospitals and 1,200 long-term care and other health facilities in all 50 states.

SOURCE: THE CATHOLIC HEALTH ASSOCIATION OF THE UNITED STATES



EVERY DAY, MORE THAN
1 IN 7 PATIENTS
*are cared for
in a Catholic hospital.*

SOURCE: 2017 AMERICAN HOSPITAL ASSOCIATION ANNUAL SURVEY



AS THE CHURCH'S MINISTRY OF HEALTH CARE, WE COMMIT TO:

- + Promote and Defend Human Dignity
- + Attend to the Whole Person
- + Care for Poor and Vulnerable Persons
- + Promote the Common Good
- + Act on Behalf of Justice
- + Steward Resources
- + Serve as a Ministry of the Church

THE SHARED STATEMENT OF IDENTITY *for* THE CATHOLIC HEALTH MINISTRY

We are the people of Catholic health care, a ministry of the church, continuing Jesus' mission of love and healing today. As provider, employer, advocate, citizen – bringing together people of diverse faiths and backgrounds – our ministry is an enduring sign of health care rooted in our belief that every person is a treasure, every life a sacred gift, every human being a unity of body, mind and spirit.

We work to bring alive the Gospel vision of justice and peace. We answer God's call to foster healing, act with compassion and promote wellness for all persons and communities, with special attention to our neighbors who are poor, underserved and most vulnerable. By our service, we strive to transform hurt into hope.