多年的初衷，我曾有机会参与领导健康部门的一个项目，该项目的成果是《共融身份声明：为天主教健康机构》。在撰写该声明的同时，项目也指出了从我们作为耶稣的疗愈工作所表达的我们的本质中流露出的核心承诺。这个项目对我来说是一次非凡的经历：聆听和学习来自不同角色—管理人员、临床医生、董事会成员、赞助商、传教会领导人和其他人士—的发言，对他们来说，这是我们的本质精髓。

声明和核心承诺在我们的组织内传播，至今仍有影响力。它们向我们服务的社区展示了我们所信、所珍视、以及我们期待的。同样，对于加入我们团队的领导而言，声明和承诺以清晰、直接的语言，教导关于使命、服务和变革、必要的文化以及构建这种文化的个人行为。

最近，在阅读一本关于领导的书时，我被一个问题所打动：核心承诺对领导自身的意义是什么？领导如何被定义？除了看到这些七项承诺作为引导和描述我们的机构工作以达到对有需要的人伸出援助的目的，这些承诺也可以为领导者的个人反思和更新提供一个有用框架。

**捍卫人类尊严**

这七项核心承诺的第一条是捍卫人的尊严。尊重人的尊严是天主教健康机构的基石，并贯穿于所有承诺中。这种关心和敬重内在地与我们每个人被造的形象相和谐。当然，这种理解促使我们确保我们所服务的人和与我们服务的人感受到的护理是尊重的。但是，对于引领者自身呢？作为工作和生活的方式，如何促进领导者的尊严？如何理解自己的被造形象和类像？这种认识，全面地考虑，引导出问题的个人目标和职业。在光照下，我是什么，我被召唤去做什么？

第二条核心承诺是承诺为全体成员服务。这项承诺是我们的精神关怀、质量保证，甚至是住房项目的核心。但对于个人领导而言，这项承诺要求对与自己身体、心理和精神健康相关的关注。因为根据我们的信仰，作为身体和精神的统一，当领导者疲惫、沮丧或生病时，领导的影响会受到怎样的影响？

我们的医学也承诺照顾贫穷和脆弱的人，我们对贫穷的偏爱是天主教医疗护理的标志。除了我们对慈善和与贫穷者的团结传统，这项承诺似乎要求个人领导者反思自己的脆弱。反思自己的弱点或损失常常使领导者更加强大。沃伦·本尼斯，这位知名领导和管理专家，写过关于“试炼经验”的重要性，那些经历的困难、悲剧或失败使领导力得以锻造。对精神根基的领导者而言，这些经历可以更清晰地揭示上帝在职业生涯、职业和生活中的移动。

**为公众利益**

该机构的承诺是促进公众利益，根植于对人类全面性的信念。人类的存在是医疗部门的存在，其中，假设全人类的健康、福祉和幸福是必要的使命，而这个使命，领导必须确保组织是尊重他人的。

虽然这个项目已经过去了多年，我仍然认为，《共融身份声明：为天主教健康机构》是有关领导力和承诺的宝贵资源，能够帮助领导者更好地理解自己的职责和使命，以及如何在日常工作中体现这些承诺。
sons flourish in community, since they are beings created in the image and likeness of a God who also lives in the community of the Trinity. For leaders in ministry organizations, this commitment suggests that one take time to name, recognize, and give thanks for the communities of support to which the leaders belong: teams, boards, employee groups, civic organizations, families, parishes, and many others. Who joins the leader in his or her community? What do they offer? What do they need?

The next of our ministry's core commitments is to act on behalf of justice. The church's rich tradition of justice teaching animates and guides the health ministry, but for many people in Catholic health care, the social teachings are little known or understood. In committing to act on behalf of justice, the ministry commits to creating life-giving relationships with people who come for service and those who come to serve, with persons in need across the planet, and with the planet itself. For the leader in the ministry, this commitment calls for a clear understanding of the church's social teaching, and so this commitment may call the leader to deeper study of that teaching. Also, it raises questions about the leader's own sense of solidarity with all peoples of the Earth, and his or her defense and preservation of the natural resources of our planet.

The ministry also commits to steward resources wisely, recognizing that all that we have has been given to us by a generous and loving God. In her or his leadership role, the executive, manager, or trustee may first think of the institution's tangible resources—capital, physical plant, work force—when considering the responsibility for stewardship. But the commitment to steward resources also applies to how a leader uses his or her own gifts, the skills, knowledge, time, intuition, and others, that can be developed or diminished. Many Catholic health care organizations have implemented tools for identifying and assessing leaders’ competencies. These tools can be the beginning of a leader's deep understanding of his or her gifts. An individual commitment to lifelong personal and professional development expresses wise stewardship of one's own gifts for work in ministry as well as in all the relationships of one's life.

**Communion with the Church**

Finally, the health ministry commits to act in communion with the Roman Catholic Church because it is an essential element of the mission of the church in the world. *Communio* (and its Greek root, *koine*) does not mean “community” in the original Latin, but instead means “participation” in the good things of salvation, in the Holy Spirit, in the Gospel, and above all, in the Eucharist. The communion of the church, then, is grace and gift, common participation in one truth and one life, participation in the love that God communicates to us in word and sacrament through Christ, in the Holy Spirit.

Catholic health care is sacrament, making present in every healing encounter the love of God for God's people. This commitment to act in communion with the church reminds leaders in the health care ministry—as it does all who serve in Catholic health care—of this sacred responsibility to be instruments revealing God's love, instruments of Jesus' healing touch. At the center of the leader's reflection on these seven core commitments is this profound question: How do I make present God's radical, transforming love in the moments of my life?

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**A 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.