How-to of Mission Integration

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Mission Integration Function – A Definition

Sum of the processes, programs, and relationships that serve to enhance our understanding and commitment to the tradition and values from which the healing ministry originated and in which it continues. It is more than programs and celebrations, it is the work of the soul. It translates into day-to-day language and struggles with complex issues and brings light to significant decisions.
Evolution of the Mission Leader

**Mascot**
- Specialized activities
- Awareness building
- Mission statements

**Mainstream**
- Integration into strategic planning
- Norms for mission integration
- Mission accountability

**Mentor**
- Incorporation into human resources
- Behavioral norms for mission performance
- Mission education

- Kate Grant

How-to of Mission Integration

**Started**
Articulation

**Now**
Structures

**Moved to**
Programs

- Education
- Retreats
- Value behaviors development

- Committees
- Religious, Board & Sponsors
- Executive Function - Decision Making
- Culture Bearer

✔ Values
✔ Mission Statement
Ministry Leadership Formation

Ministry Leadership Center—Sacramento
Providence Ministry Leadership—Seattle
New Manager Mission Orientation
Foundations of Catholic Health Care and beyond
Theological reflection
Missioning ceremony
Mission “immersion trip”
Manager Ministry Development Plan
Board and Physician Formation
And ???

Building an Employee Culture of Mission

Performance evaluations
New employee orientation
New executive on-boarding
Mission Spirit Award
Core values awards
Founder’s traditions
  - Mission Week
  - Mission and Values
  - Gallery Walk
Charito Ansay, RN, Home Health Nurse, reassures her patient while checking her blood pressure.

Home Health staff extend our compassionate service beyond our hospital walls to thousands of patients a year in their own homes.

As people of Providence, we reveal God's love for all, especially the poor and vulnerable, through our compassionate service.

Kathy Harren, CNO and Michael Jongsmma, Director of Cardiovascular Services, provide care to community members as part of a ten-day El Salvador Immersion Trip. Working closely with the community, PHS leaders participated in a variety of projects, including health screening clinics and home health visits.

We reach out to people in need and give comfort as Jesus did.

MISSION

COMPASSION
Dr. Glen Komatsu, Medical Director for the TrinityKids Care team, gently checks the patient. Cameron, born with Trisomy 18. Dr. Komatsu and the team provided great comfort to her parents and siblings as well.

TrinityKids Care is an in-home care program of Providence TrinityCare Hospice for infants, children, and adolescents with life-limiting illnesses and their families.

We embrace those who are suffering.

**COMPASSION**

Erika Bizawa, Laura Mercado-Sidey, and Camille Tareshovski, Occupational Therapists, and Stephanie Crane, Patient Relations Coordinator (L to R), sort through coats donated as part of the One Warm Coat Project. Organized by the OT Department in partnership with the Mission Office to commemorate National OT Month, the coat drive resulted in over 250 coats being donated for homeless patients, as well as those served by the Sisters of Charity of Rolling Hills.

We believe everyone has a right to the basic goods of the earth.

**JUSTICE**
Building an Employee Culture of Mission

Founder’s Traditions con’t
- Celebrations (Table of the King)
- Sacred Stories
- Employee Emergency Fund (Emilie Gamelin Fund)

Core Value Departmental Plans
Values Assessment – Agenda templates
Employee – Community Programs
Diversity Initiatives
And ???
Spirituality in the Workplace

Building a culture of prayer and reflection
  – Overhead, meetings, etc.
Sabbath days
Email Spirituality Update
Care of the bereaved
Tea for the Soul
Newsletter reflections
May oversee Spiritual Care Dept.
And ???

Keeper of Sacred Space

Visible Mission Statements
Displayed Core Values
Religious Symbols as Appropriate
Sacred Space – Chapel, Meditation Rooms, Labyrinth, etc.
And ???
Care for The Poor and Vulnerable

Needs assessment
Community benefit plan – NETWORK
Accountability processes – Lyons
Report to the community
Charity care accounting
  – Mary Potter Program for Human Dignity
  – Maintaining tax-exempt status
  – Budgeting for charity care
  – Policy development
  – Secret shopper
Mother Joseph Fund – 5% of variance
Partnering with communities – local clinics, school districts, etc.
Personal outreach experience for managers
And ???

The Table of Ethics and Social Justice

Biomedical and organizational ethics
*Ethical and Religious Directives* (ERD’s)
Ethical discernment process (e.g., joint ventures)
Labor principles
Compensation philosophy
Stewardship of the environment
International missions
Policy review in light of mission and values and ERD’s
And ???
Mission Integration Review

Based on mission and values
Responsibility of CEO/administrator
Report to the board
Objective criteria and measurements
All are involved?
Three-year development plan

Currently Communicates with...

Mission leader at system
CEO
Boards
Senior leadership team
Employees/associates
Volunteers
Larger community served
Poor/marginalized/in need …
Sponsor representative
Bishops
Your turn!

What new possibilities do you see for yourself in this ministry?

What resources will you need?

What additional education/experiences will you need?