

Ritual of Change and Renewal

Purpose: *The following ritual is intended for use by leadership teams and boards. It can be adapted for managers and departments, as well. It is designed to begin transitioning your community to the changes, especially those of name, logo, and governance. It can be expanded or shortened, adapted for tone, and modified to reflect elements of your facility's heritage.*

Action and Timing: *Following the January 23 announcement, work with your mission leader to hold a ritual service.*

Preparation

If used in its basic form, the ritual takes 8-10 minutes.

- Designate a leader or leaders and three participants to light a candle and recite the paragraph that accompanies that lighting.
- Alternatively, two individuals can be chosen for each candle, one to light and one to read.
- It will also be important to arrange the room to accommodate three candles and matches or lighter.
- If the final renewal is to be read by all, the Declaration of Renewed Commitment will need to be available to all present.
- Music and flowers always enhance the environment of a ritual.

Ritual

If you wish to expand, you may use all or part of Our Catholic Heritage (also included), as a prelude. For smaller groups, who have more time to reflect, you may wish to add time to name the hopes, fears, dreams and uncertainties that the changes evoke. Suggestions and alternatives for language usage are shown in brackets.

Leader: “Changes in identity for individuals and organizations emerge over time. Eventually, the moment comes to acknowledge the change with structures and symbols that more truly and fully reflect the identity that now exists. For our organization, changes in the environments of health care, the Catholic Church and the Sponsoring Congregations that founded and have joined us over the years, have lead to our current day. With revised governance, a new name and a new logo, together we begin to let go of the past, prepare for the future and dwell fully in the new shape of the present. Let us now acknowledge these changes through ritual and reflection.”

Participant 1: “I light this candle remembering the first 25 years of our health care ministry [system]. In these years we have been known as Catholic Healthcare West and sometimes, CHW. In reverence, we honor our founders, call to mind the thousands of people who have come through our doors for healing, advocacy and community partnership and celebrate the healing ministry this represents. Let us pause and reflect in silence.”

Participant 2: “I light this candle in anticipation of the future of our health care ministry [system]. In these coming years we will be known as **Dignity Health**. In hopeful welcome, we resolve to continue partnering with our sponsoring congregations and community

founders, call to mind the thousands of people whom we will serve in the coming years with healing, advocacy and community partnership and celebrate the healing ministry this continues. Let us pause and reflect in silence.”

Participant 3: “I light this candle in full awareness of the present moment in our health care ministry [system]. Remembering the past and reaching toward the future, let us dwell in the present moment. Each of us brings to the news of the changes in governance and name hopes and fears, thoughts and feelings, dreams and uncertainties. Without denying our individual diversity in faith, beliefs and values, we stand united today on the common ground of our healing ministry, with its ongoing mission and jointly held core values. As one people, let us pause and reflect* [in silence].”

*[*Optional time for sharing may occur here.]*

Leader: “You have before you a pin in the shape of our new logo. It is yours to take and ponder as a participant in the community of Dignity Health. In its curves may you find unity among the past, the present, and the future and the legacy we hold in trust for our future ministry. In its three sections may the three dimensions of our mission—its healing, advocacy and community partnering—grow stronger and more widely expressed. In the vibrancy of its color may we never forget that in honoring the inherent dignity of self, other and all, we stand together for wholeness of life for each person who comes our way.”*

*[*Optional time for sharing what the logo evokes for those present.]*

Leader: “In closing, let us renew our call...”

All: “With one voice, we declare our ongoing commitment to further the healing ministry [of Jesus] that has been our mission these last 25 years. Renewed in form and constant in intention, we dedicate our resources to healing the sick, advocating for those who are poor and disenfranchised and partnering with others to improve the quality of life in our communities. In all this we give thanks [to our God for bringing us this far]. We trust in Holy Wisdom to guide us day by day. We listen for the voice of the Sacred in all that we do.”

Leader: “May we walk in peace and work together for dignity, as we carry forward our best hopes for the future.”

Our Catholic Heritage

The following may be read as an opening to Ritual of Change and Renewal. It may be of more use to the Catholic care centers in their transition to the new name.

Proclaimer 1: Let us begin with the story of Our Catholic Heritage. The God and Creator of all invites us to share deeply in the ongoing creation. From the compassionate impulse at the heart of becoming, God's light and love took form in Jesus. Jesus confronted a world broken in many ways, and in great need of healing. He gave his life as a response to the disease he found in those who came to him to be healed, and to those who came to learn from him how to heal in his name.

Proclaimer 2: We are among those in an unbroken chain of beings who have said "Yes" to participating in the healing ministry of Jesus. That "Yes" is timeless. It echoes infinitely with every other "Yes" that offers compassionate care to those who are ill, hurt or otherwise in need of healing. Yet, the form this "Yes" takes changes from age to age.

In our age, beginning in 1986, one by one our Sponsoring Congregations said "Yes" to bringing their hospitals, already long committed to Jesus' healing ministry, together in order to join in a more stable, more robust expression of that ministry.

Proclaimer 1: The Sisters of Mercy Auburn and the Sisters of Mercy Burlingame signed the first covenant that formed CHW. In the years that followed, they were joined by:

The Sisters of St. Dominic of Adrian, Michigan
The Dominican Sisters of St. Catherine of Sienna
The Dominican Sisters of San Rafael
The Sisters of Charity of the Incarnate Word
The Sisters of St. Francis of Penance and Christian Charity

Others walked with them for a time and moved along a separate path when they discerned the time for parting was right. Let us take a moment to honor the Sponsors who have stayed the course. [*short silent pause*]

Proclaimer 2: Following the lead of their founders/foundresses, these Sisters became the founders/foundresses of CHW, also known as Catholic Healthcare West. In the first generation, their leadership was expressed in their role as Corporate Members, each Sponsoring Congregation a part of the Body that has governed our organization these last 25 years. Yet, the roots of our current ministry were first laid down in another time and place. The current stock, first planted in Europe and North America, and transplanted to the West in the last few hundred years, has grown and flourished in the health care facilities established throughout Arizona, Nevada and California.

Proclaimer 1: The vision of our Sponsoring Congregations, expressed through the Corporate Members, has always been inclusive, welcoming to our System community hospitals with different founding stories, whose mission to heal, to advocate for the disenfranchised, to partner with others for healthy communities, found common ground with ours. In this hearty hybrid, healing has been extended to hundreds of thousands of people, advocacy has changed the face of health care, and partnerships have been

formed nationally and internationally. All this has come from a place of common calling and shared values.

Proclaimer 2: In this current day, Holy Wisdom has called our Sponsoring Congregations and our organization to a renewal of their conjoint response to the healing ministry. Each age brings forth new forms of ministry. These changes come in response to changes in the environment, the needs of the people served and the strengths and limitations of those called to serve. Today, in recognition of the changing environment of the church, of health care, of our Sponsoring Congregations and of the people we serve and who serve with us, we acknowledge the end of one era and the beginning of another.

Proclaimer 1: As we move into the future, we do so with a new name. In seeking this name, system leaders, corporate members and wise advisors prayerfully considered who we are and what we are about in the changing world in which we serve. Following a lengthy process of many possibilities, a new name has been chosen for our health care system. Henceforth we will be known as Dignity Health.