TRINITY HEALTH
ESSENTIAL ELEMENTS FOR THE WORK OF MISSION
MISSION
We, Trinity Health, serve together in the spirit of the Gospel as a compassionate and transforming healing presence within our communities.

CORE VALUES

REVERENCE
We honor the sacredness and dignity of every person.

COMMITMENT TO THOSE WHO ARE POOR
We stand with and serve those who are poor, especially those most vulnerable.

JUSTICE
We foster right relationships to promote the common good, including sustainability of Earth.

STEWARDSHIP
We honor our heritage and hold ourselves accountable for the human, financial and natural resources entrusted to our care.

INTEGRITY
We are faithful to who we say we are.

VISION
As a mission-driven, innovative health organization, we will become the national leader in improving the health of our communities and each person we serve. We will be the most trusted health partner for life.
The Gospel Mandate

Originally offered as a response to the question, “Who is my neighbor?” the Gospel parable of the Good Samaritan continues to capture our corporate imagination and to animate us to act with compassion and love toward all. Prompted by Jesus’ story, the original questioner identified the neighbor as the one who treated the needy person with mercy. Jesus replied, “Go and do likewise.”
THE FOUNDING PRINCIPLES

In embracing the spirit of the Gospel, the heart of Catholic health care, we are attentive to the whole person—body, mind and spirit. The Gospel imperative compels us to make solemn commitments.

1. We serve all persons who are in need of healing, especially those who are vulnerable and at the margins of society.

2. We are a prophetic voice as we advocate for social conditions that promote both the common good and the good of every individual.

3. We embrace change and make quality choices that promote healthy communities, nurture Earth, and protect future generations.

4. We recognize and celebrate the dignity of the human person and we honor each person’s culture, spirituality and faith tradition.

5. We are formed by the essential elements of ethical and spiritual care that guide us in all our relationships and align our actions with Catholic Social Tradition.

6. We make thoughtful decisions that reflect our Mission, Core Values and Vision.

7. We are committed to fostering a culture that attracts a diverse global community and that welcomes neighbor and stranger alike.

8. We provide valuable ministry formation to all colleagues that we might learn together and become united in community.

9. We support our Sponsor, system and RHM board members, leaders and colleagues to sustain and deepen our Catholic Identity.

10. We celebrate our founders, our accomplishments, and successes and ritualize in myriad ways our call to share the profound love of God made visible in Jesus.
Through continual reflection on our Catholic Identity, we strive to enliven and deepen the commitment to serve as a compassionate and transforming healing presence within our communities. We recognize that at its theological core, Catholic health ministry is a manifestation of God’s love in communion with others. We are grateful for the rich Catholic tradition within which we stand including the pastoral and theological images of Christ, church, ministry and sacrament, as well as the great moral traditions. These core elements of Catholic identity serve as on-going sources for reflection and creativity as we respond to the Gospel mandate to “Go and do likewise.”
These elements – our Mission, Core Values and Vision, the Gospel Mandate, our Founding Principles, and Catholic Identity – are essential components of the work of mission. These Essential Elements encompass and preserve the legacies of our founding communities. They are manifest in every aspect of Trinity Health’s life. The Essential Elements inform, enliven and shape the following:

**All Organizational Processes**

- Pervasive use of Mission Discernment
- Strategic planning and implementation of goals
- Contract agreements
- Partner relationships with other organizations
- Department operational planning
- Budgeting
- Colleague engagement
- Salary/compensation benefits
- Recruitment, orientation, on-boarding, performance management, professional development
- Marketing, communications, public relations
- Advocacy
- Risk management, compliance
- Quality excellence performance
- Culture of safety

**Ministry Formation/Incorporation Programs**

- Formation programs specific to Catholic identity and ministry
- Mission, core values integrated into all professional development
- Leadership commissioning rituals
The Work of Mission (continued)

Collaborative Relationships

- Bishops, Dioceses, local faith communities
- Public Juridic Person/ Sponsor (Catholic Health Ministries)
- Community providers and health resources
- Legacy religious congregations
- Colleagues
- Board of Directors
- Physicians, Clinical Integration Networks, Physician Health Organizations, etc.
- Local, state and national legislators

Spiritual Care Services

- Exist in every ministry
- Are grounded in a rigorous set of Standards of Spiritual Care
- Support access to certified professional chaplains and trained extenders
- Provide dedicated space for worship and prayer
- Include artwork and symbolic expressions throughout facilities
- Ensure access to the sacraments and prayers
- Partner with Faith Community Nurses

Spirit-at-Work Programs

- Promote a culture of spirituality in all settings and every meeting
- Include regular reflection on Essential Elements
- Provide story-telling of the institution’s tradition and legacy religious congregations
- Utilize rituals and prayers to mark important events and anniversaries
- Encourage colleague wellness and work-life balance
Health Care Ethics and Social Justice

• Assure that policies and practices are consistent with Catholic Social Teaching and the Ethical and Religious Directives for Catholic Health Care Services
• Foster a culture of ethics throughout the organization
• Develop and implement policies, mechanisms and education that address clinical and organizational ethics
• Provide knowledgeable and competent ethics facilitation

Community Benefit Programs

• Are based on assessment of community needs
• Collaborate with community organizations and agencies
• Support population health efforts
• Evaluate impact of programs
CONCLUSION

The Essential Elements for the Work of Mission are the foundational documents that systematically advance the Mission of Trinity Health. Acknowledging institutional complexities as well as the diversity of audiences, the Essential Elements apply in all ministry settings. They are also useful in establishing our identity with potential partners and in recruiting new colleagues. They serve as the basis for expressions of accountability and for on-going assessments and evaluations of ministries and colleagues while, at the same time, requiring periodic review and revision themselves.

In summary, these Essential Elements represent the institutional framework within which we attempt to be faithful to the Gospel mandate, “Go and do likewise.”