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.

STEWARSHIP
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.

In order to be a transforming, healing presence, Trinity Health and its ministries believe that each person needs to experience and express their connection with that Spirit which is greater than ourselves and sustains us in our relationships with the world, our work, and each other. When each person is attentive to one's inner journey, there is a more natural expression of meaning and purpose in the service one offers.

While spirituality is often expressed through the beliefs and rituals of a particular religious tradition, the term is not synonymous with religion. Spirituality implies experiences of sacred mystery which we call holy, awareness of the significance of these experiences, and naming them as blessings. As a ministry within the Catholic tradition, Trinity Health’s expression of spirituality is profoundly shaped by our participation in the healing ministry of Jesus and the spirit of those who journey with us. We believe our work itself is a rich source of our experience of meaning and transcendence. We believe that the sacred is present with us and for us as we carry out our ministry. What goals are possible and within reach when each of us is a healing presence, is compassionate and holistic, and attends to values and excellence within ourselves, toward our co-workers and in the services we provide?

PRINCIPLES OF SPIRIT AT WORK
To integrate Spirit at Work in a way that highlights the meaning of service and the dignity of work, Trinity Health and its ministries have developed structures and processes for this purpose.

BUILDING TRUSTING RELATIONSHIPS
Throughout Trinity Health, colleagues embrace the spiritual dimension of life by creating community within a culture of reverence for all. Leaders appreciate and nurture the gifts of each person and support opportunities to instill meaning and purpose in the work we do together.

• Creating community through a welcoming, hospitable atmosphere
• Extending reverence and respect to all colleagues
• Developing open and honest relationships between management and staff
• Honoring interfaith partnerships
• Supporting a “culture of inclusion”

CORE VALUES/MISSION DISCERNMENT
We believe that our Mission, to be a transforming healing presence in our communities, is strengthened by our Core Values. Mission Discernment helps to ensure our strategic decisions align with our Mission and Core Values.

• Introducing new colleagues to our values as evidence of our culture
• Developing recognition programs based on Core Value behaviors
• Connecting values to purpose and meaning
• Instructing colleagues in the Mission Discernment process
• Highlighting the ethical implications of decisions – clinically and organizationally

RITUALS
Trinity Health and its ministries incorporate prayer and reflection at gatherings and meetings to help colleagues connect with the deeper purpose of our work.

• Recognizing the legacy of our founders through celebrations of their feast days
• Honoring key holy days/holidays of various faith traditions
• Hosting regular rituals for colleague needs, memorializing the deceased

STORYTELLING
Trinity Health and its ministries encourage institutional story-telling because it provides a means of preserving the culture of our organizations, the traditions of our founders, and the sharing of spiritual wisdom.

• Connecting the spirit of our founders with current reality
• Providing story boards, story walls to display significant happenings
• Identifying and inviting colleagues to share stories reflective of our values

CREATING HEALING ENVIRONMENTS
Trinity Health attends to the physical environment of our organization to support the wholistic healing of patients/residents. Creating a healing environment also means our culture supports wellness and healthy lifestyle choices for our colleagues.

• Installing religious and/or inspirational art
• Promoting natural lighting & low noise levels in patients’/residents’ areas
• Making healthy food choices available
KEEPING THE SPIRIT ALIVE IN THE WORKPLACE

Trinity Health and its ministries provide enrichment opportunities to promote the spiritual development of colleagues in order to enhance their lives both personally and in the workplace.

- Making space available for prayer and reflection where colleagues can seek quiet moments of peace
- Honoring and respecting the prayer traditions of all who share ministry with us
- Providing retreats, book discussion groups, workshops on spiritual practices, and special series in Advent and Lent
- Offering Mindfulness brochure for daily practices and Mindfulness workshops
- Providing opportunities for service outreach

Trinity Health and its ministries make available resources for prayer, reflection, spirituality and related topics via oral and written communication, through the intranet, and from the Mission and Spiritual Care offices.

- The Trinity Health Portal contains seasonal prayers/reflections
- Mission and spiritual care leadership provide resources upon request