Mission Integration

New Colleague Orientation

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Presentation Objectives

At the completion of this presentation you will have a deeper understanding of the following aspects of Mission Integration:

• Mission Statement, Core Values, Sensibilities

• Legacy and heritage

• Historical perspectives and evolution of health care mission

• Mission Integration today
Mission Statement

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.
Sensibilities: Themes of Catholic Social Teaching

- Dignity of the Person
- The Common Good
- Solidarity
- Option for the Those Who are Poor / Vulnerable
- Subsidiarity: Association and Participation
- Dignity of Work / Rights of Works
- Stewardship
Video: Mission & Core Values

http://www.youtube.com/watch?feature=player_embedded&v=2XMLh7Hh8M0

Sister Mary Persico, I.H.M.
Former Executive Vice President – Mission Services
Historical Perspectives
Founding communities

https://youtu.be/JQVOJJI3Tr8
Health System Founding Communities

The Sisters of Mercy
Catherine McAuley, RSM

Franciscan Sisters of Allegany, NY
Sister Mary Teresa O’Neill

The Sisters of the Holy Cross
Fr. Basil Moreau, Sr. Angela Gillespie, SC

Sisters of Providence
Catherine Horan
Sr. Mary of Providence

The Sisters of Mercy
The Beginnings

Red Rover Hospital Boat

Civil War Nursing
Early Years

St. Joseph Hospital
South Bend, Indiana

Hawkes Hospital
Columbus, Ohio

- Keys
- Pre1960-1970
- Nursing Schools
- Kitchen Privileges
- Spiritual Practice
Through 1970s-1990s: The Franchise Model

Leaders of Systems That Came Together to Form Trinity Health and Catholic Health East

John King
Holy Cross Health System

Ed Connors
Mercy Health Services

Dan Russell
Eastern Mercy Health System

Sr. Kathleen Popko, S.P.
Sisters of Providence Health System

Howard Watts
Franciscan Sisters of Allegany Health System

Declining number of religious sisters

Women’s Movement
Medicare
Civil Rights
Through 1990s-2000s: Partnerships

- Patient Centered Care
- Total Quality Management
- HMOs
- Realignment

1998 Catholic Health East formed
2000 Trinity Health formed
2000-Present

Technology

Ministry Formation

Affordable Care Act

2000s

Mergers and Acquisitions
New Partnerships
New Care Delivery Models
The Story Continues
Mission Integration Today
Mission Integration Today

Catholic Identity

Ministry Formation

Spiritual Care

Spirit At Work

Ethics

Mission, Core Values, Sensibilities
Mission Integration: Catholic Identity

Catholic Identity

Promoting Catholic Identity
Assessment
Catholic Social Teaching
Ethical & Religious Directives
Relationships – Bishops/Sponsors

Caritas
Solidarity
Participation, Association, Cooperation
Care for those who are poor

Common Good
Dignity
Subsidiarity
Stewardship

Catholic Sensibilities
Sensibilities

• An attitude towards the world
  • Appreciate & respond to complex cultural situations in a distinctively Catholic way
  • A mindset, filter, a paradigm
  • A way of looking at the world
Core Values and Sensibilities

• Reverence
  - *Caritas* / Gratuitousness
  - Dignity of the Person

• Commitment to Those Who Are Poor
  - Care for the Poor
  - Solidarity

• Justice
  - Common Good

• Stewardship
  - Stewardship

• Integrity
  - Subsidiarity, Association & Participation
### Living Our Values Actions

#### Reverence
We honor the sacredness and dignity of every person.
- I connect with compassion and courtesy
- I respect every person
- I use preferred names, introduce myself, my role, and what I am doing
- I smile, acknowledge others, open doors, make eye contact, and say please and thank you
- I am aware of my facial expressions and body language

#### Stewardship
We honor our heritage and hold ourselves accountable for the human, financial and natural resources entrusted to our care.
- I engage every day with an owner's mind and a servant's heart
- I support others in fulfilling our Mission
- I own every problem and seek to find a resolution
- I practice self-care and invest in my own resilience

#### Commitment to Those Who are Poor
We stand with and serve those who are poor, especially those most vulnerable.
- I reach out to help those in need
- I escort patients/family to their location
- I notice when others are suffering or struggling and reach out to comfort and assist them

#### Integrity
We are faithful to who we say we are.
- I am a champion for our Mission and Core Values
- I put people at the center of all I do by being present and attentive
- I practice gratitude
- I take responsibility for my role as a team member

#### Justice
We foster right relationships to promote the common good, including sustainability of Earth.
- I make every moment matter
- I build and maintain healthy and trusting relationships
- I avoid judging others because of differences or circumstances
- I listen and avoid interrupting and multitasking

### Catholic identity, sensibilities, core values manifested in concrete behaviors
Mission Integration: Ministry Formation

Catholic Identity

Organizational Ethics

Ministry Formation (Incorporation)

Board / Governance
Executive Leaders
Physicians
Managers / Directors
Colleagues

Legacy Stories

Catholic Social Practice

ERDs
Ministry Formation

• Ministry formation is a dynamic, life-long, self-reflective process that is informed by:
  - personal experiences,
  - Catholic tradition in the midst of health care,
  - In order to enhance a colleague’s ability to lead the ministry.
Mission Integration: Spiritual Care

Patient / Family Support

Colleague Support

Bereavement

Lending Library

Reflections

Prayer

Spiritual Care

Chaplains

Standards of Excellence

Continuum of Care

Accountability and Quality

Listening Presence
“The chaplain exudes compassion for the unit staff; the chaplain is our spiritual leader, colleague, listening partner; prays with us and for us. The chaplain never judges, helps us with perspective, teaches us to reflect, and to grow. The chaplain recognizes our suffering for our patients as they struggle to live; our suffering for the work as we strive to transform our communities. The chaplain is our rock and our security.”

—MICU Manager nomination for Nursing Award
Mission Integration: Ethics

Facilitation

Ethics

Discernment
Organizational Ethics
Clinical Ethics
Population Health Ethics
Research Ethics

Education

ERDs

Policies

Catholic Social Principles

3 Realms of Ethics
Mission Discernment Model
LIVING OUR VALUES ACTIONS

- In our daily work and in all we do.

CORE VALUES

- Reverence
- Integrity
- Justice
- Commitment to those who are poor
- Stewardship

SENSIBILITIES  HEALTHCARE HISTORY  CATHOLIC HISTORY

Trinity Health
Mission Integration

What resonated with you or what are you wondering about mission?
Trinity Health System
Mission Team
Mission Integration Team

Sister Mary Ann Dillon, RSM, PhD
Executive Vice President, Mission Integration

Philip Boyle, PhD
Senior Vice President, Mission Integration & Ethics

Steve Surprenant, PhD
Vice President, Ministry Formation & Incorporation

Alan Sanders, PhD
Vice President, Ethics Integration & Strategy

Jim Letourneau
Director, Promoting Catholic Identity and Mission Initiatives

Alan Bowman
Vice President, Mission Integration, Trinity Health Continuing Care Group
Mission Integration Team and…….

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