**Talking Points for Mission, Values, Vision and Promise**

*These talking points are intended to give background to assist in explaining how and why the new statements of Mission, values, vision and promise for our parent organization, Providence St. Joseph Health, and Catholic and faith-based ministries came to be*. *As you share the new statements with caregivers,* *please feel free to highlight the parts that speak to you personally. It is our hope that something within the statements of Mission, values, vision and promise will inspire each caregiver.*

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| --- | --- | --- |
| Will adopt the new Mission statement and values | Will retain the existing mission statement | Vision and promise subject to formal adoption process by each board |
| Providence St. Joseph Health | Hoag | Facey Medical Group |
| Providence | Kadlec | Hoag |
| St. Joseph Health | Pacific Medical Centers | Kadlec |
| Facey Medical Group | Swedish | Pacific Medical Centers |
| Covenant Health | Inland Northwest Health Services | Swedish |
|  |  | Inland Northwest Health Services |

**Looking to the future**

Every day, 111,000 compassionate caregivers serve patients and communities across seven states through Providence St. Joseph Health, a national, Catholic, not-for profit health system. Our ministry is a diverse family of organizations united by a belief that health is a human right. Rooted in the founding missions of the Sisters of Providence and the Sisters of St. Joseph of Orange, we share a singular commitment to improve the health of all, especially the poor and vulnerable.

Providence St. Joseph Health is boldly imagining the best health model for the future – today. We are inspired and guided by our new statements of Mission, values, vision and promise.

Mission and values are central to who we are and how we do the work of providing services and accessible, high-quality compassionate care in an increasingly uncertain world – regardless of coverage or ability to pay. The vision sets the course for our aspirations and unites and attracts the like-minded. Our promise keeps us focused and reminds us what matters most.

Providence St. Joseph Health and its Catholic and faith-based ministries will adopt the Mission statement, new values, vision and promise. Our other than Catholic partners will continue to use their current mission and values. The vision and promise will go through an adoption process by each board.

You are invited to reflect on these words that give shape to our future. Consider how you are called to this ministry and how you will bring your gifts and humanity to wherever you serve.

**Mission and values**

More than 60,000 caregivers, providers, leaders, board members, sponsors, and volunteers throughout our family of organizations voiced what is most valuable and inspiring to them about who we are and what we do. They shared what the Mission means to them in their own words and discussed the important elements of our culture. These ideas shaped the following Mission statement and values, which are being adopted by our parent organization, Providence St. Joseph Health, and our Catholic and faith-based ministries:

* ***The Mission: As expressions of God’s healing love, witnessed through the ministry of Jesus, we are steadfast in serving all, especially those who are poor and vulnerable.***
* ***Our Values: Compassion. Dignity. Justice. Excellence. Integrity.***

These words express our desire to answer the call to be a Catholic/Christian ministry (a service to others) in the same way our founding sisters did.

We reference both God and Jesus in the Mission statement for two reasons. We are saying that, fundamentally, we exist to express God’s healing love. People of all faiths and those who are not part of a faith tradition can connect with a purpose greater than themselves to express healing love in their speech and actions. As a ministry, we are always committed to embracing and celebrating the diversity of who we are. We also recognize Jesus as one who has modeled to perfection what it means to express God‘s healing love which is compassionate, inclusive of all, and calls us to act with justice. In the life of Jesus, we see how we are called to be. He responded to the signs of his times to create a more loving, just and peaceful world for all. The Sisters were inspired by the example of Jesus in responding to the signs of the times in which they found themselves. We are expected to do the same.

We begin with “**As expressions of God’s healing love**” because our Catholic identity and the heritage handed on to us by the Sisters acknowledge God as love. Father Jean Pierre Medaille, a traveling Jesuit priest and missionary, who formed the community Sisters of Saint Joseph in 1651, wrote, “I love Love and I let Love love through me.” The Sisters of Providence motto from the Christian scripture (New Testament): The love of Christ impels us. Each one of us is asked to express love through our thoughts, words and actions. We are called, in every encounter, to express love to all people. That is the essence of a sacred encounter – that people would leave our interactions more healed, more whole.

We reference “**witnessed through the ministry of Jesus**” because our Christian tradition recognizes Jesus as a model for how we are to live our lives. Jesus reminds us that God is love and that God loves everyone. The ministry of Jesus was inclusive and was extended to all without distinction. Therefore, we must do the same.

The word “**steadfast**” exemplifies the commitment and perseverance in which the Sisters served those in need. No matter the circumstance, no matter the challenge, they never wavered, they never lost faith. They were compelled to respond to the needs of the community. The Sisters exemplified faith, courage, strength, tenacity, vision and flexibility. The word steadfast is found many times in the Hebrew scripture (Old Testament) to describe the nature of God and the strength of God’s love. We hope to express that same steadfast nature in all interactions.

We believe all people are made in the image and likeness of God and are worthy of love and healing. We call out “**especially those who are poor and vulnerable**” because they are most in need of God’s healing love. They suffer at the margins of society. Our strong heritage call us to continue to serve those who need us most. We are a servant and voice for the voiceless, and we advocate for those who may not be able to speak for themselves. Of course, we also know that people can be poor in ways besides being economically poor. Many of us, at times, need access to mental, spiritual or physical care. And, all of us know the experience of what it means to be vulnerable as we receive care.

**Our Values**

After much discernment, we agreed that we would move forward with no more than five values. In coming to a shared set of values, both legacy organizations have added new values and retired longstanding values. Providence has added the value of dignity and retired the values of respect and stewardship. St. Joseph Health has added the value of compassion and retired the value of service. Both organizations have added the value of integrity and are keeping the values of justice and excellence. Keep in mind that while our new set of values does not include all the words we are used to seeing, these new values continue to reflect ideals such as service and stewardship. We feel the new values capture both the spirit and heritage of both organizations’ original values while conveying the values we hold dear as a unified ministry.

**Compassion** is the first value listed for a reason. Compassion is the one word, by far, that caregivers and leaders across the organization use to describe who we are and what we do. Since suffering is a universal experience, we reach out with compassion to those we serve as an expression of our desire to ease the suffering of others. The value of compassion evokes the former value of service.

The value of **dignity** is reminiscent of the value of respect. Our heritage and tradition assert that every person has inherent worth simply because they are human. Every person is created in the image and likeness of God. Respecting the inherent worth of each person helps us to be able to celebrate the gift of diversity.

**Integrity** is a new value across the organization. This was expressed by many caregivers during the many focus groups and discussions held across the organization. We want to hold ourselves to the highest standard of ethical behavior. Adding this value highlights our desire to hold ourselves accountable to do the right thing for the right reasons.

Some will miss stewardship as one of our named values. It is important to note the essence of stewardship remains in the values of justice and excellence: We care wisely for our people, our resources and our earth; and we work to create a more just, loving and peaceful world for all people.

**Our Vision**

Our parent organization, Providence St. Joseph Health has adopted the following vision:

* ***Health for a Better World***

Our family of organizations will go through an adoption process by each board to discern how they will adopt the vision and promise.

At the center of this vision is the acknowledgement that health is integral to living a full life. This vision clearly states the importance health has on every person, every community and every country. We know and understand this importance and we are boldly moving beyond what health care is today. We accept and acknowledge the important role we can play in improving our world, and this vision inspires us to look at health in a whole new way.

We have a tremendous opportunity to make a difference in the world because of our size and scale and this vision will bring us all together to not just better serve our communities, but to drive the change necessary to improve health everywhere.

We are blessed because we have options. We have resources, and we have the breadth of scale that allows us to imagine endless possibilities.

We will be the new pioneers of health who bravely transform as we engage with and improve the lives of those we serve.

**Our Promise**

When our Mission and values come together as behaviors, it should look and feel like our promise, “**Know me, care for me, ease my way**.” It is in quotation marks because it is the voice of the patient, their family, consumer, and caregiver. We promise to know, care for and ease the way of all patients, family members, consumers and one another in each of our personal interactions and connections. It is how our Mission and values feel to those we serve.