

2020 New Year's Mission Integration Assessment

This assessment is designed to support our Franciscan ministries by providing a tool that stimulates conversation and focused awareness on our shared mission. We ask that each ministry devote time at your first board meeting and/or first staff meeting in 2020, to consider each of these 10 expressions of mission. As you consider them, describe your ministry on each expression as either green (strongly expressed), blue (expressed), yellow (some expression, but needs improvement) or red (not expressed). Once completed, and compared with the staff perspective, share your assessment with the Office of Mission Integration and Ministry Support. Please include comments and any action items that have resulted from your conversation.

1. We Are Visibly Franciscan.



There are visible signs in our buildings, on our website and on our marketing and development materials that identify us as “a ministry of the Franciscan Friars of the St. Barbara Province,” as Catholic and as having a Franciscan founder, history and legacy that we are carrying on.

2. We Serve the Poor & Marginalized



We are physically accessible to the poor, handicapped and marginalized. We have developed specific programs to serve the poor. We have scholarships available for our fee-based programs and services so that no one is turned away for lack of funds. We reach out to the sick, imprisoned, forgotten and lonely. Our service to the poor is based on being “in-relationship” with them – we know each by more than name.

3. We Recognize and Respond to the Human Person as a Spiritual Being.



We have one or more spaces set aside for prayer and reflection that are accessible to both staff and visitors. We encourage spiritual development, start meetings with a prayer and/or a Franciscan reflection, and have annual board and staff retreats with a spiritual focus.

4. We Prioritize Right Relationships



Leading a Franciscan ministry requires more than the usual organizational values of respect, integrity and honesty. It requires that we understand all creation as brother and sister. As brothers and sisters, we are family to each other and therefore, support rather than dominate or control one another. We act as brother and sister even when we have the power to dominate, for example, a manager over staff member or board over ED, or ministry over environment. We share appropriate levels of power. Being in right relationship is part of our board and staff evaluations. We demonstrate our priority for right relationships by practicing subsidiarity. We strive for reconciliation after conflict. There are times we are willing to give up strongly held positions in order to preserve or heal relationships.



5. We Accept Our Interdependence

We do not value independence or seek to be self-sufficient. We accept our inter-relatedness to individuals, other ministries, our community, creation, and the Province. We beg (develop) each year to meet our financial needs. We understand that all we have is a gift and anything beyond what we need is to be generously shared with others. We give generously.



6. Our Interactions Are Courteous.

Courtesy is more, and more concrete, than respect. In the 1200's, during St Francis' life, courtesy was a courtly ideal and reflected chivalrous behavior. We evidence our courtesy by welcoming each person individually, by maintaining an attitude of humility and a tone of voice that is respectful. We assume good will from others, even those we strongly disagree with. We are generous of spirit. Our interactions are punctuated by politeness, respect, humility and kindness.



7. We Maintain a Posture of Humility.

As individuals and as a ministry, we accept that our point-of-view is one of many. It may be correct, but it is not the only one that is correct. We listen to others with the intent of understanding, not reacting. We are accepting of differences and seek out and listen to the "minority voice" in all discussions. We recognize our gifts and competencies while acknowledging that in many situations other organizations may be better suited to meeting a community need than we are. In these cases, we resist the urge for our ministry to jump in, rather we defer and support others. We accept that we live in an imperfect world and that change takes time. We allow our board, staff and community members to be imperfect without shaming them.



8. We Promote Peace

Interactions in our ministry are punctuated by compassionate, and non-violent language. We assume the good in others. We have developed programs or activities that promote peace. We offer training for our staff in de-escalation and reconciliation. Peace-making is an element of our staff review process.



9. We Care for Creation

We have implemented specific initiatives to care for our mother earth. We consider the environmental impact of our decisions before we make them. We consider our consumption in terms of its impact on health, the poor, human rights, animal rights, land usage, and carbon imprint.

10. We Maintain Focus on the Good.



We are obviously and vocally grateful for God, our community, our staff, creation and the uniqueness (or “thisness”) of each person we encounter. We resist the temptation to be overly critical, to harp on what is wrong rather than on what is right, and to approach our role as problem-solvers. Rather, we see our role more broadly as being present and attentive to the people we serve. We recognize the good, we emphasize the good and we reinforce the good found all around us. We acknowledge problems and sinfulness, but we don’t overly focus on it.