

# The Purpose and Culture of the Ministries of the Order of Friars Minor

*Province of St. Barbara*

***Our purpose is to imitate God's all inclusive, extravagant love for each individual person by caring for their physical, emotional, spiritual, and intellectual needs on their life's journey.***

## Collaboration

Our thoughts, behaviors, and decisions are based on inclusive relationships.

## Interdependence

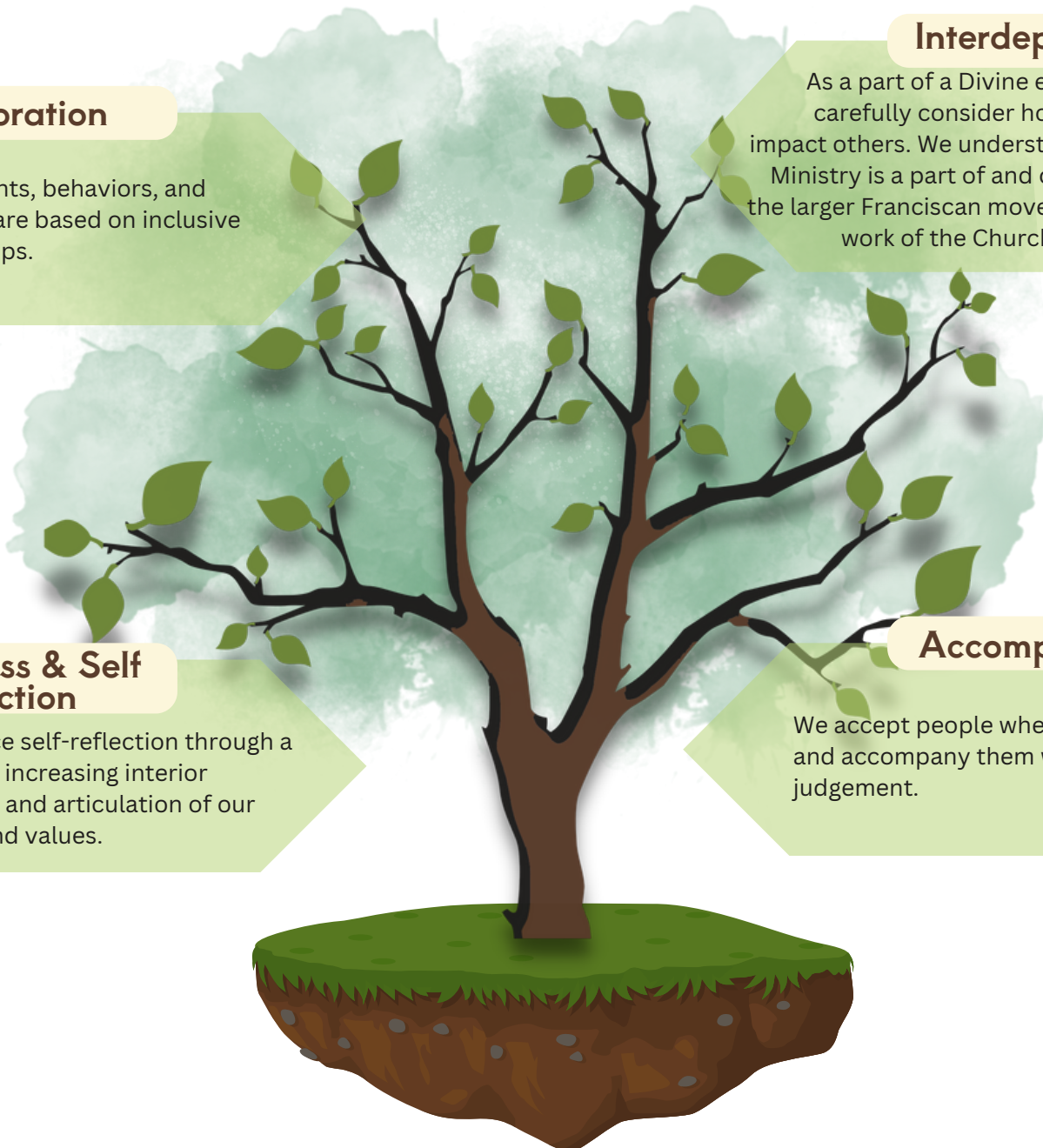
As a part of a Divine ecosystem, we carefully consider how our actions impact others. We understand that each Ministry is a part of and contributes to the larger Franciscan movement and the work of the Church in the world.

## Awareness & Self Reflection

We practice self-reflection through a process of increasing interior awareness and articulation of our motives and values.

## Accompaniment

We accept people where they are and accompany them without judgement.



*We are grounded in the stories of Francis, Clare, and our Franciscan Heritage to deepen and further inform our understanding and articulation of what we mean by Franciscan culture.*

## Visible Signs that we are living out our Purpose

Please use this as a self-assessment for boards and ministry leaders

### Collaboration

- Prioritizing relationships
- Inclusive decision-making where stakeholders are identified and included
- Making decisions closest to those affected by them
- Encouraging and listening to different perspectives rather than refuting them
- Reaching beyond our ministry to the greater Province, Franciscan family, and community to seek input, feedback, and expertise

### Interdependence

- Understanding that each ministry is one in a family of ministries sponsored by the Franciscan Order, we act with the interests of the whole in mind
- Explicitly identifying who and what will be impacted by our behaviors and decisions and considering our impact before acting
- Embracing our reliance on others and others' reliance on us
- Having accepted our interdependence, we maintain an abundance mentality and share freely and generously, knowing that when we are in need, others will share with us.

### Accompaniment

- Relating to each person as an individual, not simply as a member of a market or group
- Focusing on loving people, not solving their problems
- Respecting individuals by accepting them as they are; we make resources available, but resist defining organizational success as a change in an individual's status. (e.g. from unhoused to housed, from addiction to sobriety, from atheist to Christian). Our success metrics aren't outcome-oriented.
- Humbly walking beside others, welcoming them, listening to them, inviting and responding to them and listening some more

### Awareness & Self Reflection

- Conversations and discussions filled with the language of our shared purpose and values
- Pacing decision-making to allow for further reflection or input, taking into account the foundational stories of the Franciscan Order and ministry origin
- Planning consistent time for formation, reflection, and retreats
- Articulating our individual and collective motives, both in harmony and in tension with organizational purpose or values