

Mission Integration Assessment – 2025



Mission Integration is a central and ongoing responsibility of Boards and Management. Ensuring that our ministries have a Franciscan culture and are committed to Franciscan values and Catholic Social Teaching is core to fulfilling that duty. This assessment is intended to inspire dialogue regarding Mission Integration and ensuring alignment with the ministry sponsor. Boards and Ministry leadership are asked to reflect on Mission Integration and formally complete this assessment each year. Please send the completed assessment to Laura Chun at ljchun@friars.us

1. Mission Integration Plan

- Is the MI Plan created jointly by the Board and Management?
- Is the MI Plan progress regularly reviewed by the board?
- Please attach a copy of the current MI Plan with status on each item

2. Franciscan Purpose and Culture

It is the responsibility of the Board and the Ministry to foster a vibrant Franciscan culture within the Ministry, aligned with the Franciscan friars. The purpose for all Ministries 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.*

- Strategic plan: How well is your ministry's purpose and strategic plan aligned with the purpose and culture of the Franciscan friars?

Please summarize observations and any note desired action items:

3. Behaviors supporting Franciscan Purpose and Culture

We live and embody Franciscan Culture and Purpose through specific behaviors related to Collaboration, Interdependence, Accompaniment, and Awareness & Self Reflection.

3a. Collaboration: Our thoughts, behaviors, and decisions are based on inclusive relationships. How do we as a Board and Ministry prioritize relationships?

- Do we engage in inclusive decision making where stakeholders are identified and included?
- Are decisions made closest to those affected by them?
- Do we encourage and listen to different perspectives rather than refuting them?
- Do we reach beyond our ministry to the greater Province, Franciscan family, and community to seek input, feedback, and expertise?

Please share **how** your ministry embodies Collaboration; please include any desired action items:

3b. Interdependence: 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.

- Do we act in a way that shows understanding that each ministry is one in a family of ministries sponsored by the Franciscan Order? Do we act with the interests of the whole in mind?
- Do we explicitly identify who and what will be impacted by our behaviors and decisions and considering our impact before acting?
- Do we embrace our reliance on others and others' reliance on us?
- Having accepted our interdependence, do we maintain an abundance mentality and share freely and generously, knowing that when we are in need, others will share with us?

Please share **how** your ministry embodies Interdependence; please include any desired action items:

3c. Accompaniment: We accept people where they are and accompany them without judgement.

- Do we relate to each person as an individual, not simply as a member of a market or group?
- Do we focus on loving people, not solving their problems?
- Do we respect individuals by accepting them as they are? Do 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)? Do we ensure that our success metrics aren't outcome oriented?
- Do we humbly walk beside others, welcoming them, listening to them, inviting and responding to them and listening some more?

Please share **how** your ministry embodies Accompaniment; please include any desired action items:

3d: Awareness & Self Reflection: We practice self-reflection through a process of increasing interior awareness and articulation of our motives and values.

- Are our conversations and discussions filled with the language of our shared purpose and values?
- Do we pace decision-making to allow for further reflection or input, considering the foundational stories of the Franciscan Order and ministry origin?
- Do we plan consistent time for formation, reflection, and retreats?
- Do we articulate our individual and collective motives, both in harmony and in tension with organizational purpose or values?

Please share **how** your ministry embodies Awareness & Self Reflection; please include any desired action items:

4. Governance

- Do all board members and staff understand that we are a sponsored ministry of Franciscan Friars before they are hired?
- Have all board members read bylaws and understand the two-tiered governance structure?
- Do all board members understand their role and responsibilities?
- Does the board do at least an annual assessment of its own performance?
- Are Board members and management familiar with what powers are reserved by the trustees?

Please share **how** your ministry board ensures Franciscan governance; please include any desired action items:

5. How can FM better support your governance and Mission Integration needs?