



# WISDOM





# Mission Leadership Academy

Justice



MISSION LEADERSHIP ACADEMY

# Welcome

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Martin Schreiber







# Friday, September 13, 2024

## Justice

### REFLECTIVE INTEGRATION

— BREAK —

### WELCOME

Martin Schreiber

### REFLECTION & SHARED EXPERIENCE

Dougal Hewitt

### FOUNDING STORY

Mary Anne Sladich-Lantz

### ESTABLISHING CONNECTIONS

Dougal Hewitt

### CONNECTION

Bill Cox

Sr. Maggie Pastro

Martin Schreiber

### CLOSING

Martin Schreiber

— BREAK —

### REFLECTIVE INTEGRATION

— LUNCH & ADJOURN —

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# Reflection

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Dougal Hewitt



## 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.



**The Mission:** In this first piece, we incorporate the daisy, which historically represents innocence; and the fern, which represents sincerity and humility as it hides among the many colors. The bright colors draw the eye and ask us to feel joy in the boldness of our faith and work.





## JUSTICE

*Act with justice, love with kindness and walk humbly with your God. –Micah 6:8*

We foster a culture that promotes unity and reconciliation. We strive to care wisely for our people, our resources and our earth. We stand in solidarity with the most vulnerable, working to remove the causes of oppression and promoting justice for all.



**Justice:** These blues and greens represent trust, stability and endurance, characteristics we must have when pursuing justice. The flowering strawberry historically represents righteousness and good works.





In Human  
Encounter,  
Virtues  
Intersect





# Discerning about Justice

Requires a continually discerning heart

Easy to discern between good and evil; more difficult between two goods or two difficult realities

Requires more than one person

Consider expertise, experience

Providence's own discernment process

Know when to call experts



# Application to Health Care

**CLINICAL**

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**COMMUNITY**

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**ORGANIZATIONAL**

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**INTERNATIONAL**





# Reflection Questions

Within your scope of influence, what are the areas where you experience challenges regarding justice?

Within that same sphere, what are the areas in which you feel a sense of pride?

How do you think that, within Providence, we can grow in our pursuit of justice?

# Providence's value of Justice is expressed in the following ways:

## **PROMOTING UNITY AND RECONCILIATION**

Providence's value of justice is expressed in its efforts to foster a culture that promotes unity and reconciliation.

## **STANDING IN SOLIDARITY WITH THE VULNERABLE**

Providence stands in solidarity with the most vulnerable and works to remove the causes of oppression.

## **ADVOCACY**

Providence's advocacy efforts include working with communities and partners to promote practices and infrastructure that sustain the planet.

## **ENVIRONMENTAL STEWARDSHIP**

Providence is committed to caring for the environment and reducing its negative impact on the Earth. We have set ourselves a goal of being carbon-negative by 2030.

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**Providence's other core values include compassion, dignity, excellence, and integrity.**



# Socially Just-Benefits | Highlights

*In keeping with our broader Catholic Social Teachings, we support our caregiver community with benefits that align with our Mission and values.*

## **Health and Welfare Benefits:**

- Our benefits plans are modified “wage-based model” based on the principles of solidarity and proportionality.
- Our higher earners contribute substantially more to their cost of healthcare than lower wage earners.
- We offer premium assistance based on household income through our Medical Plan Assistance Program.

## **Caregiver Well-being:**

- Our annual health incentive program helps caregivers cover the out-of-pocket cost of their healthcare.
- We support our most vulnerable caregivers through the Helping Hands grant program and Brightside financial solution.

## **Retirement Programs:**

- Our caregivers are auto-enrolled in the retirement program with maximized employer match opportunities.
- Our caregivers are offered socially just investment fund opportunities.
- In 2025, we will introduce student debt match contributions for those paying down education loans.

## **Absence and Disability Programs:**

- We offer supportive leave and disability benefits and generous paid time away programs for our caregivers.



Listening







"There's a lot of  
difference  
between listening  
and hearing."

- G.K. CHESTERSON

Do not turn your  
face from me when  
I am in distress.  
Turn your ear to  
me; when I call,  
answer me quickly.

PSALM 102:2



When did someone listen to you when the ear of their heart?

What effect did that have on you?

Where or when could you listen more with the ear of your heart?





Native American Proverb: "Listen or your tongue will make you deaf".

How deaf am I because I only hear my own voice, my own ideas?

If each of us could take the time to truly listen to one another, our prejudices might fall away, our mistrust might disintegrate, and our fear might be replaced by confidence and compassion.



God of silence and God of all sound,  
help me to listen.  
Help me to do the deep listening to the  
sounds of my soul,  
waiting to hear your soft voice calling me  
deeper into you.  
Help me to discern out of that open place  
of deep affection  
so that I too might be a useful vessel of  
your love in the world.  
Give me attentive ears  
that begin to separate the noise from the  
sounds that come from love;  
that come from the heart which has been  
speaking to me,  
and through me, my whole life -  
for so long that the sounds can seem like  
background noise.  
Today help me hear anew.

# Sensory Experience

Sound



Describe your pod's sensory experience.

What was the highlight of the experience?

Share a word or phrase that summarizes your experience.



# Everett, WA

Josh Wilson



# Spokane, WA

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Kelly Dotson





# Eureka, CA

Ben De Leon





# Los Angeles, CA

Jose Castro



# Orange Buds, CA

Jennifer Russell







# WISDOM





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# Founding Story

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Mary Anne Sladich-Lantz

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*Mother Joseph of the Sacred Heart*



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# Providence Culture

Establishing Connections

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Dougal Hewitt







# HAMILTON

AN AMERICAN MUSICAL

ORIGINAL BROADWAY CAST RECORDING

## “THE ROOM WHERE IT HAPPENS”

PERFORMED BY

ALEX LACAMOIRE, DAVEED DIGGS, LESLIE ODOM JR.,  
LIN-MANUEL MIRANDA, OKIERIETE ONAODOWAN,  
ORIGINAL BROADWAY CAST OF HAMILTON

WRITTEN BY

LIN-MANUEL MIRANDA





**What is Table of the King?**

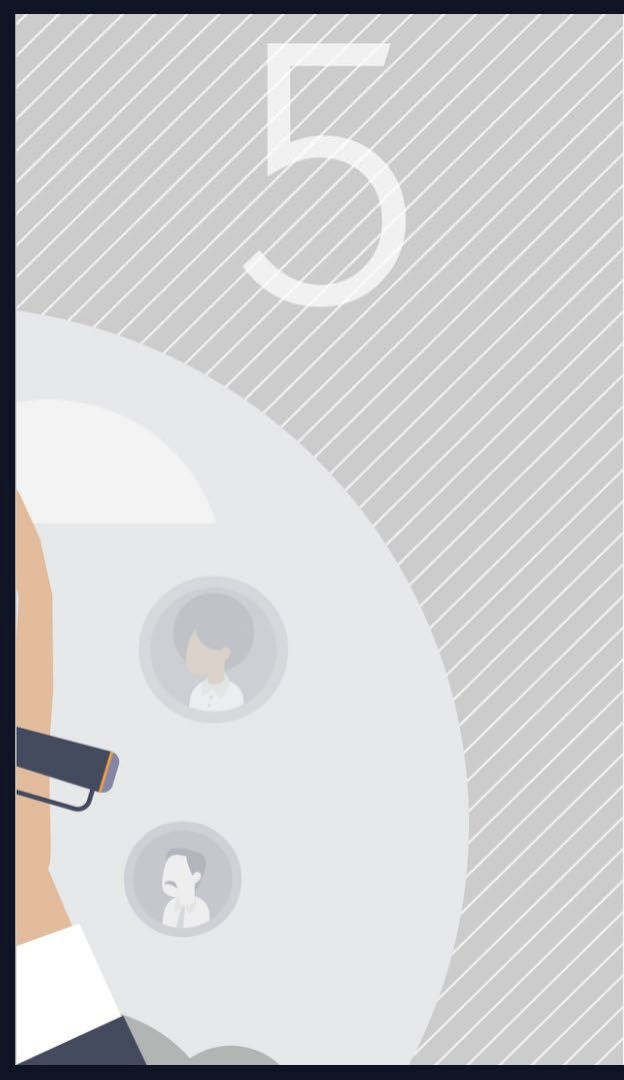
# INCLUSION *versus* CO-DECISION-MAKING



# 5

## *What is the difference between inclusion and co-decision-making?*

Inclusive decision-making seeks the insight and perspective of everyone affected by the decision. Although all voices inform the final decision, it's not about reaching a consensus or acting on behalf of a majority. Co-decision-making seeks to reach the best final decision by equitably incorporating the insight and perspective of every person tasked with making the decision. When seeking input, it's essential that people know whether you are inviting them to co-decide or are simply including their voices.





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# Connection



Martin Schreiber

Sr. Maggie Pastro, SP

Bill Cox





# Justice

Articulate the relationship between charity and justice in Christian theology and Catholic Social Teaching.

Describe the concept of solidarity in Catholic Social Teaching and deepen imagination for its social realization.

Identify Justice advocacy activities and opportunities within Catholic healthcare and within the communities they serve.

Apply course concepts to personal leadership development with specific connection to Mission-centered leadership and service to vulnerable populations





# Blessed Émilie Gamelin

## TABLE OF THE KING 2024

You are invited to one of our Providence St. Joseph Hospitals who are provide in-person Table of the King gatherings.

The Renton, Portland (POP2 Cafe) and Irvine (4th Floor) offices are all be hosting in-person gatherings starting at 11:30 on Monday, September 23.

For a list of in-person opportunities or more information contact Stephanie Berry.





# STEWARDSHIP





PHOTO TAKEN BY JOEL ALSWORTH

Do not ask me to abandon or forsake you! For wherever you go I will go, wherever you lodge I will lodge, your people shall be my people, and your God my God.

RUTH 1: 15 -19



# Thank you.

A special thank you to the  
behind-the-scenes crew in  
Anchorage!



**ALYSON ELIAS-CALLES**



**CRYSTAL HASAN**



**NATE FRIAR**



**ERIC MELLOR**



**NICK PERKISS**



# Anchorage

Pod Leadership



**JOEL ALSWORTH**



**CHRISTOPHER KIES**



**CHRISTINA FOMA'I**



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# Bon Voyage

BACK TO YOUR LOCAL POD.







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