

# Guiding Principles

## **Mission and Values First**

We are committed to upholding our Mission to care for all, especially those who are poor and vulnerable. Our values are central to every decision, ensuring integrity and alignment with our core purpose through the healing ministry of Jesus.

## **Courage, Conviction, and Spiritual Discernment**

We embrace change with courage and conviction, rooted in spiritual discernment and faith. Our decisions are made with optimism for the long-term sustainability of our ministry, ensuring our culture and actions are aligned with our mission and future needs.

## **Urgency, Innovation, and Collaboration**

We act with urgency and lead with innovation to meet the needs of those we serve, either directly or through partnerships. Collaborative system-wide improvement is essential, leveraging diverse strengths and perspectives to drive transformative change.

## **Respect and Dignity for All**

Recognizing the inherent dignity of each individual, we ensure patients, caregivers, and community members are treated with compassion and respect. Transparent and timely communication is vital for building trust and honoring dignity.

## **Collaborative Commitment to Transparency and the Common Good**

We prioritize efficient and community-focused solutions to enhance access to care, especially for the underserved. By leveraging insights from those closest to the work, we reduce unnecessary variation and thoughtfully consider the effect of our decisions on the long-term success of our family of organizations.

## **Focus on Clinical Excellence and Future Readiness**

Resources are concentrated on delivering exceptional clinical care, ensuring environments where caregivers can excel. Near-term changes are strategically used to lay the groundwork for future needs, promoting readiness and adaptability.

## **Stewardship and Resource Optimization**

We are dedicated to being stewards of our financial, human, and physical resources. Decisions are informed by data, mission-aligned, and focused on long-term sustainability with a bias toward immediate action, minimizing unnecessary variation.