Mission Integration in Eldercare
Session 2 – March 8, 2017

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Opening Reflection

Lord of life, we are grateful for the wholesomeness of life and for the gift of good health. Aware of the unity of body and spirit, we affirm our constant need for their harmony if we are to enjoy true health.

We are grateful for the marvels of medicine, for doctors and nurses, for all those who possess a healing touch and practice the art of healing.

We are thankful for the way in which our own bodies work to constantly heal themselves, restoring us to a state of health.

We acknowledge that we have been healed of depression and gloom by laughter and affection, healed of our inner-injury by the medicine of forgiveness; and for these times we are grateful.

We thank You for the ways that beautiful music and silence heals our ears, for the ways that color and form heal our eyes and for how the magic of medicine of make-believe binds up the wounds of our broken dreams.

As we rejoice in Your gift of health, may we be ever mindful of those who are steeped in Your gift of sickness as part of the divine mystery of salvation.

We thank You for the presence in our lives of Your Son, Jesus, who moved among us as both teacher and healer. He heralded and healed body, mind and spirit in Your Sacred Name. It is in the power of Your Name, inspired by His example, that we offer our prayer and humble service to the healing ministry. Amen.

Based on a prayer by Edward Hayes
Prayers for the Domestic Church: A Handbook for Worship in the Home
Deborah Scionti, BCC
Director, Mission Integration and Spiritual Care
Mary Immaculate Health/Care Services (member of Covenant Health)

Deborah Scionti, BCC, is currently the Director of Mission Integration and Spiritual Care for Mary Immaculate Health/Care Services in Lawrence, MA, a member of Covenant Health. She has been with Mary Immaculate for 10 years. Ms. Scionti shares Aimee, her therapy-trained Labradoodle, with residents and staff as a member of the spiritual care team at Mary Immaculate. Prior to joining Mary Immaculate, she held several accounting positions in public accounting as well as the private and not for profit sectors.

Ms. Scionti currently serves as Secretary of the Professional Advisory Group for the CPE Program of Steward Health Systems. She has previously served as a member of her Parish Pastoral Council, Evangelization Committee as well as a member of the Parish Finance Council, Stewardship Committee and Children’s Liturgy of the Word. She also served on the steering committee for the Pregnancy Care Center directing their expansion of services in the Merrimack Valley.

Ms. Scionti received her bachelor of science degree in business with a concentration in accounting from Merrimack College, North Andover, Mass., and her master’s degree in pastoral theology from St. Joseph College, Standish, Maine. She has also completed four units of Clinical Pastoral Education (CPE) at Holy Family Hospital, Methuen, Mass., and received chaplain certification from the National Association of Catholic Chaplains.

Becky Urbanski, Ed.D.
Senior Vice President, Mission Integration and Marketing
Benedictine Health System

Becky Urbanski oversees the mission integration and marketing communications activities as the senior vice president for mission integration and marketing for Benedictine Health System. She has been with Benedictine since 1999. Her areas of expertise include strategic brand management, marketing strategy, communication plans, health care mission integration, governance formation, original research and other related activities.

Prior to joining the Benedictine Health System, Dr. Urbanski served as an account manager with Russell Herder Advertising and Public Relations, Duluth, Minn. She also held several progressively responsible roles during her tenure at the College of St. Scholastica, Duluth, Minn., with the last eight years as vice president for admissions and student financial planning. In addition, Dr. Urbanski has experience in arts management and was a fellow at the National Endowment for the Arts in Washington, D.C.

Dr. Urbanski completed a doctoral degree at the University of Minnesota-Twin Cities in 2000. She holds a post-graduate certificate from Harvard University’s Management Development Program, a master’s degree in management and a bachelor’s degree in music literature, both from the College of St. Scholastica.

Dr. Urbanski is a member of the Mission Leader Advisory Committee for the Catholic Health Association and serves on the Health Progress magazine editorial advisory committee. She also holds an adjunct faculty position in the graduate health administration program for St. Joseph’s College, Standish, Maine, and was named the health administration graduate faculty member of the year in 2013.
Brian Smith, MS, MA, M.Div.
Senior Director, Mission Integration and Leadership Formation
Catholic Health Association

Brian P. Smith is senior director of mission integration and leadership formation for the Catholic Health Association of the United States (CHA). In this role he oversees the design and production of numerous CHA programs, meetings and member convenings in addition to the development of formation and mission integration resources for use across the Catholic health ministry.

His diverse professional background encompasses theology, pastoral care, mental health, political advocacy and accountability. Prior to joining CHA he served as vice president of mission integration for the CHRISTUS Spohn Health System, a six hospital regional health system based in Corpus Christi, Texas, and a member of CHRISTUS Health. Before his regional position he was vice president of system mission at Mount Carmel-St. Ann’s Hospital, part of the Mount Carmel Health System, in Columbus, Ohio, a member of Trinity Health. His career in mission is preceded by 15 years in parish ministry and service at the Department of Special Education of the Archdiocese of St. Louis. He has also served as a federal auditor with the Government Accountability Office.

At CHA he authors bi-monthly columns for CHA’s journal, *Health Progress,* oversees several of CHA’s advisory committees including: Ministry Leadership Formation, Mission Leaders, Pastoral Care and Physician Leaders. He is a member of the executive committee of the Coalition for Physician Well-Being.

He earned a bachelor of arts degree in political science with a minor in business administration from St. Louis University; a master of arts degree in divinity and a master of arts degree in New Testament scripture from Kenrick Seminary in St. Louis; and a master of science degree in clinical psychology, with an emphasis in child and adolescent development, from St. Louis University.

Engaging Employees in Mission
- Hire for mission
- Orientation
- Connecting work to mission

Ongoing formation
- Morning huddles
- Sacred moments
Mission and Business

Asking the mission questions

- Who is affected by the decision?
- How will employees be impacted?
- How will we communicate the decision that demonstrates mission integration?
Mission and Human Resources

Employee engagement
– Staff recognition
– Performance appraisals

Opportunities
- Understanding religious and cultural differences
- Delight in our diversity
- Religious holidays of other faiths
- Food from various cultures
- Many languages
- ELS
- Bias and prejudice of residents

Spirituality in the Workplace
Chapels and ritual space
Bereavement support
Remembrance services
- Commendation pray includes staff
- Reflective pause

Compassion Fatigue and Burnout
- Critical incident debriefing
- Help staff process loss and grief

Have some fun!
Opportunities and Challenges for Mission Leadership Into the Future
- Being a one-person department with other responsibilities
- Keeping our story/charism alive
- Catholic identity

- Declining reimbursement
- Showing value of spiritual care
Q & A

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