

Mission in Focus - Suggestions for Use			
Who	What	When	How
Potential staff	Recruitment strategy	Available on website	<ul style="list-style-type: none"> ▪ Invite review potential employees to view one or more of the MIF2 videos. Build a number of questions around this into the interview. ▪ Set a number of questions for pre-interview tasks based on one of the MIF2 videos and ask applicants to submit responses with the application
		Part of recruitment package	
New staff and volunteers	Orientation and induction	Reflection to begin a session	<ul style="list-style-type: none"> ▪ Discuss resonance of the webcast themes with personal values; ▪ Discuss how the principles explored might be evidenced in the workplace by all staff; ▪ Seek examples of personal practices that can exemplify the themes in the workplace.
		Stimulus for group discussion	
		Reference during conversation at 6 week/3 month milestone review	
Existing staff and volunteers	Continuing formation	Reflection to begin a meeting	<ul style="list-style-type: none"> ▪ An excerpt could be used as stimulus for reflection at commencement of an education session ▪ Discuss how the principles and values articulated relate to the education topic. ▪ For example <i>Church as Field Hospital</i> suggests we be people of 'warm hearts' and close to people in the complexity of their experience. How do we personally live this attitude in our particular role? How might our organisation support this principle through its policies and procedures?
		Selected for relevant inclusion at other education opportunities	
	Performance review	Guide to appropriate behaviours and practices	<ul style="list-style-type: none"> ▪ Prior to the performance review meeting invite staff to view a webcast selected for relevance. ▪ Compare the principles articulated with the behaviours observed. Encourage continuing awareness and commitment to the principles and behaviours.
	Policy development and review	Guide to vision and principles to be incorporated	<ul style="list-style-type: none"> ▪ Select a webcast for relevance to the policy. ▪ What mission principles are developed in this video and what implications do they have for our proposed policy? ▪ View a selected video and ask how does our present policy integrate and articulate the mission values in focus?
Potential board directors	Recruitment strategy	At the first approach stage.	<ul style="list-style-type: none"> ▪ Select a number of appropriate videos. ▪ Develop a series of questions relevant to membership of an operational board. ▪ Invite written responses

		At the discernment stage for possible acceptance.	<ul style="list-style-type: none"> ▪ Use the written responses as conversation starters about directors' mission integration obligations. ▪ Invite responses on mission integration with other obligations of directors.
New board directors	Orientation and induction	<p>At the commencement of meetings</p> <p>At a strategic planning and visioning day</p>	<ul style="list-style-type: none"> ▪ Select one MIF video for starting the meeting. Invite discussion on mission themes and challenges or questions posed by the content. ▪ Use selected videos to identify core values that should guide the vision and be integrated into strategic planning. ▪ Invite directors to talk in pairs; one thing I am thinking about now, a question I have is or a challenge for me is...and then share with the whole board.
Existing board directors	Continuing formation	At the commencement of meetings.	<ul style="list-style-type: none"> ▪ Ask a director to reflect on one video in preparation for the meeting. Show this video to the board at the meeting. The director speaks about what questions and challenges this episode raised for her/him for 3-5 minutes. The meeting takes some time to discuss her/his reflections. ▪ Ask all directors to view the same video in preparation for a meeting. Ask each to come prepared to talk about one challenge or question this video raised for her/him in the role of director for just a few minutes. Members share in pairs first and then the whole board. ▪ Ask each director to view the same video in preparation for the meeting. Each reflects on the question; how do we articulate and integrate these values in the policies and work of the board and the organisation we lead? At the meeting share in pairs and then whole board.
Potential/New and Existing Trustees	Recruitment Orientation Ongoing formation	Same as for Board directors	As for board directors
Community engagement	<p>Education about our sector and our mission.</p> <p>Engagement with school and university groups</p>	<p>In response to requests.</p> <p>As part of a promotional and engagement strategy.</p>	<ul style="list-style-type: none"> ▪ Recommend videos to student researching Catholic health and aged care. ▪ Use webcast in a lecture setting and ask students to reflect on what the video reveals about the features of Catholic health and aged care.

	<p>looking at Catholic services.</p> <p>Engagement with other parts of the Catholic sector e.g. parishes and community service sector.</p>	<p>For guest lectures in medical, nursing and allied health programs.</p>	<ul style="list-style-type: none"> ▪ Use a video with a parish or other church group, ask how this video shaped their understanding of Catholic health and aged care ministry. In what ways could they see their organisation supporting that mission?
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