



SNJM Imagine Strategic Plan

UNDERLYING HOLISTIC LIVING VALUES

The Underlying Values as articulated by the Sisters at the Imagine Chapter Day will provide the grounding for the Plan and will be used to clarify the values underlying the discernment and decision-making processes.

Top 10 Underlying Values	Responses from 56 Table Sheets
Quality of Life ; Holistic living; Health and human development; Safety; Security; Quality of care; Simple life; Best medical care possible	42
Stewardship , Financial responsibility, Money management economics; Sustainability; Creative use of what we have	40
Reverence and Respect for each person Community; Independence; Care for one another; Respect diversity; Equity; Fairness; Self-awareness; Wherever one is on her journey	29
Ministry , Each sister's role in the mission; Charism; Compassion; Spirituality; Love; Creativity	23
Collaboration , Partnership; Develop connectedness and partnerships	21
Inclusion & Communal Decision-Making Communication; Wisdom	20
Responsibility , Personal responsibility, moral responsibility; Sacredness of the earth, Green living & eco-friendly; Dignity of the human person; Justice; Life is precious; Pro-active; Viability	19
Mutual Support , Helpfulness; Enhance relationships; Fully develop the person; Unity; Mission; Improved care	18
Interdependence ; Community life; Socialization	16
Knowledge , Education; Preparation for transition	10

GOAL AND STRATEGIES

The SNJM Imagine Strategic Plan will pursue the following goals and strategies over the next two years.

1. Collaborative Partners

- Utilizing Imagine Planning Values, research and identify local area (Mission Centre) and national collaborative partners.
- Partnerships and strategic alliances with public agencies, nonprofit organizations and the corporate community will be critical to the success of achieving quality care for individual sister needs.

Underlying Values

- Stewardship
- Collaboration/Partnership
- Quality of Life
- Knowledge, Education

2. Housing Options

- Assess Province-owned properties for long-term viability, adaptability, universal design, safety and financial sustainability.
- Identify alternate available housing that supports holistic living and mission.
- Focus on affordability and appropriate design features that can help sisters age successfully and stay in the place they call "home".

Underlying Values

- Stewardship
- Collaboration/partnership
- Quality of life
- Knowledge, education
- Interdependence

3. Create Opportunities for Sisters to Develop Individual Personal Plans and "Safety Nets"

- Build upon past "safety net" strategies. Having engaged, committed and responsible sisters is the cornerstone for our holistic living plan.
- Seeking out the diverse views of the members will help assure the solutions are acceptable, and serve the individual needs and the common good.

Underlying Values

- Quality of life
- Knowledge, education
- Interdependence
- Mutual support, helpfulness
- Personal responsibility

4. Develop Province-wide Educational Program

- Conduct educational programs on health care and supportive living trends; driving; aging, loss and transition.
 - Provide credible, objective, relevant and actionable information that helps sisters make informed decisions and enhances the quality of their lives.
- Identify available professional counseling services.
- Sisters will receive credible, accurate and actionable information that will help them make informed decisions.
 - Sisters will appreciate their ability to be heard and engaged and to have their experience valued.
 - We will seek out Sisters' insights, exchange information and create community-building opportunities.

Underlying Values

- Stewardship
- Collaboration/partnership
- Inclusion & communal decision-making
- Reverence & respect for each sister

5. Operational

- Clarify role of Province Health Care Office personnel and Health Care Advocates.
 - Review and adjust, as needed, the Health and Well-Being organizational structure to maximize efficiencies and expand capabilities.
- Recruit, develop and retain a dedicated, diverse and high-performing staff committed to, and capable of, achieving the Imagine mission and serving sisters.

Underlying Values

- Stewardship
- Collaboration/partnership
- Knowledge, education
- Interdependence
- Reverence & respect for each sister

IMAGINE DIRECTION CLUSTER CATEGORIES

The Three Directions Raw Data as articulated by the Sisters at the Imagine Chapter Day were clustered into related categories to provide the primary foundation for the Plan and upon further refinement; this data will be used to facilitate the Goals and Strategies for implementation processes and decision-making actions.

Chapter Sisters responded to the following question, "What are Three Bold Directions we IMAGINE in the next year." REALM organized the 56 tables of RAW DATA into five broad clusters for further study and analysis. Each Direction is numbered and followed by the Underlying Value(s) that was identified to support that direction.

Raw Data: Cluster Category	Responses from 56 Table Sheets
Province wide holistic living components	50
Collaborative partners	37
Housing options	28
Long range planning – Spokane and Los Gatos Convents	19
Province wide education & planning	27

The following raw data is ready for further sorting, sifting and analysis to support the next steps in the planning process.

Province Wide-Holistic Living Components (50)

- 1) Increase bonding of SNJM across regions, including sharing stories from regions where major transitions in elder care have been successfully implemented. Teach people to use Skype by sending around a trainer/coach to facilitate regular cross-regions connections
 - Value: Interdependence
- 2) Include in holistic living assessment, the availability of opportunities for ministry in keeping with our charism, even on a volunteer or intermittent basis.
 - Value: Charism/ministry
- 3) Commit to challenge ourselves to an experience beyond our normal parameters.
 - Value: Health, creativity, socialization
- 4) Assessments: 1) Ongoing annual personal health assessment similar to the Kaiser Women's Initiative 2) Residence assessments for aging in places, making it/them elder friendly.
 - Value: Proactive, ongoing wellness
- 5) Health care advocate – exploring the potential of and clarifying the role of Health Care Advocate
 - Value: Knowledge: What to do – when, assurance that sisters have support in case of crisis and transition
- 6) Every sister in the Province needs to have support of other sisters or friends.
 - Value: Quality of life, safe environment and mutual support

- 7) Plan for helping ease the burden of the “sandwich generation” – those trying to care for elderly housemates as needs develop.
 - Value: Spiritual and mental health
- 8) To assess and educate people in the art of letting go.
 - Value: Simpler way of living – prepares for transition
- 9) Even as we are challenged by health issues as one Province, we could begin exploration and consideration of being one congregation without Province boundaries.
 - Value: Interdependence, mutual sharing of resources, embracing diversity
- 10) Companionship/mentoring along the way (assist on decisions) Skype!
 - Value: Independence
- 11) Communal support for individual lifelong dreams, e.g. “I have always wanted to...”
 - Value: Life is short and precious
- 12) This year we should make time for leisure and exercise.
 - Value: Mental and physical health
- 13) To utilize Province healthcare office personnel and healthcare advocates to assist members to construct/continue/revise – names of those who would be a support network for holistic health care for each person able to make her own decisions.
 - Value: Interdependence and care
- 14) Encourage sisters to take the responsibilities of their mental health, be engaged in activities, continue in ministry of presence where she lives, continue conversation on her needs.
 - Value: Responsibility, community, self-awareness
- 15) Each sister identifies a plan for holistic living with network care and support – create a plan for her own plan of care and support.
 - Value: Personal responsibility, relationship responsibility
- 16) Each sister faces the reality of what we presently envision as our last reality may not be possible. Cultivate an open disposition about other possibilities.
 - Value: The call to continued growth, mutuality, poverty – with the common good
- 17) Discernment, personal and communal, that includes consultation with each sister and sharing to realize the common good of all.
 - Value: No response
- 18) Celebrate life more often and together.
 - Value: We are old not dead
- 19) Provide a retreat experience (or similar process) that every sister could participate in (different times/locations repeated) focused around the spirituality of eldering that addresses issues such as: grieving the losses that come with physical aging, the grace of release of control, different ways to minister in vital/significant ways within limitations; value of person, not work-focused.
 - Value: Full development of the aging person

- 20) Continuing education of Province members on physical/social/emotional processes of aging to remove judgments and enhances appropriate care/quality of life/safety. Develop "buddy systems" provide support education to small communities of one or more frail members – preventive help that recognizes reality of situation and also respects privacy.
 - Value: Extending a hand to each other as we meet difficulties
- 21) Continue to engage in healthcare issues on state and federal level that impacts well-being of vulnerable persons – disabled and elderly.
 - Value: Our charisma
- 22) Encourage SNJMs to identify and develop networks and communities of SNJM support for times of need or crisis. Perhaps use mission centres as a vehicle to make this happen.
 - Value: Interdependence, responsibility to community
- 23) Deal with these questions now so that our younger members are not burdened with it and are free to engage in ministry other than ministry to elderly SNJMs.
 - Value: Mutuality, interdependence.
- 24) To develop ways and means to help sisters to deal with the psychological issues of health, aging, and grief.
 - Value: Holistic living
- 25) To plan for realistic ways to help people living in local communities be involved in the care of others at the same time they are involved in full-time ministry.
 - Value: Holistic living
- 26) Hear from sisters not present at the chapter, especially those in care facilities, what their personal and relational needs are and whether those needs are being met in that environment.
 - Value: Full development of the human person
- 27) To shift the language we use e.g. "diminishment" to reflect the dignity of life at all its stages, in light of our being people of the Paschal Mystery.
 - Value: None listed
- 28) Brainstorm; imagine, in self-selected groups in each region, maybe over the coming years, possibilities around directions we as a group might choose.
 - Value: None listed
- 29) Explore new meaningful models for living across the life span.
 - Value: Respecting diversity and members of resources
- 30) Provide opportunity for support groups and or professional counseling for those in transition or adjusting.
 - Value: Respect for the individual
- 31) Provide for possible on-going education for personal growth and ministry – witness.
 - Value: Continued engagement
- 32) Each sister develops a support system (for example, who checks in with you and who should be called), and updates the durable power of attorney.
 - Value: Taking responsibility for one's own life choices
- 33) Educate ourselves about current health trends and cost effective choices regarding transportation and housing in our mission.
 - Value: Knowledge of reality – education

- 34) Each of us identify, establish/or update a health/safety and communication network, then share this with the health coordinator. Who do we go to for various kinds of help? Who communicates with family, community, friends if we are unavailable?
 - Value: We are not above community, communication
- 35) When we return home from this meeting engage those in the "streaming" process to pass on the energy that we have experienced here and gather the wisdom of their insights.
 - Value: Inclusiveness
- 36) To take personal responsibility to learn and live healthily on all levels.
 - Value: None listed
- 37) Encourage all sisters living alone, in twos and/or at a distance to identify and set up networks of support in the event of illness or emergency.
 - Value: Our responsibility to care for ourselves and one another.
- 38) Discuss and design regionally the plan for "living into the future" for the sisters in each region.
 - Value: Partnership, ownership
- 39) To continue to plan discussions for all on this topic; intentional and directed conversations which lead to greater awareness, knowledge, understanding which will inform decisions. Suggested Topics: Role of mission centre in transition issues; Gather data about the types and styles of living that sisters are interested in; role of health advocates.
 - Value: Unity – whole Province addressing the topic/issue; ownership
- 40) To tie together spirituality and discipleship as part of the process and movement in this area.
 - Value: Spirituality, vocation
- 41) To facilitate a process to ensure that each sister has "quality of care." Plan that reflects awareness and knowledge of insurance provisions, Medicare, Medicaid, available resource, legal issues, identified regulation "Safety net."
 - Value: None listed
- 42) Create a plan to ensure holistic care for our sisters, especially for those residing in the larger convents (Spokane, Los Gatos) ASAP.
 - Value: Explore significant partnerships, communities (religions and social) to ensure any and all levels of care
- 43) Reduction and renewal of information regarding "durable power of attorney."
 - Value: None listed
- 44) Cars: Commit by voluntary divestment to a reduction of our car fleet to 1/2 of present size.
 - Value: Stewardship, being green, leaving a smaller carbon footprint – freedom
- 45) Develop a procedure to assure sisters give up their car keys at the appropriate time. This might best be done by an outsider or resource person.
 - Value: None listed
- 46) To encourage the safety net conversation – have parties not workshops (relational) to ensure that sisters own responsibility for their health and wellness for the common good.
 - Value: Interdependence

- 47) Driving policy for evaluation of individual driving abilities.
 - Value: None listed
- 48) Educate us about driving issues; establish guidelines and procedures so we can address this problem.
 - Value: Moral responsibility
- 49) We need to take individual responsibility for difficult conversations with each other regarding perceived diminishment e.g. "I feel unsafe riding in the car when you drive." Safety education; senior car class; community class (how to talk to one another whether handicapped physically, mentally, or Alzheimer's – e.g. baby talk, changing tone, speaking for someone rather allowing them to speak even if it takes an extra moments, etc.) Survey community members on how they might choose in lieu of living at home if more assistance is needed.
 - Value: Sisterly care, safety and liability; gGives personal options
- 50) Spirituality needs to be intertwined with and through all transitions.
 - Value: Openness to truth and reality

Collaborative Partners (37)

- 1) To continue inter-community collaboration for continuum of care holistic living.
 - Value: Interdependence, stewardship of resources
- 2) Explore investments in reliable healthcare and elder care companies in order to buy a voice in decisions affecting quality of care, ethics and policies.
 - Value: Stewardship, collaboration and partnership, financial wisdom
- 3) Develop lists of acceptable facilities in areas where future care is to be located and a process for having sisters explore them in advance of need.
 - Value: Involving sister in the decisions based on realities
- 4) Dialog with healthcare provider regarding all aspects of health care.
 - Value: Personal responsibility
- 5) Get out of the healthcare business and partner with those who are experts/competent in this area to do this.
 - Value: Mission improved care for sisters, stewardship of resources
- 6) Proactive inter-community collaboration for both elder care and mission.
 - Value: Interdependence and stewardship
- 7) Research – "invest" in non-profits like PACE; Merrill Gardens and all our SNJM owned properties, including recreation properties to bring our resources to the co-creation of quality living, mixed income housing.
 - Value: Collaboration, interdependence, stewardship, sustainability
- 8) Get our care from services already provided for, low income, marginalized, so we can advocate together for quality and diversity of services needed.
 - Value: Solidarity with people who are community life – interdependence – global – stewardship – justice and use of corporate voice for justice
- 9) Research possibilities for continuum of care in each area, hopefully close together so community can happen. Maybe near a "gathering place". Opportunity for total wellness NOW!

- Value: Stewardship, quality of life, mission, compassion
- 10) To educate the Province on all the options available for healthcare and community living in the various regions. (Options: other communities, non-profits, co-ops.)
 - Value: Collaboration, interdependence, stewardship
 - 11) Explore regional senior and healthcare benefits, services, agencies we can access.
 - Value: Shared responsibility, stewardship, self-independence
 - 12) To continue to build partnerships regarding healthcare services and management, recognizing the diversity among us, and create options that meet reality.
 - Value: Inclusivity, relationships, collaboration
 - 13) Make arrangements far less costly for assisted/skilled living/care — considering cost, quality of care, proximity to SNJMs
 - Value: Wise stewardship of resources, practicing quality
 - 14) Consult with finances, other groups, and business people in real estate with the idea of inter-generational group living and sharing around a central complex. Wherein sisters might occupy some of the spaces, such as the low income place, St. Anthony's, Portland. Central complex might include clinic, grocery store, space for worship — the village concept.
 - Value: More life giving possibilities and partnerships might be formed
 - 15) Make arrangements for safe affordable age appropriate living solutions.
 - Value: Safety, and financially affordable, least restrictive
 - 16) Research additional alternative healthcare facilities with possible collaboration with other communities.
 - Value: Partnership/collaboration
 - 17) Investigate local opportunities for assisted living and beyond. Includes partnering with other religious communities and other groups.
 - Value: Inform ourselves and use our fiscal resources wisely
 - 18) Sisters will go to a rehab facility when necessary instead of going home or to one of our care centers since Medicare pays for 24 days.
 - Value: Economics and care quality/therapy (can't read word)
 - 19) Where needed, more exploration of a commitment to accessing support services, e.g. OnLok
 - Value: None listed
 - 20) Do research on available resources for assisted living, skilled nursing care, memory care, in various areas so sisters have assurance that needs can/will be in place when needed (e.g. local, state, federal).
 - Value: Reassurance/security, cost effectiveness
 - 21) Look at large spaces like Los Gatos and Spokane and provide sisters in that area plan regionally to ensure a home base for sisters, and partnership with other congregations or non-profits to live and share together, making sure that a range of health care needs are met.
 - Value: Security of a home base, financial security, sense of mission (inter-faith or inter-congregational sharing, respect for regional differences)

- 22) Research local resources for next step after independent living etc.
 - Value: Quality of life/partnering
- 23) To reserve regional health care options (e.g. Los Gatos, Spokane, Seattle, Southern CA) for varied health needs and develop two or three options for independent living, assisted living, and memory care, that sisters in a region we would recommend to PLT "Imagine" and Province health care office, that would best meet their holistic needs.
 - Value: Collaboration in planning
- 24) Continue talking in Mission Centres with professional help on topics such as local resources, Province health care team etc. Research regarding use of community property
 - Value: None listed
- 25) Prepare more comprehensive listings of available facilities in areas of exploration of professional non-profits (e.g. Kensington) professional profit (e.g. Merrill Gardens) that span state lines – so business relationships are established for use of their facilities by U.S. sisters.
 - Value: Ease of knowledge of who is serving our sisters, developing business relationships
- 26) Decide the % of resources we can assign to healthcare services, etc. and still maintain a vital, energized, relevant mission. Creative plan for alternative to institutional living situations such as Spokane and Los Gatos.
 - Value: Women of prudence and missionary zeal
- 27) Join other mission centres to work together on our undertakings regarding care alternatives.
 - Value: Openness, interdependence
- 28) Be more intentional (informed) in the use of services available for our long term care e.g. PACE, HUD, state resources, understanding Medicare and Medicaid.
 - Value: No response
- 29) Continue to address the appropriateness of the two SNJM care centers in terms of quality of care and cash as well as identify and study the best living situations to meet the needs of individual SNJMs (i.e. PACE, ONLOK, Medicare, Medicaid...).
 - Value: Quality of life, shared responsibilities for shared resources, interdependence, mutual support.
- 30) Strengthen relationships/partnerships on local level in terms of healthcare providers, ministries, socially enriching opportunities.
 - Value: Interdependence
- 31) Explore possible healthcare and living options in various locations: e.g. apartment building close to other SNJMs with access to necessities and amenities.
 - Value: Quality of life and connection to community
- 32) Investigate skilled nursing facilities in L.G. and Spokane and try to establish partnerships with facilities that have similar values.
 - Value: Caring for our sisters in a fiscally responsible way and providing opportunities for engagement with non-SNJM

- 33) Investigate the possibilities of developing L.G. and Spokane, in partnership with others, as a holistic 3rd age center with Medicare approved living spaces and day care activities.
 - Value: We are not the only people grappling with aging – can we model a way to “be” (our next great work)!!
- 34) Identify life-giving partnership options for each stage on the continuum of care in as many mission centres as possible.
 - Value: Quality of life, community
- 35) To share our needs with others while considering the common good.
 - Value: None listed
- 36) To continue or initiate effective partnerships.
 - Value: None listed
- 37) Offer additional support services to sisters living alone. As part of this: encourage us to be aware of ways we can be of support to one another; use available technology to maintain contact with community and friends.
 - Value: Care for one another

Housing Options (28)

- 1) What are area options in Spokane – Portland, Tillamook Option – Include sisters in life conversations? We need to let go – transitioning help is important.
 - Value: Communal, reference, respect for each person, quality of life
- 2) Ease fears of those in Covent: i.e. Spokane, personal health assessments. What are the resources available, programs available?
 - Value: Respect for individuals
- 3) Home assessment list. Upkeep of property and sale of property
 - Value: Stewardship
- 4) Pursue or continue or revive research on financially feasible and holistically effective living options in all those places where there are large groups of our sisters currently residing, with a view toward implementing feasible options; and maintain broad involvement and/or information sharing with those living in an area.
 - Value: Financial responsibility; wise stewardship
- 5) Revisit current living situations of all sisters to assess safety and holistic living that is healthy and spiritually supportive.
 - Value: Importance of each sister and her role in reaching our mission
- 6) Look at other communities models of new shared healthcare facilities and include taxi in vehicle expense budget line.
 - Value: Ministry, stewardship, safety, responsibility
- 7) Re-model some or all bathrooms of community area houses to be handicap accessible.
 - Value: Quality of life, safe environment, aging in place, ongoing wellness
- 8) To direct that a bold imaginative, directional team be formed in each area where we own property or rent housing by January 2011. To assess, educate and recommend realistic options including input from the grass roots.

- Value: Financial sStewardship, relationship, safety
- 9) Create criteria for housing/living spaces which promote 1) safety, 2) ability to reside in place longer, 3) honors both interdependence and independence. Prepare an action plan to see/remodel current housing that does not meet the criteria sufficiently and construct/purchase alternate housing that meets criteria. Budget accordingly.
 - Value: Better health, stewardship
 - 10) Align real estate property with needs and resources. Involves purchase and divesting and reconstructing, redesign or building on current property.
 - Value: Stewardship, community
 - 11) Take a strategic look at owned residences to see if they contribute to good use of resources and “fit” the people who might use them. (i.e. stairs, close to needed services, close to ministry possibilities, energy efficient, etc.)
 - Value: Stewardship of resources/green building
 - 12) Assess living spaces for safety, accessibility for sisters living in them.
 - Value: Safety, open the conversation
 - 13) We need to create (start) one or two housing situations which implement the goal of living-in-place and community. This place/housing situation is NOT age specific. It would include mixed house use, intergenerational, diverse and age integrated persons.
 - Value: Self-independence; collaboration, long-term viability
 - 14) Separate land (possibilities explained) and people issues.
 - Value: Care for individual and earth, also ministry
 - 15) Assessment of present living options – sustainability (physical barriers, service, capital expenses, accessibility of supportive services)
 - Value: Stewardship, honoring aging process
 - 16) Explore pilot projects in relation of living options that enhance quality of life (greater range of ages, SNJM associates, cultivated diversity, intercongregational living)
 - Value: Interdependence, collaboration
 - 17) To access ALL our properties for safety and viability for senior living, healthcare and other ministry potential.
 - Value: Stewardship of resources, collaboration, independence, mission
 - 18) Search out areas where the living options are in relatively close proximity.
 - Value: Community life and relationships
 - 19) Study and evaluate community owned properties to determine their best use.
 - Value: Fiscal responsibility
 - 20) Undertake a systematic study of available housing options in differing areas.
 - Value: Such accessible housing with opportunities for communal prayer and gathering and exchange and access to environmental needs like shopping, liturgy, beauty, etc. Ministry with lay people. There are all life-giving activities for those who still have enough health to participate and enjoy them.
 - 21) Evaluate present housing situations that are community owned and consider converting if possible for disability needs. If they can't be converted, sell them and look for other options.
 - Value: Eventual economic practicality

- 22) Look at our houses in terms of accessibility – minimal stairs, accessibility to shopping and transportation which won't isolate sisters.
 - Value: Keeping people safe; longevity for keeping people involved and independent longer
- 23) Provide for sisters to age in place (e.g. large clustered living like Tillamook Town House or condo with elevator) where transportation, cleaning, etc. are available; best of community sharing plus privacy (e.g. personal bathrooms).
 - Value: Interdependence, dignity of individuals
- 24) Educate about housing possibilities and survey preferences of sisters.
 - Value: Quality of life
- 25) Be proactive in procuring safer living situations in several areas throughout the Province in order to age in place.
 - Value: Wisdom, Understanding, caring
- 26) Evaluate our properties to determine if they meet our emerging needs, the common good and an awareness of the witness value of our actions and decisions.
 - Value: No response
- 27) To assess our community owned homes in light of how appropriate they are for aging residents, e.g. accommodating physical limitations, geographical location, etc., and then either start renovations or find more appropriate properties, can keep people in home for longer.
 - Value: Maintaining independent living in a safe manner
- 28) Explore our current housing to see how space can be created for the different levels of living as needed.
 - Value: Creative use of what we already have

Long Range Planning – Spokane and Los Gatos Convents (19)

- 1) Aggressive actions toward resolving housing needs in Spokane and Los Gatos. To have quality conversations regarding our future and “letting go” of some memories. Be involved in decision making.
 - Value: Fiscally responsible, common good, stewardship, respect for individual
- 2) Take serious action on the alternative uses for Spokane CHN and Los Gatos property in order to help move the process of residents’ relocation in positive ways.
 - Value: Prudent financial planning, protecting quality of life for coming generations, stewardship
- 3) In order to provide comprehensive healthcare for our sisters, decide to close Spokane and Los Gatos as health care facilities as soon as practical.
 - Value: Holistic living, simplicity, stewardship, mission
- 4) Focus on deciding future of Los Gatos and Spokane health center SOON!
 - Value: Stewardship
- 5) Develop a task force and act on a strategic plan for Spokane and Los Gatos
 - Value: Quality of life, stewardship of resources
- 6) Examine other living options in Spokane and Los Gatos for our sisters who need healthcare services.
 - Value: Respect, economic sustainability

- 7) Involve the Province, especially the residents of Spokane and Los Gatos in the dialogue.
 - Value: Inclusivity, compassion
- 8) We recognize the pain and sadness that would ensue but our health care centers that are very costly need to consider their future of (can't read) centers sooner rather than later.
 - Value: Wiser use of limited resources
- 9) Develop creative options (with sensitivity toward people) for our 2 large convents and our houses (as numbers diminish).
 - Value: Financial reality
- 10) Make decisions about the future of our institutions in Spokane and Los Gatos which will move us to the next step.
 - Value: Wise use of Province finances, running out of time, impaired care of sisters, be proactive in how we use the land
- 11) By the end of 2011, detailed recommendations be presented to the Province in regard to 1) viable options for holistic living for those presently in residence at Spokane and Los Gatos, 2) disposition and/or (blank) of these properties.
 - Value: Provide sustainable, accessible, and affordable living for the future of our sisters
- 12) Buy a Tillamook style apt building in Spokane and north CA (sell the two big convents)
 - Value: Cost saving – more holistic living options
- 13) Honestly and compassionately discuss and make decisions re: healthcare in Spokane and Los Gatos.
 - Value: Love
- 14) Begin process for closure of Spokane Convents and sale of property. Involve ALL SNJMs who wish to be part of this planning process
 - Value: None listed
- 15) Decisions regarding “our” beautiful properties at Los Gatos and Spokane need to hone our relationship with creation and creatures who share this land (Spokane River) with us.
 - Value: None listed (Don't sell to a developer)
- 16) Evaluate our current Province-owned houses and inform members of the usability of our properties for 3rd age persons (i.e. stairs, etc).
 - Value: Being prepared for reality
- 17) Develop a vision team for the Spokane and Los Gatos regions to develop ways to use the land as a resource for mission, ministry and holistic living for ourselves and others.
 - Value: Sacredness of earth, partnership, full development of the human person
- 18) Look at the properties at Los Gatos and Spokane and look at what can be done there to meet the needs of the future. Dream possibilities. We own the land and buildings, let's use them creatively making investments now, which will help us meet the needs of the future.
 - Value: Respect and care for the land given to us

- 19) Engage in dialogue/planning all sisters who would be directly impacted – now and in the future – by decisions related to our Los Gatos and Spokane care centers. Really empower the Los Gatos planning committee.
 - Value: Inclusion, communal decision making and ownership

Province Wide Education & Planning (27)

- 1) Hire a health care coordinator for east of Mississippi river
 - Value: Equity, efficiency, sustainability, stewardship
- 2) Continue this conversation at each Mission Centre
 - Value: Support and respect for individual needs
- 3) Develop a plan for sister to partner (buddy system) for weekly “check-ins”. Intentional relationships that create quality of life. Listening for concerns before they are a problem – this could help individuals to go to healthcare team with concerns; so the health and wellness team could follow up with that individual sister.
 - Value: None listed
- 4) Survey sisters for “tentative plans” over the next 3 years.
 - Value: Help with planning, research new options as needed
- 5) On-going education made available regarding health issues occasionally.
 - Value: Be aware and informed
- 6) Prepare for transition by doing something different each day, by talking change, until it seems normal.
 - Value: Need to prepare for change, needed support, freedom of spirit
- 7) Intentionally welcome, support, fully collaborate with Cathy Olds as she moves into responsibility of her new role in support of our well-being
 - Value: None listed
- 8) To encourage de-cluttering. (Have parties, not workshops)
 - Value: Simplicity, stewardship, sharing, respect those coming after us
- 9) To continue to educate us on issues of transition e.g. through workshops, use of the internet, conversation groups, etc.
 - Value: Healthy human development
- 10) Identify person who may need assistance in finding a place that meets her needs.
 - Value: Wherever one is on her journey
- 11) To communicate ideas, suggestions, up-dates, new laws and regulations for progressive healthcare.
 - Value: Helpfulness
- 12) Extend our healthcare options to other women in need.
 - Value: Justice
- 13) Everyone should have an identified safety network.
 - Value: Common sense, self-care
- 14) Develop safety net systems, new networking, and especially for those living alone, in twos.
 - Value: Relationships

- 15) To provide working process for all SNJMs to be connected and not isolated from SNJM friends and the larger SNJM community. This can be achieved through mission centres and/or Province-wide opportunities.
 - Value: Enhance relationships, develop connections while we have the opportunity
- 16) Assure Health Care Advocates are skilled and available to sisters in regions.
 - Value: Best of Medical Possibilities and on-going monetary management
- 17) To prepare or update safety and healthcare networks for all sisters (e.g. driving, falls, health care directives, memory evaluations).
 - Value: Dignity of human person
- 18) Provide education around “creative eldering in place” and the resources that would support such living.
 - Value: None listed
- 19) Education on what happens as we age, normal process, grieving process involved with changes
 - Value: None listed
- 20) For sisters able to travel – visit sisters in other parts of our Province who have transitioned to alternative care facilities.
 - Value: Community, spirituality
- 21) Ask each sister as best as she is able, to project her needs, desires for future care.
 - Value: Relationships, self-knowledge, Province planning (without names provide Province with input)
- 22) In consultation, each sister develops and communicates her hopes regarding healthcare details (locale, levels, living conditions, etc.); enter into dialogue with the Province regarding these plans.
 - Value: Practical planning
- 23) Clarify the roles and relationships between and among the healthcare coordinator, the healthcare advocate, PLT health liaison, and the mission centre coordinator in order to better meet the needs of the sisters.
 - Value: Respect, communication
- 24) Invite sisters who are creative and have new ideas to meet together and brainstorm new directions. Some of us are not able to do this as well, and need each other to spark ideas to expand from and build on.
 - Value: None listed
- 25) Keep focus on mission/ministry as SNJMs move into the future.
 - Value: Fulfilling the community charism
- 26) Be realistic in our planning in order to sustain funds for mission, health care, and the “global earth.”
 - Value: Fairness and generosity to those in need
- 27) Info provided to should be shared with sisters not in attendance and also to follow up with sisters who watched the live stream to dialogue about what they heard.
 - Value: Compassion and respect for members not in attendance

Other: (2)

- 1) Get serious about vocations.
 - Value: Carrying on charism
- 2) An articulation of our congregational direction toward inviting people to a vowed life. What is the plan since we disbanded vocation team?
 - Value: None listed