

FIRST STEPS

Every attempt has been made to make each suggestion and subsequent task as easy as possible for implementation. The listings below are comprehensive, but you have the freedom to add whatever you think may be advantageous and beneficial to your ministry. It is recommended that you start gently and build on the charism throughout your tenure in your ministry.

None of us can do it all, but all of us can do something!

Creating the physical environment is a relatively simple way to begin. Just by displaying IHM documents and pictures, you can spark conversation among your members. You can download these documents and displays contained in this guide, you can contact the Office of Mission Effectiveness at the Motherhouse, or you can ordering directly from our website.

Create the Physical Environment

- Display our Charism Statement
- Display our Mission Statement
- Display images of St. Alphonsus, Father Gillet, and Mother Theresa Maxis
- Display our Belief Statements
- Establish a culture of hospitality where every person who enters your place of ministry is welcomed, respected, and made to feel at home.
- In your encounters with others, reflect our charism as stated in our Ministry Mission Statement

With whom do you wish to share our mission and our story? Below is a list of people with whom you may minister. You may have others you wish to include. Identifying WHO will help you determine HOW, WHEN, and WHERE to share our story.

Identify Your Colleagues

- Board members – Mission Moments
- Companions in Prayer and Ministry
 - Volunteers
 - Lay Colleagues who succeed us
 - All lay colleagues with whom you work and minister
 - Lay teachers and staff (Nurses, outside agency workers, parish workers)
 - Parents
 - Students
 - Adult Literacy Students
 - Clergy and other religious

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- Focus on the charism must be intentional and consistent; this is the most effective method
- Build strong relationships between and among all members
- The focus needs to be on “who we are” more than “what we do”
- Establish and use a common vocabulary when communicating the charism and the mission
- Rediscover your ministry Core Values and build on them; they are the manifestation of how we live the charism
- Build charism into the mission statement
- Be aware that all your lay partners may not be of our faith, may not be with us long-term. Be intentional about defining charism for them as well as Fidelity, Love, and Creative Hope from our frame of reference
- Charism stated clearly in Strategic Plan

Instruction on Charism

- Retreat at beginning of the year focused on charism
- Parent orientation meetings
- Opening Staff/Teacher orientation
- Deliberate conversations with prospective new hires; lay the foundation for what is expected
- Deliberate and consistent conversations with lay partners, students, and volunteers
- Power point presentations at faculty, parent, board meetings

Methods of Invitation to Share the Charism

- Visual displays everywhere
- What does Love, Creative Hope, and Fidelity look like in practice
- Help make connections
- Tell the story consistently, establish a charism culture
- Make charism part of every meeting and retreat experience
- Use special days, core celebrations such as Founder’s Day, Dec. 8th, Feast days of patron saints
- Awards in the name of Theresa Maxis, Father Gillet, St. Alphonsus, etc.
- Use morning, afternoon, evening announcement, newsletters, emails, and other communications
- Website postings and testimonials
- Display artifacts
- Heritage week celebrations
- Connect with and work with other IHMs
- Survey/questionnaire to lay partners, parents, etc. asking them to comment on how they see the charism visible
- Take time at board and advisory meetings for a “Mission Moment”

Celebrating Charism/Sharing IHM Practices and Customs

- Make Alphonsian Spirituality a part of instruction: Crib/Cross/Eucharist
- Link daily prayer and Alphonsian spirituality
- Build on the Nativity Scene in whatever way you can

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- Share our prayers with our partners; make them inclusive of your audience
- Pray the Angelus; share the Courts of the King, Patron, Practice and Virtue for the Year,
- Scheduled visits to the Blessed Sacrament with lay partners, students, etc.
- Take what you are already doing and connect it to charism: Month of the Holy Rosary, Feast Days, May Crowning, Courts of the King, Beatitudes, Patron Saint, Virtue, Practice, Infant statue with little bell
- Annual Charism day: We have a culture and you are invited into that culture
- Using a common, collective vocabulary is extremely important
- Charism Awards named for patrons, founders, virtues, etc.
- Articulate charism and core values via public address system at beginning and end of day

Re-energizing our Sisters

- Provide resources such as Redemptorist Website, our IHM website
- Join with another IHM ministry and decide how you will make the charism the overarching theme for all you do.
- This will be a key work of the Mission Implementation Committee