

LEADERSHIP FORMATION PROGRAM



LOOKING AHEAD



This formation program has been developed by Mercy Partners to prepare leaders of ministries to assume full responsibility for these ministries which, historically, have been run by Congregations of the Sisters of Mercy in Queensland, as well as other Congregations who have become part of Mercy Partners.



Leading a faith-based organisation in the mercy tradition requires leaders who are imbued with the values of the Gospel and with an understanding of the role of the Laity in the Catholic Church – as articulated by Vatican II.



While recognising and honouring the multi-faith, socially and culturally diverse society in which we live, it is imperative for Mercy Partners that a clear and unqualified Christian – Catholic faith orientation be retained in all the ministries entrusted to its care.

*Contributing to the emergence of a world
where the healing, liberating and life-giving
mercy of God is experienced*

PROGRAM OUTCOMES



Learning outcomes

THE LEARNING OUTCOMES OF THE PROGRAM ARE DESIGNED TO FORM A GROUP OF KEY PEOPLE

These key stakeholders will be committed to forming a **Mercy culture** for the sake of God's mission:

- > **engaging the story** – Biblical, Catholic, Mercy, individual, organizational stories and universe
- > **developing a reflective stance** – engaging wholeheartedly in conversion with hearts centred in God, as we live in a world longing for God's mercy
- > **experiencing Mercy in Action** – integrating learning into ministry, responding with gospel justice to local and global concerns
- > **growing a just and compassionate community** – fostering relationships and partnerships that enliven and enrich the mercy communities to which we belong.



Relational outcomes

CONNECTING MERCY PARTNERS MINISTRIES

While each program participant is based in a ministry in which they feel confident, challenged and a member of an active faith community, their involvement in the formation program will involve a number of relational outcomes. These outcomes are designed to develop groups of people who feel they are connected across Mercy Partners' ministries with:

- > **each other**
- > **Sisters of participating congregations**
- > **the Church community**
- > **Mercy Partners ministries.**



Entry into the program will be at different levels and involve people at different stages of faith development and spirituality. The cohort of participants will be drawn from a number of sources.

PROGRAM PARTICIPANTS

- > Mercy Partners Council members, Board Members, Key staff of Ministries, Sisters from participating congregations.
- > People with knowledge in key areas of the core business of the ministry.
- > People with a variety of backgrounds in spirituality and understandings of the Catholic Church and the mercy story, as in their founding charism.
- > People open and willing to grow in their own personal spiritual development and understanding of Catholic Church and mercy ethos and mission.
- > People committed to integrating their learning in their actions and reflecting on their contribution to the mercy story into the future.
- > People invited to participate either by their Congregation Leader, Mercy Partners Council, or their Board.

PROGRAM CONTENT

CATHOLIC IDENTITY

Understand the significance of **Catholic Identity** and the role of the Laity within present Ministries

Understand **Catholic Social Teachings** and their relevance to ministries today

Develop a personal **Spirituality for a Leader**

Connect to the local church community

Connect with others and build partnerships

THEOLOGY OF MISSION AND SPONSORSHIP

Understand the **Biblical Foundations** of Catholic Ministry and the **Theology of Mission**

Understand and be able to apply an **Audit of the Mission** to ensure Mission effectiveness

Identify the need for the **Prophetic Role of Leadership** in ministry today

Understand and apply the **Theology of Sponsorship** with Mercy Partners

LEADERSHIP AND GOVERNANCE IN A CATHOLIC MINISTRY

Understand **Governance and Fiduciary Responsibility** within a Catholic Ministry

Understand the **Organisation Aspects of the Catholic Church** including Canon Law

Understand Mercy Partners Sponsorship – **Mission, Structures and Responsibilities**

Acknowledge the need to **Resource the Mission and Ministry**, balancing Mission and Business

MERCY PARTNERS STORY AND PRACTICE

Understand the significance of the **Charism stories** in today's ministries

Understand the growth of Foundation stories, enduring themes, and **contemporary expressions** in the local areas and ministries

Identify the elements of an emerging Mercy Partners **Charism**

Be able to articulate **mission and ministry** within Mercy Partners

Experience **ministry and practice** within the community of Mercy Partners

PERSONAL SPIRITUALITY FOR LEADERSHIP IN THE CHURCH

Connect to a **Community** of faith and worship

Understand and apply **Theological Reflection** as the process for current and emerging issues of today

Deepen understanding of spirituality and practice of **leadership**

Remain up-to-date in **contemporary** themes in mercy and theology and spirituality

Deepen understanding of **scripture** background to ministry

Reverence the stories of individuals, ministries, local and global

Develop tools for the spiritual life

Critique mercy action from a **contemplative stance**

Incorporate **prayer** and **sacrament** into life



PROGRAM ORGANISATION

Content

THE FORMATION PROGRAM IS CO-ORDINATED BY **SISTER CARMEL DWAN RSM** (formation.coord@mercy-partners.org.au). MERCY PARTNERS COUNCIL AUTHORISES THE PROGRAM AND APPOINTS A FORMATION COMMITTEE TO OVERSEE THE PROGRAM'S DEVELOPMENT AND DELIVERY.

FEATURES OF LEVEL I

- > Three live-in retreats of two-to-three days held in March and October each year
- > Project of personal significance (which may also be shared for wider use)
- > Completed within three-year period

FEATURES OF LEVEL II

- > Annual Mercy Partners Gathering
- > Local peer support groups to deepen understanding of the philosophy, mission and Catholic identity of Mercy Partners, its theory and practice – in Cairns, Townsville, Rockhampton and Brisbane
- > Board of Directors induction and on-going formation and training
- > Seasonal Prayer Resources
- > Websites (www.mercypartners.org.au, www.mercymissionnorth.org.au, www.mercy.org)

FURTHER ENRICHMENT RECOMMENDATIONS

- > Directors Training – AICD
- > Catholic Health Australia conferences and courses
- > Conference of Religious Australia courses
- > Pilgrimages
- > Broken Bay Institute eConferences (www.bbi.catholic.edu.au)
- > ACU Leadership and Catholic Identity Courses (www.acu.edu.au)

