Mercy Ministry Companions

Mercy Leadership: Developing Mercy Leaders as carriers of the charism

(formerly called Mercy Leadership: Empowering Middle Leaders)

Ongoing formation in leadership for mission 2027 Program

PROGRAM AIMS

Underpinned by adult learning principles, the program provides an opportunity for leaders within MMC to engage in ongoing formation within a cross-ministry context.
Through their engagement in the four (4) parts of the program, it is hoped that participants will:

- Be enriched personally, professionally and spiritually
- Develop a sense of belonging to MMC and of their contribution to its Vision, Mission and Values-enlivened ministry of service
- Enhance their appreciation of the Mercy context and heritage in shaping their leadership
- Grow in appreciation of the richness which sacred texts bring to their leadership role
- Deepen their understanding of values integration as key to their role as a leader
- Gain some understanding of a Ministerial Public Juridic Person (MPJP) within the Australian Church
- Increase their understanding of the role of leaders in shaping organizational culture
- Become more confident in exercising their role as ministry leaders
- Contribute to relationship-building within an MMC cross-ministry 'community of practice'
- Commit to ongoing leadership formation as key to their ministry of leadership

RESOURCE PERSONS

Annette Schneider rsm, Formation Coordinator for MMC, will coordinate the Program, assisted by experienced facilitators and presenters.

PROCESSES

Formative processes will include:

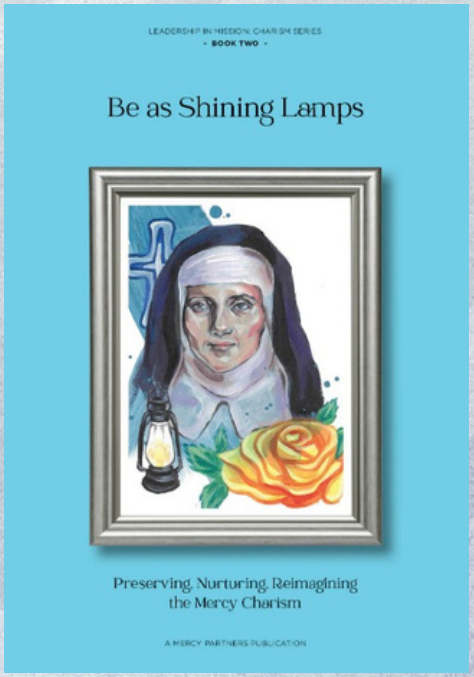
- opportunities for personal reflection and prayer
- small and large group conversation and interaction
- input and reflection on middle leadership from a range of lenses and sources (e.g. presentations, articles, videoclips, Case Studies)
- sharing stories
- sharing meals and 'unprogrammed' leisure time
- ongoing evaluation will also be incorporated into the Program.

PARTICIPANTS

Participants will likely include emerging leaders, those new to ministry leadership roles and experienced leaders in roles sometimes referred to as 'middle leadership' roles.

CONTENTS

- The proposed content explores aspects of personal and professional formation for leadership including:
- Personal experience of leadership and key aspects of leadership roles
- Transition from seeing the role as ‘job’ to ‘career’ to ‘calling’ as leaders in a ministry of MMC
- The missionor purpose, visionand values of MMC as a Ministerial Public Juridic Personwithin the Catholic Church in Australia
- Catholic Social Teaching and its relevance to contemporary leadership for mission
- Catherine McAuley’sresponse to the Gospel and mission of Jesus and her legacy to ministry leaders, with insights drawn from our Wisdom tradition
- The values-based underpinning of Mercy Leadership
- Leaders as shapers of organizational culture
- The meaning, nature and importance of initial and ongoing formation for leadership in a faith-based ministry
- Building resilience and courage as a ministry leader
- The contribution of reflective practice to leadership development
- Identification of a small project of relevance to the participant’s leadership role which can be undertaken during the Program and shared as part of a ‘community of practice’
- Identification of future topics for in person and/or online ongoing formation offerings for leaders



FORMAT

The program comprises four (4) parts, all of which are *compulsory* for participants.

Part 1 - Residential Experience
The program is structured into sessions which enable participants to meet each other, learn about their ministries, the life and mission of Catherine McAuley, the Mercy charism and their role as leaders. There is a combination of presentations, group discussions, reflective time, and practical activities. On Thursday, there will also be a one-hour break after lunch to allow time for rest, personal reflection, or catching up on ministry commitments. Both days finish at 8:00pm.

Group	Dates	Venue	Capacity
Group 1	Wednesday 3 March, 3:00pm – Friday 5 March 2027, 1:15pm	Santa Casa, Queenscliff, Victoria	Up to 16 participants
Group 2	Wednesday 14 July, 3:00pm – Friday 16 July 2027, 1:15pm	Catholic Leadership Centre, East Melbourne	Up to 28 participants

Part 2 - 2.5 hour online session
Embedding Works of Mercy and Core Values in Leadership - this 2.5-hour **online session** will also include reflection on the progress of participants projects.

Group	Dates
Group 1	Wednesday 24 March, 11:00am–1:30pm (AEDT)
Group 2	Thursday 12 August, 11:00am–1:30pm (AEST)

Part 3 - 2.5 hour online session
Understanding Self and Others – Resilient and Courageous Leadership - this 2.5-hour **online session** will also provide opportunities to share project progress and learnings.

Group	Dates
Group 1	Wednesday 28 April, 11:00am–1:30pm (AEST)
Group 2	Thursday 9 September, 11:00am–1:30pm (AEST)

Part 4 - Face-to-Face Gathering
A one day gathering focused on exploring Catholic Social Teaching and its relevance to our Mercy Ministry and Leadership. Mini project presentations in small groups and exploring opportunities for ongoing leadership formation are also included.

Group	Dates	Venue
Group 1	Thursday 13 May, 9:30am–4:00pm	Catholic Leadership Centre, East Melbourne
Group 2	Thursday 7 October, 9:30am–4:00pm	Catholic Leadership Centre, East Melbourne

FUNDING

Ministries will meet the travel and accommodation costs of their participants.
MMC will meet the Program costs - facilitators, speakers, catering, resources and venue hire.

POTENTIAL ACCREDITATION

The program "Mercy Leadership: Developing Mercy Leaders as carriers of the charism" will be certified as an approved ongoing formation Program within MMC.
Application will be made within relevant external agencies, where possible, for accreditation of the Program "Mercy Leadership: Developing Mercy Leaders as carriers of the charism."

PARTCIPANT SELECTIONS

Participant details from Ministries will be due:
Group 1 – Monday 1 February 2027
Group 2 – Monday 10 May 2027

For further information please check our website www.mercyministrycompanions.org.au or email belinda.cooneymercyministrycompanions.org.au

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