



PROCEDURE

Ongoing Formation of Mercy Partners Leaders

Purpose

To outline the process for ongoing formation of leaders: Board Members, Directors, Executive and key leadership positions including Mission Leaders within Mercy Partners ministries.

Policy Statement

Drawing on Scripture, the person of Jesus and Church Tradition, Mercy Partners Council provides ongoing formation opportunities which focus on:

- the transformation of the world through living the values of justice, compassion, respect and hope
- mercy as a foundational expression of God's unfailing love for all of creation
- engaging, preserving and developing the founding charisms of the Mercy Partners ministries as rich sources of values and wisdom and lived examples of the Gospel in action
- learning, formation, reflection and networking to support leaders – council members, directors, executive and key staff in Mercy Partners ministries
- aligning Mercy Partners leaders with the mission, vision and values of the organisation
- providing resources to support formation initiatives within the ministries.

Background

Mercy Partners provides formation for leaders as part of its canonical responsibility to ensure the preservation and growth of mission and Catholic identity in its ministries.

Formation is guided by the Theological Framework and is tailored to the needs of individual ministries. It is attentive to the charisms of the founding religious congregations and is responsive to the changing context within which ministries operate.

... formation is more than training and education... formation seeks to develop in us sensitivity to where God is leading our lives and our mission. (Curtain, 2012).

Details of the Mercy Partners Formation Program including topics for formation can be found in *A Heart for Mercy*.

Procedure

1. All leaders in Mercy Partners ministries undertake formation based on four key areas: Mission, Catholic Identity, Governance and Personal Spirituality, completing all criteria across their appointment period. It is acknowledged that some criteria may be addressed by formation from sources other than Mercy Partners Formation.
2. New leaders undertake induction provided by Mercy Partners.

3. Board Chairs are required to:

- work with Mercy Partners Director of Formation to design the formation program for their board
- report to Mercy Partners Board in their regular reports on the implementation of the Board's formation program
- work with the Director of Formation to record the completion of formation requirements across an appointment period for each director.

4. Directors of Mission are required to:

- work closely with Mercy Partners Director of Formation to develop and resource effective formation of staff at all levels of the ministry
- participate in annual Mercy Partner Mission Leader gatherings.

5. Mercy Partners facilitates formation through:

- developing resources to support formation for individual leaders, boards, leadership teams and staff within ministries
- organising annual leaders' gatherings and regional gatherings for boards and executive staff
- providing with-in ministry formation on request
- partnering with other formation providers and encouraging leaders to participate in wider programs.

| Version Control | | | | | |
|-----------------|-----------------------|-----------------------|-----------------------|----------------|-----------------|
| Version # | Overview of updates | Author | Approved By | Date Approved | Next Review Due |
| 1 | Creation of Procedure | Formation Directorate | Mercy Partners Board | September 2019 | September 2021 |
| 2 | Review of Procedure | Formation Directorate | Formation Directorate | July 2023 | August 2024 |