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| Job Title | Vice President, Center for Ministry Formation |
| Reports To | Executive Vice President, Mission |
| Department | Mission |

Position Summary

This person’s role is to design and administer ministerial formation strategies, programs and infrastructure within a highly complex organization with matrix reporting to develop the leadership and organizational capabilities required across the ministry. Additionally, this person brings expertise in theology and in the hallmarks of Catholic identity including Catholic social teaching and incorporates this teaching into the development of programs, in-service training opportunities and resources for the spiritual and ministerial formation of executive leaders and staff. The Vice President, Center for Ministry Formation is a member of the national mission group, reporting directly to the Executive Vice President, Mission.

Essential Functions

1. Provide the “content” of our theological foundations, our religious heritage, a current understanding of mission integration, and the meaning of a Roman Catholic “culture grounded in spirituality” to the Center’s Leadership Formation, Strategic Talent Management and Operational Effectiveness functions;
2. Create strategic focus and an organizational infrastructure to support the integration of ministry formation with leadership practices, business processes and care delivery protocols;
3. Create behavioral and accountability measures that will demonstrate degrees of integration of ministry formation with the ongoing development of leaders;
4. Create and provide education for leading the discernment process and the application of Catholic social teaching to leadership practices, business processes and care delivery protocols.
5. Create, provide, and manage a formation curriculum for individuals and teams.
6. Assure appropriate facilitation of learning exercises and of initial spiritual formation for organizational leaders.
7. Identify and develop formational opportunities and experiences for organizational initiatives, in collaboration with initiative leaders.
8. Partner with other Center leaders to maximize teamwork in the implementation of Center strategies and goals.

Qualifications

* Masters Degree in theology or significant coursework in theology required.
* Five years pastoral experience in directing a program of, or organizational efforts for, ministry formation within the Roman Catholic tradition.
* Healthcare experience with a strong working knowledge of operations, mission integration and finance.
* At least five years with demonstrated success in system level leadership positions, preferably in health care.
* Leadership skills to work effectively in a complex, matrix organization.
* Strong skills of collaboration, teamwork, change leadership, spirituality, goal setting and performance improvement.
* Knowledge of healthcare ethics, the “Ethical and Religious Directives for Catholic Health Care Services” (ERDs), and Catholic Social Teachings.
* High-level facilitation skills and systems thinking.
* Competency in organization development, ministry formation and adult learning models.
* Consulting skills and organizational teamwork skills.