



# Mercy Education System of the Americas

## New Mercy Leader Orientation Program

2020-2021

# New Mercy Leader Orientation Program

## 2020-2021 Schedule

DATE & TIME	TOPIC	PRESENTER(S)
September 2, 1-2 pm EST	Introductions (for new MESA administrators only)	MESA Staff
September 9, 6 – 7:30 pm EST or September 14, 11 am – 12:30 pm EST	Relationship with the Church	Sharon Euart, RSM
November 16, 11 am-12:30 pm EST or November 18, 6-7:30 pm EST	Servant Leadership	Marie Michele Donnelly, RSM
December 7, 11 am-12:30 pm EST or December 9, 6-7:30 pm EST	Human Resources Practices	Penny Alexander Mary Klingenberg
February 1, 11 am-12:30 pm EST or February 3, 6-7:30 pm EST	Ethical Decision-Making	Ed Curtin Mary Ann Steutermann
April 19, 11 am-12:30 pm EST or April 21, 6-7:30 pm EST	Crisis Management / Crisis Communications	Cindy Costello Beth Thompson

Each topic is offered twice, except for the Introductions. When you register, you will pick the date that works best with your calendar. All sessions are offered via Zoom. You will receive connection instructions and any supporting materials once you register. There will be a maximum of 30 participants for each session.

**[Register Here](#)**

**[Learn About More MESA Programs](#)**



## ABOUT THE PROGRAM

The New Mercy Leader Orientation Program is intended for all new leaders, whether school administrator and/or board chair. These new leaders will participate in the orientation program over a two-year period, attending five sessions per year. In addition to the new leaders, seasoned leaders are accompanying the new leaders through the orientation process. Ideally, the new leaders will form their own "cohort" group for future collegiality and collaboration.

## What Will We Cover?

### Reflections on MESA's Relationship with the Church

This presentation will include reflections on Vatican II's teaching on what it means to be Church; participation in the mission of Christ; sponsorship of MESA by the Sisters of Mercy of the Americas and the canonical relationship of MESA to the Institute; Catholic and Mercy identity; and practical issues that arise from our relationship to the Church.

### Servant Leadership

What does it mean to be a servant leader? What does it mean to be a *Mercy* servant leader? This session will review the characteristics of a servant leader, which can include listening, empathy, healing, stewardship and more.

### Human Resource Practices

This presentation will include a review of all aspects of human resource practices. Topics include performance management and reviews, job descriptions and handbooks, employee training and orientation, safety and risk management and employee benefits and building a culture.

### Ethical Decision-Making

This presentation will outline a process for ethical decision-making and discuss how to consider the "common good" in our process and decisions. It will also provide an overview of the role and purpose of the Institute Ethics Committee in assisting with ethical decision-making; advising administration and boards; and providing ethics education, policy review and case consultation.

### Crisis Management / Crisis Communications

This presentation will address the importance of advanced crisis planning and business interruption procedures. Within the presentation, many of the essential elements of crisis management will be discussed, including determining messages and managing social media.

## 2020-2021 Presenters



Penny Stack Alexander is the Chief Human Resources Officer for Franklin Templeton Investments. She oversees Global Human Resources. In this capacity, she is responsible for driving talent strategies for the firm's 9,000 employees in over 30 countries. Penny joined Franklin Templeton Investments as a shareholder services representative. After completing the company's Management Training Program, she held several supervisory and managerial positions. She is a graduate of Mercy High School Burlingame and received her bachelor's degree from Santa Clara University. She serves on the Santa Clara University Board of Regents and previously served as a Chair of the Board of Regents.



Cindy Costello came to the Sisters of Mercy in 2015 with 20+ years of in-depth executive management experience in non-profit and for-profit institutions in community mental health, social service, Catholic education and Catholic retreat centers. Cindy's areas of expertise include strategic planning, project/program development, operations and board governance. For the past five years, Cindy has worked in the Sisters of Mercy South Central Ministry Office. Originally working closely with schools, Cindy's responsibilities now include working with social service and spirituality ministries on sustainability and strengthening strategies. Cindy holds a bachelor's degree in education, a master's degree in counseling and a master's degree in theology with an emphasis in health care.



Ed Curtin, president of Mercyhurst Preparatory School, has over 25 years of teaching experience in the Theology Department. He has spent almost his entire career at Mercyhurst Prep. Ed received a Master of Arts in Pastoral Studies/ Religious Education from Gannon University. He served Mercyhurst Prep as assistant principal from June 2011 until his appointment as president in July 2015. He was named a Golden Apple teacher in 2008. In addition, Ed served as Mercyhurst Prep's Athletic Director. He was an adjunct instructor in the Religious Studies Department at Mercyhurst University, and served as the Youth Minister / Confirmation Director at St. Julia's parish in the Diocese of Erie.



Sister Marie Michele Donnelly, RSM, MA, currently serves as Co-Director of Mercy Spiritual Ministries, through which she provides preached retreats for parishes, school faculties, ministry groups, ecumenical groups and religious communities. She is a frequent presenter for parent and parish groups. Sister Marie Michele is a keynote speaker for large groups across the United States. She has taught at all levels of education: elementary, secondary and university – most recently having taught at Gwynedd Mercy University. She holds an MA in Theology from Villanova University.



## 2020-2021 Presenters



Sister Sharon Euart, RSM, holds Master's Degrees in Liberal Arts and in Administration and Supervision from Johns Hopkins University and a Doctorate in Canon Law from the Catholic University of America. She currently serves as Executive Director of the Resource Center for Religious Institutes in Silver Spring, Maryland, and is a consultant to the USCCB Committee on Clergy, Consecrated Life and Vocations. She previously served as Associate General Secretary for the USCCB and Executive Coordinator of the Canon Law Society of America. She also taught in the School of Canon Law at the Catholic University of America. She is a former president of the Canon Law Society of America and is a recipient of the Society's Role of Law Award.



Mary Acker Klingenberg brings more than 31 years of experience in business and banking to her role as President of Mother McAuley Liberal Arts High School. Currently, Mary oversees the school's \$19 million Future Ready capital campaign, the largest, most ambitious, and most important fundraising effort since the school opened at its current location in 1956. Future Ready aims to fuel the collaborative and project-based learning that is the hallmark of 21<sup>st</sup>-century learners and leaders. To date, Mary has secured over \$8 million in pledges, allowing the school to renovate 16 classrooms and the student lounge with the latest in innovation and technology. The school's main entrance and administrative offices also have been reconfigured. Mary is a proud McAuley graduate from the class of 1975.



Mary Ann Steutermann is in her 24<sup>th</sup> year at Assumption High School in Louisville, Kentucky. After years spent as an English teacher, assistant principal, and principal, she now serves as the Director of Campus Ministry. Her department manages the four-year overnight retreat and service programs, and she in recent years she has implemented advocacy education and Christian leadership programs. She has a BA in English from Bellarmine University, an M.Ed. in Secondary Education from the University of Louisville, and an MA in School Administration from Spalding University. She also teaches ESL Writing virtually to students in China and does freelance writing on the side.



Beth Thompson, the Institute Director of Internal Communications, joined the Sisters of Mercy staff in Belmont, North Carolina, as a writer/communications strategist for the South Central Community in 2014. Previously, she spent nearly 20 years with daily newspapers, including the *Charlotte (NC) Observer* and the *Rocky Mountain News* in Denver, Colorado. She also has written for magazines and edited several books. In addition, she taught journalism for six years at Penn State University and one year at American University in Bulgaria, before earning a teaching certificate in elementary education. She has taught at every grade level, pre-K through college. Beth has a BA in liberal arts from Clemson University and a master's in journalism from the University of North Carolina-Chapel Hill.

## Looking Ahead: 2021-2022

For those of you just beginning the two-year cycle, the program will continue in 2020-2021 with five additional sessions, listed below. More information about these sessions will be shared in **Summer 2021**.

1. Charism and Mission of Catherine McAuley
2. Board Best Practices
3. Evaluations Best Practices
4. Governance
5. Strategic Planning

Also, be sure to mark the following MESA events on your calendar:

**February 24 and 25, 2021**

Administrator Meeting and Leadership Forum  
Zoom Meeting

**July 26-28, 2021**

Partners in Ministry Leadership Academy  
Belmont, North Carolina

**October 14-15, 2021**

Mercy Education Conference  
Kingston, Jamaica

**July 27-28, 2020**

Partners in Ministry Leadership Academy  
*Location TBD*



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