

Mary Aikenhead Education Australia Mission Formation Policy



Vision

Caritas Christi Urget Nos

Through our trust in Divine Providence, our vision is to witness the Gospel through our commitment to the values of hope, justice and compassion in loving service of God's people, especially the poor and marginalised.

The Mission of Mary Aikenhead Ministries

MAM continues the mission of God to love through the healing, teaching, and pastoral ministries of Jesus Christ. Inspired by the spirit of Mary Aikenhead, through an energetic stewardship, we respond to the needs of the times in innovative ways, especially for the poor, marginalised and vulnerable.

Introduction

The relationship between the Foundational Christian story of Jesus, the Mary Aikenhead tradition and the evolving spirit of Mary Aikenhead Ministries, should be consistent in the delivery of all mission formation programs in accordance with our commitment to the preferential option for the poor.

The principles, which guide mission development, are forward-looking and engage in the three levels of story: the Enduring story of God through Jesus, the Expressive story of Mary Aikenhead and the Evolving story of the Spirit alive in the hearts of those engaged in the service through Mary Aikenhead Ministries. Mission formation is an important and ongoing priority in the context of Mary Aikenhead Education Australia; it is central to who we are and what we do.

Mary Aikenhead Education Australia provides this Mission Formation Policy to support the ongoing Mission leadership development for all members in the Mary Aikenhead Education Australia colleges. We seek to develop in each member of our community a contemporary understanding and application of the spirit of Mary Aikenhead, and the mission and vision of Mary Aikenhead Ministries. The foundational element of all formation programs with MAM is Ignatian Spirituality. At the heart of this work is the context of the catholic school and Mary Aikenhead Ministries. The Mary Aikenhead Education Australia Formation Policy allows for choice and flexibility at the school level. Central to this policy is the importance of relationship and the invitation to journey in faith.

Formation provides leaders with the skills, knowledge and spiritual grounding necessary to animate our colleges to embrace “the joy and hope, the grief and anguish of people of our time”

Expectations

Mary Aikenhead Education Australia colleges are expected to prioritise formation for mission of all within their respective community, thus ensuring a systematic approach to the provision and delivery of formation in each college. In developing Mission Formation priorities at a College level, there is an expectation that each MAEA College, Principal and Board Chair will commit time, prioritise human resources, and allocate financial resources to the ongoing formation for mission in their College. The principal, as Mission Leader and the Board Chair have particular responsibilities for mission formation for leadership and governance.

Key Concepts

- a) Formation is intentional, invitational, inclusive and ongoing
- b) Formation creates a culture of inclusion
- c) Formation engages the principles of adult learning
- d) Formation promotes the concept that each person in a Mary Aikenhead Ministries facility understands that he/she has a ministry
- e) Formation enables directors and staff in Mary Aikenhead Education Australia colleges to carry out their Ministry to the best of their ability
- f) Formation promotes programs that are authentic and true to the heritage yet are also forward-looking
- g) Formation builds on and expresses an appreciation for the legacy of our founding congregation
- h) Formation provides experiences that build the Reign of God in a contemporary educational context
- i) Formation experiences are developed in a spirit of partnership and co-responsibility encompassing the Mission Development Coordinator, MAEA Ministry Leaders, the Mary Aikenhead Education Australia colleges, their members, recognition of their membership of Mary Aikenhead Ministries and relationship to the Trustees
- j) The desired formation outcomes will provide the basis for program content and processes
- k) Reflective and integrative processes are essential for quality ministry formation
- l) Effective formation is integrated into each college community and its outcomes will be reflected in all leadership practices, procedures and protocols

Implementation Guidelines:

Mission development and formation are significant priorities for all in Mary Aikenhead Education Australia colleges; MAEA and MAM provide a range of mission leadership opportunities for principals, board directors, senior and middle leaders and staff.

These include, but are not limited to:

- MAM based Formation programs/annual conference/seminars and retreats
- MAEA based Formation programs/activities/events
- College based Formation programs/activities/events

Formation for Mission is an ongoing and life-giving journey for each College. Trustee events and foundational documents support this ongoing journey. *'By this everyone will know...'*, the contemporary indicators for Mary Aikenhead Ministries' colleges is considered central to the development and delivery of formation programs and experiences. It is the expectation of this policy that the pillars of the Enduring, Expressive and Evolving stories will inform and guide mission and formation.

In the case of all MAEA programs, there is an expectation that Mission Formation Programs will be supported by each College. Where practical and appropriate, that there will be representation of each College in the programs provided. Programs will also be developed for individual colleges, as requested.

Key Result Areas for College Staff and Board Members:

1. Mission formation is an ongoing priority for directors, leaders and staff in understanding the mission and ministry of Jesus.
2. Priority is given to staff formation at a whole-school level on an annual basis.
3. MAM/MAEA induction is a priority for new directors, leaders and staff.
4. Commitment to mission formation is embedded in leader and teacher annual goals and review processes. It is also embedded in annual Board Self-Reviews.
5. The Board Chair and College Principal will develop annual Formation Plans for both the Board and Staff.
6. Time and resources are allocated to mission leadership and formation within the priorities of professional learning.
7. Mission formation is an allocated budget line item in each college's annual budget.
8. The Board Chair and College Principal will report on the college mission development and formation program.
 - This account will be incorporated in the annual report under the section: Mission and Formation, and should normally also be presented as part of the Trustees' Stewardship Visit
 - This report will provide accountability for and engagement with formation opportunities and programs provided in the college and inform the mission development and formation plan for the subsequent year.
 - The Mission Development Coordinator will collaborate with both the Board Chair and Principal and/or her delegate in relation to this planning and reporting, making provision for State and system requirements.

Resources

MAM Leadership Framework
MAM Round Table Document
MAM Voices from the Heart
MAEA Policy Manual and Handbook
MAEA “By this all will know...” Contemporary Indicators of MAEA Colleges.
MAEA Principal Induction Booklet
MAEA Board Director Induction Booklet
MAEA electronic resources
MAEA Staff Induction Booklet
NCEC Formation Framework, 2017
College specific formation resources.
MAM Pilgrimage resources.

Acronyms

MAM: Mary Aikenhead Ministries
TMAM: Trustees of Mary Aikenhead Ministries
MAEA: Mary Aikenhead Education Australia
NCEC: National Catholic Education Commission