



# Foundations of Catholic Health Care Leadership Live

**JANUARY 30, 2025 – MARCH 20, 2025**



## COVER ARTWORK

*"The Road to Emmaus," Mike Torevell.*

*Used with permission.*

Now on that same day two of them were going to a village called Emmaus, about seven miles from Jerusalem, and talking with each other about all these things that had happened. While they were talking and discussing, Jesus himself came near and went with them, but their eyes were kept from recognizing him. And he said to them, "What are you discussing with each other while you walk along?" They stood still, looking sad. Then one of them, whose name was Cleopas, answered him, "Are you the only stranger in Jerusalem who does not know the things that have taken place there in these days?" He asked them, "What things?"....

When he was at the table with them, he took bread, blessed and broke it, and gave it to them. Then their eyes were opened, and they recognized him; and he vanished from their sight.



They said to each other, "**Were not our hearts burning within us** while he was talking to us on the road, while he was opening the scriptures to us?" That same hour they got up and returned to Jerusalem; and they found the eleven and their companions gathered together. They were saying, "The Lord has risen indeed, and he has appeared to Simon!" Then they told what had happened on the road, and how he had been made known to them in the breaking of the bread.

*New Revised Standard Version Luke 24: 13-19 / 30-35*

**"The Road to Emmaus" artwork is a paradigmatic image for the formational process —** the oftentimes confused information we have to deal with (head), the gradual and even dramatic change that can take place when we "see" and allow the Spirit into our being (heart), and how this can become a transformational process whereby we want to share, and be of love and service to all others, and in the world (feet or hands).



# Presenters



**Bruce Compton**  
Senior Director, Global Health  
CHA, St. Louis



**Brian Kane, Ph.D.**  
Senior Director, Ethics  
CHA, St. Louis



**Jill Fisk, MATM**  
Director, Mission Services  
CHA, St. Louis



**Nancy Lim, MPH, BSN**  
Director, Community  
Health Improvement  
CHA, Washington, D.C.



**Dennis Gonzales, Ph.D.**  
Senior Director,  
Mission Innovation & Integration  
CHA, St. Louis



**Sr. Teresa Maya, CCVI, Ph.D.**  
Senior Director,  
Theology & Sponsorship  
CHA, St. Louis



**Sr. Mary Haddad, RSM,**  
President and Chief Executive Officer  
CHA, Washington, D.C.



**Diarmuid Rooney, M.S.Psych.,  
M.T.S., D.Soc.Admin.**  
Vice President,  
Sponsorship & Mission Services  
CHA, St. Louis



**Nathaniel Blanton Hibner,  
MTS, Ph.D.**  
Senior Director, Ethics  
CHA, St. Louis



**Indu Spugnardi**  
Senior Director, Community  
Health & Eldercare  
CHA, Washington, D.C.



**Program Director**  
**Darren Henson, Ph.D., S.T.L.**  
Senior Director, Ministry Formation  
CHA, St. Louis

# Foundations of Catholic Health Care Leadership Live

## *An Interactive Virtual Formation and Development Program*

January 30 to March 20, 2025

### **This Program Will Benefit:**

- Executives
- Sponsor and Board members
- Directors
- Managers and Supervisors
- HR staff
- Administrators
- Physicians, nurses and clinical staff
- Pastoral care staff
- Communications and marketing staff
- Persons serving in leadership of partner organizations

Considered an essential primer for new and current leaders in Catholic health care, the program deepens understanding of the pivotal role leaders play in carrying out the healing mission of Catholic health care in serving the needs of patients, families, communities and the common good.

### **Engaging Virtual Experience**

Foundations Live takes place in a series of eight consecutive weekly virtual sessions starting on January 30 to March 20, from 1-3:30 p.m. ET. An orientation to familiarize participants with the program and virtual format will be Tuesday, January 28, 2025, from 1-2 p.m. ET.

Each session features presentations from CHA experts in key areas of Catholic health care in combination with valuable opportunities for dialogue and networking in breakout sessions and virtual discussions between each session.

The curriculum draws from scriptural, theological, and spiritual dimensions of health care ministry, including ethics and the Catholic social tradition. Attention is given to integrating aspects of Catholic identity with community benefit, global health, caring for creation, advocacy, and discernment in decision-making.

### **Registration**

- CHA Members\*: \$295/\$590 per person
- Non-Members: \$1,180 per person

\* CHA Member registration fee is based upon member type. Specific pricing information is available upon registration or by contacting the CHA Service Center at [servicecenter@chausa.org](mailto:servicecenter@chausa.org) for your pricing.



# ORIENTATION — TUESDAY, JAN. 28, 2025, 1-2 P.M. ET

Darren Henson, Ph.D., S.T.L.

This session is critical to familiarize participants with our customized virtual platform used for all eight sessions. We will practice the logistics for moving into breakout rooms, full-group discussion, chat features, navigation to print resources, and post-session submissions of participant reflections and discussion boards.





## SESSION ONE – THURSDAY, JAN. 30 | 1-3:30 P.M. ET

### *Leadership in Catholic Health Care*

Sr. Mary Haddad, RSM

The objective is to enable participants to articulate important challenges for Catholic health care and their implications for leaders of the ministry. Themes include:

- ▶ What are the important opportunities and challenges on the horizon for Catholic health care and their implications for leaders of this ministry?
- ▶ What do we mean when we say health care is a ministry?
- ▶ What is the relationship of Catholic health care to the broader ministry of the church, including the heritage of the religious women and men who founded and nurtured the health ministry in the United States?

### *Jesus, The Foundation of Catholic Health Care*

Jill Fisk, MATM

The objective is to enable participants to express the relationship of the healing ministry of Jesus Christ to the foundation and work of Catholic health care. Themes include:

- ▶ What are the implications of describing “the healing ministry of Jesus” as the foundation of our ministry and their implications for leaders of this ministry?
- ▶ How do we understand Jesus as a healer of whole persons and what are some foundational stories for the Catholic health ministry?
- ▶ What is the role of sacred Scripture as a spiritual touchstone for leaders?

## SESSION TWO – THURSDAY, FEB. 6 | 1-3:30 P.M. ET

### *Spirituality, Prayer and Reflection*

Diarmuid Rooney, M.S.Psych., M.T.S., D.Soc.Admin.

The objective is for participants to understand the importance of whole person care and the central role of spirituality in Catholic health care. Themes include:

- ▶ What is the place of spirit within this understanding of what it means to be human?
- ▶ What are the spiritual dimensions of a person and how do we respond to these needs in our work?
- ▶ What is whole person care?
- ▶ What are spiritual practices and how do they get expressed in a diverse and pluralistic workplace?



## SESSION THREE – THURSDAY, FEB. 13 | 1-3:30 P.M. ET

### *Catholic Social Tradition*

Darren Henson, Ph.D., S.T.L. and Brian Kane, Ph.D.

The objective is to identify foundational concepts in Catholic Social Teaching and their implications for health care leadership. Themes include:

- ▶ What is the Catholic Social Tradition and what are its roots?
- ▶ What are major themes of the tradition that impact health care ministry?
- ▶ Why is there a particular emphasis on those who are poor and vulnerable?

## SESSION FOUR – THURSDAY, FEB. 20 | 1-3:30 P.M. ET

### *Ethics and the Catholic Moral Tradition*

Nathaniel Blanton Hibner, MTS, Ph.D.

The objective is to introduce participants to classic approaches to moral reasoning and to the Catholic moral tradition. Themes include:

- ▶ What do we mean by “ethics” and “morality”?
- ▶ What are the four classic ways of moral reasoning?
- ▶ What are the sources of the Catholic moral and ethics tradition, and what is the impact on health care operations today?

### *The Ethical and Religious Directives*

Nathaniel Blanton Hibner, MTS, Ph.D.

The objective is to introduce the *Ethical and Religious Directives for Catholic Health Care Services* (ERDs) as a leadership resource and to articulate a basic process for ethical decision-making in the health care setting. Themes include:

- ▶ What are the *Ethical and Religious Directives for Catholic Health Care Services* (ERDs)?
- ▶ How do the ERDs relate to the Catholic social tradition, and how do they define the moral and ethical framework for Catholic health care in the United States?
- ▶ How does our understanding of ethics play out in provider/patient relationships and in specific issues at the beginning and end of life?



## SESSION FIVE – THURSDAY, FEB. 27 | 1-3:30 P.M. ET

This session highlights two key activities that demonstrate how Catholic health care puts the social tradition into action. Participants will understand the important and enduring commitment to community benefit, and then explore tactics and ethical strategies for global health.

### *Community Benefit: Catholic Social Tradition in Action*

Nancy Lim, MPH, BSN

Themes include:

- ▶ What do we mean by community benefit and the social determinants of health?
- ▶ What are the social conditions necessary for an individual's dignity to be actualized?
- ▶ What do you know about how your organization is responding to the needs within your community?

### *Global Health: Catholic Social Tradition in Action*

Bruce Compton

- ▶ Catholic health care has always transcended national boundaries. In today's global environment, how has global health taken on new importance rooted in the imperative to preach the Gospel to the "ends of the earth?"
- ▶ How are CHA's outreach activities supporting members, partnering organizations and the Church?
- ▶ How do you think you can enhance your own and your organization's global health activities?



## *Stewarding Our Culture and Identity*

Dennis Gonzales, Ph.D.

The objective is to develop a plan for ongoing development and formation as a ministry leader in Catholic health care. Themes include:

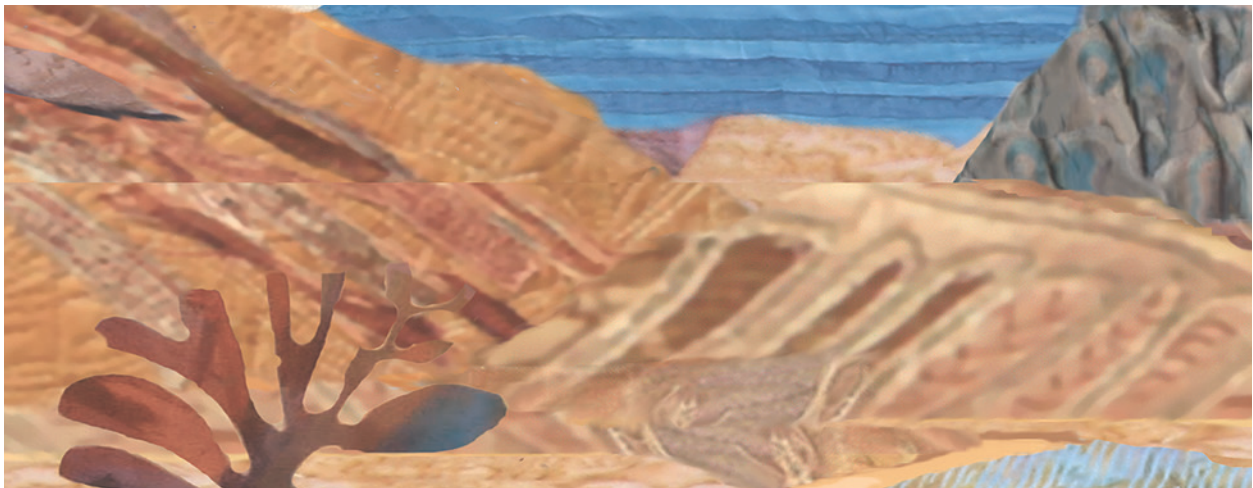
- ▶ In what ways are leaders “culture bearers” who hold the organization’s integrity in trust and shape its culture?
- ▶ How do leaders in Catholic health care use leadership principles as tools for maintaining a distinctive Catholic culture?
- ▶ What are some core spiritual practices that can strengthen a leader’s personal and professional growth?

## *Stewarding the Gift of Creation: A Mission and Health Imperative*

Indu Spugnardi

The objective is to introduce participants to the Catholic tradition’s understanding of caring for creation and its implications for Catholic health care’s environmental sustainability, community health and social justice efforts. Themes include:

- ▶ What are the main themes in Pope Francis’ encyclical ‘Laudato Si’?
- ▶ Why is the Catholic health ministry called to care for creation, from both a mission and health provider perspective?
- ▶ What does it look like to serve as stewards of creation?





## SESSION SEVEN – THURSDAY, MARCH 13 | 1-3:30 P.M. ET

### *A Catholic Vision for Eldercare and Palliative Care*

Darren Henson, Ph.D., S.T.L. and Indu Spugnardi

In this session, participants will discuss the importance of accompanying seniors and all people with chronic and serious illnesses, as this is a distinguishing feature of care identified with the healing ministry of Jesus. Themes include:

- ▶ Gain an understanding of the demographic, policy and societal forces impacting care of older persons
- ▶ Articulate main objectives of eldercare in Catholic health ministries and new ways these objectives are being met, such as Age-Friendly Health Systems, HCBS and PACE.
- ▶ Understand and discuss how current palliative care practices reflect whole person care, congruent with the Catholic tradition.

### *Models of the Church and Sponsorship Today*

Darren Henson, Ph.D., S.T.L. and Sr. Teresa Maya, CCVI, Ph.D.

The objective is to enable participants to understand the models and ethos of the church, and to introduce sponsorship in Catholic health care as the structured relationship with the institutional church. Themes include:

- ▶ How do we understand the church from servant to institution?
- ▶ As an institution, what is the structure of the Church from parish to papacy?
- ▶ What are sponsors responsible for, how are they structured and how do they live out their ministry?



## SESSION EIGHT – THURSDAY, MARCH 20 | 1-3:30 P.M. ET

### *Integration & Discernment,*

Diarmuid Rooney, M.S.Psych., M.T.S., D.Soc.Admin.

The objective is to prepare leaders to integrate and apply the themes and concepts explored in Foundations to their work, leadership and organizational strategy. It will highlight discernment in decision-making when values-based methods are insufficient. Themes include:

- ▶ How and where can leaders integrate this content into their leadership?
- ▶ What is discernment, and why does it matter?
- ▶ How is discernment an individual and communal spiritual practice?

### *Ongoing Formation, Flourishing, & Celebration*

Darren Henson, Ph.D., S.T.L.

The objective is to integrate and apply the themes and concepts explored in formation. The session will present ongoing formation opportunities, both personally and professionally, through CHA offerings and other local and national initiatives. Themes include:

- ▶ Why ongoing formation is an essential practice for leaders in Catholic health care.
- ▶ How to remain connected to formation opportunities and ways that CHA supports ministry leaders.





## *What Participants Say About Foundations Live ...*

**This is one of the best, most in-depth and inspiring leadership courses I have ever taken part in.”**

“My biggest takeaway from this program is that we as a collective, have a much greater responsibility to the community and the people we serve. We have a chance to make a difference, one word, one gesture, and one giving moment at a time. Through compassion, consideration and selflessness we all have a chance to be better as individuals and lead by example to foster change.”

**“A retreat! I felt like I went on a retreat!  
Very powerful and thought-provoking.”**

**“I am transformed.”**

**“The lessons in leadership here can be built upon for years to come.”**

“Not being Catholic, learning the social traditions was great. I now have had a light shed on my organization and why we do what we do the way we do.”

“I am now able to articulate the mission of Catholic health care and translate these learnings into action.”

“Extremely practical information, both personally and professionally. It is truly foundational, not only to what we do but also to who we are.”

**“This session put concepts into words I didn’t previously have.”**

“Formation never ends.  
This helped me get back to focusing on that is important.”

**“This has been an incredible gift.”**

# Program Details

## Registration FAQs

### *Is the registration fee per person or per site?*

The registration fee is per person. If a group is attending from the same location, the registration fee applies to each person who registers for the program. Each participant must register individually.

### *Can I purchase individual sessions?*

This is a formation program that builds on each session. As a result, it is offered as an integrated, eight-week program. Individual sessions are not available separately.

### *Attendance*

Attendance is expected at all eight sessions and the orientation. The program design includes small group breakout discussions as well as large group discussion. Leadership studies have demonstrated that an excellent method for executive learning involves the opportunity to talk with one another about the topic presented. To optimize the small group experience, we ask the participants be on camera, and commit to the full time of the formation program.

Sessions are recorded and available to registrants the week after the session. This is a courtesy for anyone who cannot attend the live program experience. Recordings are insufficient substitutes for the formation experience, especially as they cannot replicate the small and full group discussions.

### *Individual and Group Attendance*

The virtual experience provides valuable learning and formation for both individuals and teams, regardless of whether participants are in the same location or spread across different geographies.

Active participation is expected in both small and full group discussions, with cameras and microphones enabled when prompted.

Full group discussions, with cameras on, create a visual sense of community among health care leaders and allow for:

- Engaging discussions
- Questions and clarifications
- Sharing insights and reflections from breakout sessions
- Expanding on themes discussed

These interactions make Ministry Formation a rewarding and meaningful experience.

Participants should join from a stable, location, such as a home office, professional office, or conference room. Please avoid joining while in transit or moving, as full attention and participation are necessary for the formation experience.



### *Participation as Part of a Group*

Many organizations use this virtual program as an opportunity for team building and education and to augment their own formation programs. Executive teams and/or department leads or other groups can register and then attend together in one room using one computer and one phone line. Based on experience over the years, we recommend that the group does not exceed eight persons. If two or three individuals attend from one location, CHA will assign them to a small group that will include participants from other locations.

### *Participation as an Individual*

Individual registrants can participate from anywhere. They are assigned to small groups and then connect via phone to other members of their small group. Participants in previous programs have indicated that connections they made with members of the group continued well after the online program concluded. To foster team building within a system, CHA assigns individuals from facilities within the same system to the same small group.

### *Cancellation Policy*

To cancel your registration, contact the CHA Service Center at [servicecenter@chausa.org](mailto:servicecenter@chausa.org) or call (800) 230-7823.

- A refund of the full registration fee will be given for cancellations received through January 17, 2025.
  - A refund of 75% of the registration fee will be given for cancellations received after January 17, 2025.
- There is no additional charge for substitute registrants.

## Certificate of Attendance

**Please note CHA does not offer Continuing Education Units (CEUs) for any programs.**

CHA will provide all Foundations Live participants with a Certificate of Attendance indicating contact hours at the conclusion of the program. All program registrants will receive an email with a link to the overall evaluation as well as information regarding the Certificate of Attendance.

Participants may submit Certificates of Attendance to relevant organizations that accept proof of contact hours as credit. These include:

**American College of Healthcare Executives:** American College of Healthcare Executives (ACHE) members may self-report qualifying CEUs using the contact hour information provided on their CHA Certificate of Attendance. To self-report, log in as a member on the **ACHE site**; use the link on the left-hand side to self-report applicable contact hours for CEU credit.

**NACC Board Certified Chaplains:** National Association of Catholic Chaplains (NACC) board certified chaplain members may self-report their continuing education hours (CEHs) using the contact hours information provided on their CHA Certificate of Attendance

For further information regarding Certificates of Attendance, please contact the Programs and Learning Department at [PAL@chausa.org](mailto:PAL@chausa.org).

## *Notices*

The right to change speakers or to modify the program content is reserved by CHA.

During the meeting, you may be recorded by CHA staff or its designated contractor. By your attendance or participation at the meeting, you agree that CHA may copy, record and/or distribute in any such form your participation and involvement in any meeting session, activity or event.

No persons or organizations other than CHA or its designated contractor may audiotape any portion of the meeting without prior written permission of CHA.

CHA reserves the right to decline registrations and to refund fees.





*Ministry formation creates experiences that invite those who serve in Catholic health care to discover connections between personal meaning and organizational purpose. These connections inspire and enable participants to articulate, integrate, and implement the foundational elements of Catholic health ministry so that it flourishes now and into the future.*



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