

Q & A for Excellence in Ministry

What is the Excellence in Ministry program?

Excellence in Ministry is a core Ministry Formation program for executives at Catholic Health East. All CEOs, their executive teams, as well as System Office vice presidents, are required to participate in an Excellence in Ministry cohort. The program consists of six 2-day sessions occurring every six months over a period of three years.

How do I become part of an Excellence in Ministry Cohort?

A pre-requisite course called Foundations of Catholic Health Care is required prior to acceptance into a Cohort for Excellence in Ministry. Catholic Health East offers this course at least once a year and there are other opportunities with our “sister” Catholic health systems. Contact Linda Paoella (lpaoella@che.org) to register.

What is a Cohort?

A Cohort is a stable learning community of about 30 participants. The group is formed at the first session (Module One) and the ideal situation is that a colleague takes all six sessions with his or her own Cohort. Catholic Health East is proud to say that it now has 10 Excellence in Ministry Cohorts!

What is a Module?

A Module is one of six sessions in the Excellence in Ministry program. The modules are more or less sequential and it is expected that whenever possible, colleagues will complete the sessions according to the program design.

Where are EIM sessions held?

Modules One through Five are presently being held at Villanova Conference Center, Radnor, Pa. We are currently meeting at Bethany Center in Lutz, Fla., (near Tampa) for the Module Six retreat. When you come to these locations, the System Office assumes the cost of accommodations and automatically reserves a room for those who are not within commuting distance.

What happens if I cannot come to a scheduled Cohort meeting?

We ask colleagues to place all six Cohort meeting dates on their calendars at the time of the first session. This makes scheduling conflicts less likely. However, we know that at times family or ministry needs appropriately take precedence over a Ministry Formation meeting. In these instances we ask the colleague to write to Sr. Mary Persico, I.H.M., executive vice president of mission integration (mpersico@che.org). Please explain the circumstances that necessitate your absence from the Cohort meeting.

How does a person make up a session?

Please notify Linda Paolella of your absence once you have completed the communication process to senior management. She will assist you in the re-scheduling process. Sometimes another module is available within a month or two of your absence. In other cases, we will ask you to attend the module at one of our collaborating partners (Bon Secours Health System in Maryland or Covenant Health System in Massachusetts). Travel and accommodations are at the RHC's expense in these instances.