

SEPTEMBER 2026

Sisters of
Mercy



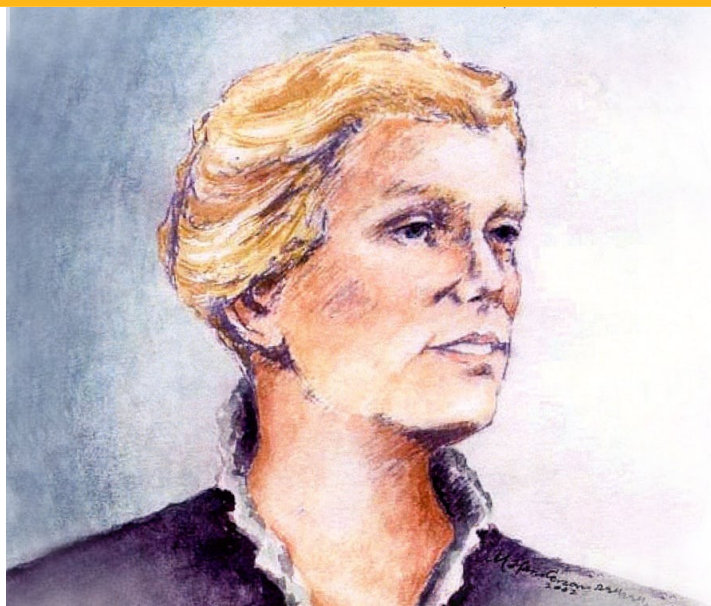
Hermanas de la
Misericordia



Executive Director, Mercy Ministry Corporation

Search conducted by:

EMA PARTNERS CHICAGO/TRINITY EXECUTIVE PARTNERSHIP



... “Centered in God, for whom alone we go forward or stay back.”

Catherine McAuley

The Sisters of Mercy—an international community of Roman Catholic women—dedicate their lives to God through vows of poverty, chastity, obedience and service. For more than 190 years, motivated by the Gospel of Jesus and inspired by the spirit of their founder, Catherine McAuley, the Sisters of Mercy have responded to the changing needs of the times. With over 1,500 sisters in the Americas and a global network of sisters around the world, the Sisters of Mercy strive to make a difference in the lives of those in need in North, South and Central America, the Caribbean, Guam and the Philippines.

The Sisters of Mercy serve with more than 3,000 Mercy Associates, several Companions in Mercy, close to 1,100 Mercy Volunteer Corps alumni and thousands of co-workers in Mercy-sponsored programs and institutions – all sharing in the Mercy mission and following the example of Catherine McAuley. They sponsor and operate more than 160 service organizations in collaboration with tens of thousands of committed co-ministers, staff and volunteers.



Sisters of Mercy of the Americas
Institute Leadership Team (ILT)

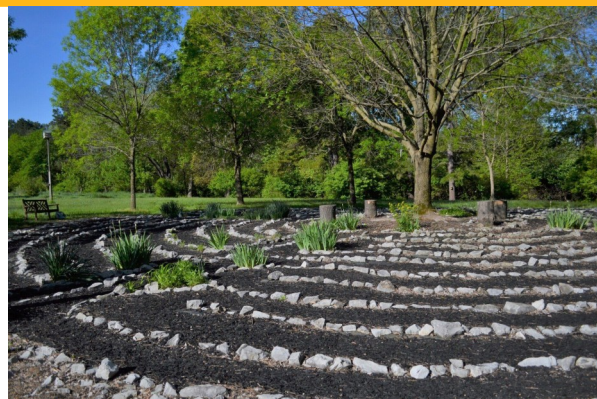
Mercy Ministry Corporation (MMC)

MMC is a canonical and corporate organization that provides operational support and services, oversight, and governance to the sponsored and co-sponsored social, pastoral, health, spiritual, senior living, and literacy ministries of the Institute of the Sisters of Mercy of the Americas. MMC promotes meaningful integration of the Mercy mission, charism, values, and traditions in all of its ministries, operations and programs.



For more information, please visit: <https://sistersofmercy.org/>

The **Executive Director of the Mercy Ministry Corporation** (MMC) implements the mission, purpose, and strategic vision of MMC. This role serves the Institute of the Sisters of Mercy of the Americas Leadership Team (ILT), their delegates, the MMC Board of Directors, and all MMC-sponsored and member ministries that are social, pastoral, health, spiritual, senior living, and literacy. The Executive Director provides unified executive oversight, risk management, and strategic coordination for the services of MMC, the corporate sponsorship functions, and the day-to-day operations of the MMC office and staff. The primary objective is to support, strengthen, and champion these ministries, ensuring their ongoing mission viability, canonical alignment, and long-term sustainability.



The Executive Director reports to the MMC Board of Directors; direct reports include the Associate Director of Operations, Associate Director of Mission, four Regional Directors, Senior Coordinator, Mercy Fund for Ministry Grant Program Officer, and two part-time Special Project Coordinators, as well as other MMC Departmental/Unincorporated ministries staff including the North Carolina Legacy Program.

This full-time, exempt position has the option to partially telecommute. There is a strong preference for the successful candidate to be located near one of MMC's larger administrative centers such as St. Louis, MO or Belmont, NC.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Strategic Leadership & Mission Integration

- **Mission Advancement:** Promotes meaningful integration of the Mercy mission, charism, values, and traditions into all programs, operations, and activities of MMC and its ministry programs.
- **Strategic Planning:** Collaborates with the MMC Board to develop, promulgate, and execute the strategic direction and plan for MMC, fostering deep collaboration within and between member ministries.
- **Thought Partnership:** Serves as a strong thought partner to senior administrative leadership, assisting with problem-solving, project planning, and the advancement of mission across the Institute.
- **Advocacy & Representation:** Serves as the primary spokesperson and advocate for MMC. Interacts with external leaders (including educational and canonical professional associations) and represents MMC at national forums.

Governance, Compliance & Canonical Consultation

- **Governance Support:** Assists and supports the ILT, their delegates, and the MMC Board in fulfilling their civil and canonical responsibilities for all sponsored and co-sponsored ministries.
- **Policy Analysis:** Develops senior-level, integrated policy analysis and consultation on civil and canonical ministry-related matters.
- **Board Relations:** Supports the work of MMC board committees and task forces; prepares briefings, presentations, and governance reports, highlighting critical sponsorship information.
- **Institutional Liaison:** Coordinates with legal counsel on matters pertaining to the corporate member/sponsorship relationship and ensures compliance with all applicable policies, procedures, and civil structures.

Operational Management & Risk Mitigation

- **Operational Oversight:** Manages the overall day-to-day activities and administrative operations of MMC offices, developing efficient infrastructure, policies, procedures, and systems.
- **Risk & Crisis Management:** Provides proactive risk assessment, management, and crisis interventions related to sponsorship relationships, institutional transitions (e.g., closures, openings, or restructuring), and mission sustainability.
- **Program & Grant Oversight:** Oversees respective departments and specialized programs, including the Mercy Fund for Ministry Grant program (MFM), the North Carolina Legacy Program (NCL), and other restricted or designated financial contributions.
- **Evaluation & Metrics:** Monitors and evaluates the programs, dashboards, and services offered by MMC to ensure they address the current needs of the board and member institutions; actively implements corrective actions when appropriate.
- **Collaboration & Coordination:** Coordinates with regional directors, associate directors, and other SMA, Inc. departments (such as Justice) and SMA, Inc. services to provide ministries with resources in strategic planning, accounting, human resources, technology, and communications.

Fiscal Stewardship

- **Budget Development:** Coordinates and directs the development of MMC annual budgets in collaboration with finance committees and operations staff.
- **Financial Oversight:** Maintains ongoing budgetary oversight, ensuring fiscal responsibility, administrative efficiency, and good stewardship of all capital and operating financial resources.

Sponsorship & Corporate Member Support

- **Stewardship Reporting:** Consults with the ILT, ILT Member Designates, and the MMC Board to provide senior level leadership for the development and implementation of the annual ministry stewardship reporting process.
- **Current & Future Discernment:** Supports the ILT in their discernment and development of new structures, innovative approaches, and evolving relationships with sponsored ministries to meet emerging realities.
- **Institute Wide Collaboration:** Collaborates with Mercy Education System of the Americas (MESA) and Conference of Mercy Higher Education (CMHE) on current and future Institute initiatives.

Staff Supervision & Culture

- **Personnel Management:** Directs and supervises MMC department staff, overseeing hiring, training, goal setting, and professional development.
- **Performance Evaluations:** Provides regular performance feedback, mentors staff, and conducts annual performance reviews for all direct reports.



QUALIFICATIONS

Education, Competencies and Experience

- **Education:** Master's degree preferred (or a Bachelor's degree with equivalent executive experience) in Business, Education, Healthcare, Administration, Non-Profit Management, or a related field.
- **Executive Experience:** Minimum of 7 years of experience in non-profit executive leadership, management, financial planning/oversight, organizational development, and board governance.
- **Risk Management:** Minimum of 7 years of experience in non-profit risk assessment and crisis management.
- **Sector Knowledge:** Experience in secondary/elementary education administration, healthcare, or social ministry leadership within a religious non-profit structure; deep knowledge of the emerging realities of Religious Institutes and corporate sponsorship.
- **Mission Alignment:** Strong commitment to the Mercy mission and Catholic ministry traditions, with a proven ability to balance business interests with these core values and critical concerns.
- **Canonical Familiarity:** Willingness to learn or deep understanding of the traditions, teachings, and canonical law structures of the Roman Catholic Church.
- **Communication Skills:** Exceptional interpersonal, presentation, and oral/written communication skills, including the ability to communicate effectively with diverse internal and external stakeholders (e.g., civic leaders, donors, vendors, consultants, and the religious community).
- **Leadership Style:** Demonstrated personal integrity, sound decision-making, and an integration of servant leadership principles in the work environment.
- **Collaboration:** Proven team player with a collaborative decision-making style, creative and expansive thinking, and a healthy sense of humor.
- **Travel & Flexibility:** Ability to travel frequently to various ministry locations and attend national meetings, including occasional weekend work.
- **Technical Proficiency:** Strong computer skills, including proficiency with Microsoft Office applications such as Teams, Outlook, Word, and Excel; and familiarity with payroll or HRIS systems.

Preferred Qualifications

- Bilingual (English/Spanish).
- Previous governance experience within a complex, multi-site institutional network.



Sisters of Mercy of the Americas has engaged EMA Partners Chicago/TEP to facilitate this search.

Richard D. Sbarbaro
Senior Managing Partner
EMA Partners Chicago/Trinity Executive Partnership
(708) 531-0100

Interested and qualified candidates should submit a cover letter and resume to:
info@trinityexecutivepartnership.com

www.ema-partners.com | www.trinityexecutivepartnership.com