

Executive Ministry Leadership Formation

Orientation Call
June 13, 2025



Ascension

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Welcome and Introductions



Sarah Reddin, D.HCML

**Vice President,
Ministry Formation
Ascension**



Robert (Bob) Fish, D.Min

**Senior Director,
Ministry Formation
Ascension**



Mike Krussel, MA

**Director,
Ministry Formation
Ascension**



Sulbha Rajput, BS

**Executive Assistant
Ministry Formation
Ascension**



EML Group 20

Row 1

Doug Apple, SVP Chief Medical Officer,
Trevor Bonat, CMIO, Ascension MD
Sara Campbell, VP Associate Experience,
Clay Ciha, President Alexian Brothers Behavioral, IL
Chintan Desai, Chief Medical Officer, WI



Row 2

Aaron Ferber, VP Digital Experience Research & Design
Sean Fitzpatrick, VP External Communications
John L Halstead, CMIO, Ascension IL
Carrie Hatch, VP Pharmacy, Ascension TX
Matt Hayduk, AVP Strategic Integration



Row 3

Vanessa Hiland, COO St. Alexius, Ascension IL
Ron Hoffman, COO St. John's Medical Center, Ascension OK
Jay Huckabee, VP Organizational Effectiveness
Scott Kashman, President St. Vincent's Riverside, Ascension FL
Joshua Keeter, VP Contract Design & Sourcing, TRG



Row 4

Brett Lee, SVP Shared Services
Wendy Lincoln, VP CNO, Ascension MD
Jim Logsdon, SVP and Chief Revenue Officer
Robin Ludlow, Associate General Counsel, Ascension IN
Fred Masoudi, Chief Academic Officer & VP Clinical Service Lines



Row 5

Melissa McLeroy, Regional Chief Financial Officer
Kristin McManmon, President All Saints Hospital, Ascension WI
Marilou Mewborn, CHRE, Ascension KS
Ellie Michael, VP Operational Excellence, Ascension TN
Chase Mine, VP Experience Development



EML Group 20

Row 1

Jill Payne, Chief Nursing Officer, Ascension IN
Omar Pineda, VP Operations and Throughput
Shanda Price, VP Associate Occupational Health
Marc Rafferty, VP Pharmacy, Ascension OK
Joan Ross, President Seton Hays, Ascension TX



Row 2

Anne Ruff, Associate General Counsel and VP
Heather Schneider, Chief Financial Officer, Ascension OK
Michael Shaw, Chief Strategy Officer, Ascension FL
Mary Sitterding, VP Nursing Quality & Regulatory Operations
Andre Storey, President Columbia St. Mary's Ascension WI



Row 3

Allison Taylor, Chief Advocacy Officer, Ascension IN
Tori Thompson, VP Imaging
John Thresher, Chief Strategy Officer, Ascension TX
Dale Tucker, CMO, Ascension FL
Beth Van Gilder, COO Ascension TN, St. Thomas Medical Partners



Row 4

Mike Wegner, CFO, Ascension Kansas
Kimberlydawn Wisdom, SVP Community Health & Equity, HFHS
Tyler Yeoman, CHRE, Ascension Texas
Laura Young-Shehata, Chief Applications Officer, Ascension Technologies



Reflection



Reflection

What new things are you hoping for from your EML experience?

- Personally?
- Professionally?

What apprehensions do you bring?

“I am about to do a new thing; now it springs forth, do you not perceive it?”

Isaiah 43:19a



**Though your destination is not yet clear
You can trust the promise of this opening;
Unfurl yourself into the grace of beginning
That is at one with your life's desire.**

**From John O'Donohue
"For a New Beginning"**



Program Overview



Ministry Leadership Outcomes

1. Be personally committed to practices and habits of spiritual reflection that foster deeper relationship with self, God, others, community and the world as part of their ongoing formation journey.
2. Be professionally committed to the healing ministry and mission of Jesus with special attention to those who are poor and vulnerable.
3. Consistently integrate and practice Virtuous Servant Leadership while being in and building community.
4. Articulate foundational principles from the Catholic theological, moral and spiritual tradition in order to communicate our ministry identity and Mission.
5. Interpret and lead our integrated strategic, operational, financial, clinical and organizational processes as expressions of Ascension's identity as a ministry of the Church.



Executive Ministry Leadership (EML) Formation

Inspired to serve.
Called to lead.
Prepared for the future.



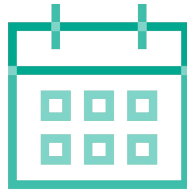
Ascension

Executive Ministry Leadership Formation by the numbers



45 high potential leaders

Executive leaders identified through talent planning



18-month program

Meet on location, 2-nights, 2.5-days



7 in-person retreats

Charles F. Knight Executive Conference Center
Washington University
St. Louis, MO



5 asynchronous online courses

Weekly assignments and discussion
facilitated by experienced subject matter experts



2 bespoke experiences

Crossover retreat with group 19
↪ Within Retreat C (12/10)

Solidarity Immersion
↪ Within Retreat E (5/6/26)



Experience Highlights



Personal flourishing in community

Explore spiritual practices as leadership practices

Direct application to your leadership

Case Studies, community conversations, practices, and integration project

Form leaders of ministry

Through practical application of core theological principles

Build deeper relationships

Through dialogue, formative experiences and immersive learning

Exposure to ALT, OLT, and the Sponsor

Opportunities for you to dialogue with key leaders across Ascension



Program Structure



Executive Ministry Leadership Formation Group 20

Retreat A ► July 15-17, 2025

Course 1 - Mystery of God who Calls

Week of July 21 through week of September 15

Retreat B ► September 23-25, 2025

Course 2 - Jesus: Mission and Ministry

Week of September 29 through week of December 1

Retreat C ► December 8-10, 2025

Course 3 - Church: Mission and Ministry

Week of December 15 through week of February 16

Retreat D ► February 24-26, 2026

Course 4 - Catholic Moral Vision: Personal and Social

Week of March 2 through week of April 27

Retreat E ► May 5-7, 2026

Course 5 - Catholic Healthcare Ethics: Clinical and Organizational

Week of May 11 through week of July 6

Retreat F ► July 14-16, 2026

EML Project Integration period

Week of July 20 through week of November 30

***Live-Virtual Project Updates ► September 1-2, 2026**

Commencement Retreat G ► December 9-11, 2026

Final Project Presentations + Commencement Ceremony

Retreat C

Begins at 1 p.m. day one and ends at 7 p.m. on day three

All other retreats

Begin at 1 p.m. day one and end at 11 a.m. on day three

Retreats C and G

Will include a shared experience with the preceding (C) and succeeding (G) EML groups

Location for all Retreats:

Charles F. Knight Center at
Washington University St. Louis,
MO

Courses

Asynchronous; Online



A Closer Look



Retreat Structure

Start and end times:

- Retreats are scheduled to allow for same day travel; additional nights can be added PRN
 - Day 1 begins at 1p Central each time
 - Day 3 concludes at 11a Central*
- **Attendance for full agenda is expected** at each retreat

Familiar rhythm:

- Each retreat follows a theme making it a unique experience
- You will find common elements across all retreats intended to foster familiarity and comfort

Off Site and social events:

- There is a pub in the facility where you are encouraged to keep community alive
- We will arrange for 2+ off-site social events and 1 immersive experience of solidarity

Dress Code:

- Dress attire is business casual** and jeans are encouraged!

* with the exception of Retreat C

** business attire for graduation



Day 1: Tuesday, February 25, 2025

12:00 p.m. **Optional Lunch available** Served in Anheuser Busch Dining Hall

1:00 p.m. **Arrive and gather in Classroom 220**

1:15 p.m. **Opening Circle**
Mike Krussel, Director, Ministry Formation

2:00 p.m. **Exploring Practices and Habits**
Robert Fish, D.Min Senior Director Ministry Formation

2:45 p.m. **Break**

3:00 p.m. **Continuing Our Story**
Mike Krussel

3:30 p.m. **Concluding Church: Mission and Ministry**
*Kristin Colberg, PhD, Associate Professor of Theology
College of St. Benedict/St. John's University*

5:30 p.m. **Announcements**
Mike Krussel

6:00 p.m. **Cocktail Reception with Dinner to follow** Served in O'Donnell Lounge

Day 3: Thursday, February 27, 2025

7:00 a.m. **Breakfast available** Served in Anheuser Busch Dining Hall

8:00 a.m. **Check-in**
Robert Fish

8:15 a.m. **Morning Reflection**
Offered by program participants

8:30 a.m. **Break**

8:45 a.m. **Synod on Synodality: Insights on Community for Ministry**
Sarah Reddin, D. HCML Vice President Ministry Formation

9:45 a.m. **Course Introduction | Introduction to Catholic Social Teaching**
Mark Repenshek, PhD Vice President Ethics and Church Relations

11:00 a.m. **Closing Circle**

11:30 a.m. **Boxed Lunches available**

Prayer and Reflection



Morning Reflections

15 minutes

Two participants will lead the group in morning reflection built around the theme of the week



Lunch/Dinner Blessing

1-3 minutes

One participant offers a blessing for the meal. May be offered from any tradition, shared spontaneously or planned as the participant is comfortable.



Reflective Close

10-15 minutes

One participant will conclude the retreat with a reflection and blessing. This is an opportunity to express what the day/week has meant



Course Structure

Weekly Assignments:

- ~1 hour of assigned reading/listening/watching per week
- Materials posted the Friday preceding
- After you review the materials, respond to one (or more) of the discussion prompts in your assigned discussion group by Wednesday
- As the week progresses, check back in and offer replies to others and keep the conversations active

Familiar rhythm:

- Each week will include an one page “weekly guide” that will orient you to the content and offer any relevant connections
- Courses 2-5 will include a 5-8 minute intro video from the instructor as well



Us!

Mystery of God Who Calls



Fr. Scott Steinkirchner, OP, PhD

Jesus: Mission and Ministry



Dr. Kristin Colberg, PhD

Church: Mission and Ministry



Dr. Mark Repenshek, PhD

Introduction to Catholic Social Teaching



Dr. Matthew Kenney, PhD

Catholic Healthcare Ethics: Clinical and Organizational



Projects Focused on Your Leadership

Focus

Use what is learned across your time in EML to (re)shape an area of your leadership

Process

Through reflective practice and conversation, discover an area where a key learning from EML and an area of your leadership

Impact

Executives prepared to steward our Ministry forward with integrity to our Mission, Vision, and Values

Functional Kits—Personalized Activities

- ❑ Adults with dementia may have *difficulty expressing emotions* due to cognitive impairments in language, memory and executive function.
- ❑ *Feelings* like frustration, boredom, fear, loneliness, anxiety or pain may be *shown* as resistance, agitation, wandering, frequent requests for help or repetitive calling out.
- ❑ An **activity kit** offers cognitive stimulation and encourages **focused, meaningful communication** between the caregiver and person with dementia.
- ❑ The items in the kit should *match the individual's preferences, cognitive abilities and physical capabilities*.
- ❑ It's important to avoid items that infantilize, insult or threaten the person's self-image.



Ascension

Example from EML Group 18: project designed to improve Memory Care, rooted in a core Theological Principle of Human Dignity

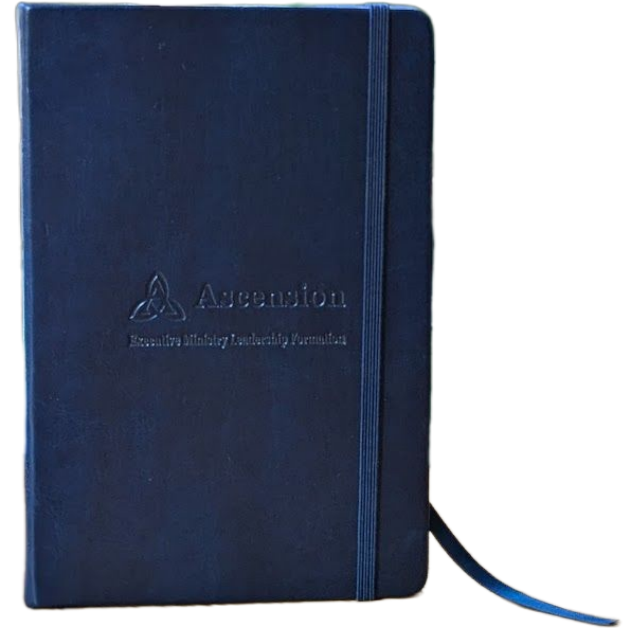


Support and Resources



Learning Materials

- Journal
 - provided in July
 - Please pack each time
- Pre Retreat
 - Prayer/Reflection leaders reminded 8-10 weeks ahead
 - Pre-work for full cohort sent ~one month ahead with a reminder one week out
- Post Retreat
 - Email and update to your landing page



Executive Ministry Leadership Formation

Group 20

CONTINUE

Welcome to your EML journey

This space is exclusively for members of Group 20

- [EML Group 20 Directory](#)
- [Retreat and Course Dates](#)
- [Slides from our Orientation Call](#)



Next Steps



Next steps

Your pre-work email will include key activities:

Pre-retreat email to be sent on 6/16	Due Date
Ascension Mission enrollment details	NA
A reminder to book your travel for Retreat A and update logistics	06/16/25
Print and sign photo release	7/15/25
Bring an artifact	7/15/25
Complete Leading Group Reflection and Prayer in Ascension module	7/15/25



Questions

Please reach out with any questions:



Mike Krussel

**Director,
Ministry Formation
Ascension**



Sulbha Rajput

**Executive Assistant,
Ministry Formation
Ascension**



High-Level Timeline

July 15, 2025 → December 11, 2026

