**Mission -** Wellof Mercy, a retreat ministry sponsored by the Sisters of Mercy of the Americas, grounded in the spirit of hospitality, provides quiet sanctuary and time in nature for reflection, rest and renewal for those choosing sacred time apart, enriching their spiritual and emotional wellbeing.

**Vision Statement**: Well of Mercy is a sanctuarial space where faith, peace and healing intersect.

**Core Values:**

**Hospitality –**We believe in unconditionally welcoming the stranger among us and offering all who come to us a safe, quiet, and supportive space to pray, heal and experience the loving and merciful presence of God.

**Deep Peace & Quiet –**We believe solitude and quiet are special features of Well of Mercy that allow individuals to discover personal stillness and moments to be in communion with the Divine.

**Inclusiveness –**We believe that by honoring the dignity, the fullness of humanity and the inherent worth of all, we are transformed in bringing about a more peace-filled and just world.

**Reverence of Earth –**We believe that we are stewards of the common home we all share and commit to care of Earth.  Well of Mercy is sacred ground that God entrusts to us and we desire to be in right relationship with Earth.

**Staff Expectations**

The Well of Mercy, imbued with the charism of the Sisters of Mercy, is relationship driven, promotes a culture of trust and deep respect, and uses resources wisely and well. All staff members are expected to:

* Adhere to the ethical standards established and promoted by this ministry, especially the living of the charism of Mercy.
* Establish and maintain strong relationships and gracious interaction with guests, donors, community organizations, volunteers, and fellow staff.
* Be respectful of and sensitive to individual beliefs, lifestyles, and backgrounds.
* Fulfill their job responsibilities in a collaborative, professional manner.
* Assist other teammates as able and available.
* Participate in staff meetings, trainings, and gatherings.
* Protect the privacy and confidentiality of guests, teammates, volunteers, donors, or other supporters of the Well.
* Provide careful stewardship of facilities, equipment, and financial resources.

**Qualities Sought in an Executive Director:**

Compassion and hospitality

Patience and graciousness

Listening skills

Ability to work collaboratively

Resilience and adaptability

Process-oriented

Contemplative spirit

Sensitivity to others’ inner journeys

Passion for mission

Sense of humor

Love of nature