

McAuley Ministries Ltd

# Newsletter

November 2017

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MCAULEY MINISTRIES  
LIMITED

## Welcome

A warm welcome to MML is extended to Sister Carmel Dwan who joined MML in October. Carmel provides retreat services.

We also extend a warm welcome to Barba Parmaxidis who will be joining MML in late November in the role of MML Finance Officer.

## Farewell

Over the coming weeks we will say farewell to several members of MML.



I would like to express our gratitude to Sisters Eveline Crotty, Gaye Lennon, Anne Ryan and Jan Holahan, and to Terry Power for their generous service and contribution to their ministries.

We wish you all every blessing as you embark on your new endeavours.

## MML Gathering 2017



The Theme for this year's gathering was ***"Who are we becoming as McAuley Ministries"*** with a particular focus on **"where is the new edge"** and **"where is the hope"**.

Our guest speakers included Sr Margie Abbott, Sr Veronica Lawson, Sr Eveline Crotty and Sr Gaye Lennon. They shared with us their hopes and where they see new edges emerging in their ministries.



We were joined by members of the wider Institute including members of the ILT, Community Leaders, Elaine Wainwright rsm, David Penny, Jonathan Campton, Deirdre Gardiner rsm, Chris Hill and Margery Jackman.

The gathering provided an opportunity for people to share the riches of their individual ministries and their hopes, and the new or emerging edges within their current ministries.

The discussions during the two days identified a broad range of new edges being explored by our ministries including partnerships with locally based community groups, and with people within MML.



Veronica Lawson rsm led us in an inspiring and challenging exploration of the 8th work of Mercy: Care for our Common Home.

This exploration together with a presentation by Chris Hill and Deirdre Gardiner rsm led to conversations to identify challenges facing our ministries, and to how ministries can step to the edge and respond to what God is calling us to at this time.



Margery Jackman led a challenging section inviting the group to share their hopes for how the Mercy mission could be woven into our ministries.



The gathering provided a richness of conversation and renewed enthusiasm for continuing the mercy mission through **MML's diverse** range of ministries into the future.

The videos from the MML Gathering can be viewed with the links below:

[MML Gathering 2017](#)

[MML Gathering 2017 Video](#)

## Professional Standards 2018 Training Requirements

At the MML Gathering in October, Margery Jackman, Professional Standards Officer, presented an outline of the Professional Standards training requirements for 2018 – with the key focus on Maintaining

Safe and Respectful Relationships.

The session covered three key areas:

1. *Safe and Respectful Relationships*
2. *Blurred Relationships*
3. *Protecting the Vulnerable*

The 2018 Professional Standards training comprises of three components:

1. MML Forum Presentation (13/10/2017) by Margery Jackman
2. Personal Reflection on your own ministry:
  - *Reflection & discussion sheet*
  - *Integrity in Ministry / Integrity in the Service of the Church*
3. Collegial discussion of key issues arising from step 2.

For those who attended the Gathering please note you have completed only the **first part** of the training requirements.

There are two further steps: personal reflection, and collegial discussion.

Some of you may like to organise local meetings to complete step 3.

**A copy of Margery's** presentation and related

material is attached to the newsletter.

***Please note the Professional Standards training is required to be completed by all MML ministries by 30 June 2018.***

A further reminder will be provided in the new year.

## MML Managers Meeting

On 11 October the managers met in Sydney. The focus of this meeting was on finance systems.

David Penny the Executive Leader Operation, Finance and Administration presented an overview of the ISMAPNG Finance & Stewardship Review (ISMAPNG Deficit Reduction Project 2017/2018).

Denise provided an overview of the changes to **MML's** financial services including the appointment of a new Finance Officer, Barbra Parmaxidis who will manage financial services for MML.

Rupa Dharmasiri and Justin Chan of LBW Accountants joined the meeting and provided a demonstration of the new accounting framework MML will be using.

The managers will next meet in February 2018.

## MML Finance Services

For our first three years services have been provided by the ISMAPNG Finance team. This has been valuable for setting up systems for MML.

The ministries have grown and so too have our need for increased financial services.

The MML Board has engaged LBW Accountants to provide accounting services for MML from December 2017.

We will have a dedicated team with Rupa Dharmasiri, a partner in the firm, and Justin Chan to oversee our requirements.

The benefits to this change in process will include increased independence, greater clarity and accountability in our use of financial resources.

MML have appointed a Finance Officer, Barbra Parmaxidis who will be based in Stanmore and will work closely with Rupa and Justin.

Once the new systems are in place Barbra will replace Darren Schutz as your contact for any MML finance related queries.

Barbra will commence with MML at the end of November, and will be in the office 9 days a month.

We will provide a further

update once the new system is up and running, and advise you of any process changes.

**Meanwhile please continue to use the same processes until advised otherwise.**

## MML Christmas Office Closure



**The MML office will be closed from Wednesday 20 December 2017 through to Tuesday 9 January 2018.**

For urgent matters Denise can be contacted by email or text.

[denise.fox@ismapng.org.au](mailto:denise.fox@ismapng.org.au)

M: 0406 251 257

## Payroll Arrangements for Holiday Time

For those ministries who employ staff: please submit the timesheets for the pay periods as follows:

### 20 December 2017

Submit timesheet covering period: 18 December 2017 to 31 December 2017 (actual or

estimated) to be received by Payroll no later than **10am** on Wednesday 20/12/2017.

### 2 January 2018

Submit new approved timesheet ONLY if actual hours worked differ from estimated for period 18 December 2017 to 31 December 2017 to Payroll by **9am** Tuesday 02/01/2018.

## Ritual Handover of the Leadership of the Institute of Sisters of Mercy Australia and Papua New Guinea



The ritual will be held on Tuesday 12 December 2017

Please invite your staff to join the ritual via livestream.

Time: 12 noon

Venue: Banksia Room  
Dooley's Catholic Club

Address: 13 Church Street  
Lidcombe



The Ritual will also be livestreamed on the Institute Website commencing at 12 noon AEDST.

A recording of the event will be available immediately following.

MML looks forward to working with the new Institute Leadership team.

MML would like to take this opportunity to express our gratitude to the current ILT team for their ongoing commitment and support to MML over the past three years.



On behalf of all within MML we wish Berneice, Annette, Barbara, Theresia and Sally every blessing for the future.

## MML Website

The [MML website](#) has been updated and now contains **information relating to MML's policies and procedures.**

The link to the policy documents can be found at the

bottom of the MML page.



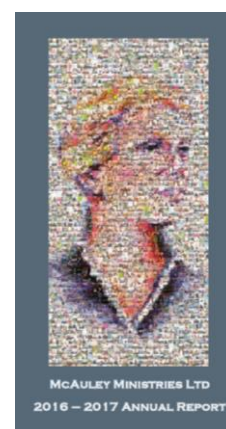
Policies added:

- [ISMAPNG Professional Standards Policy](#)

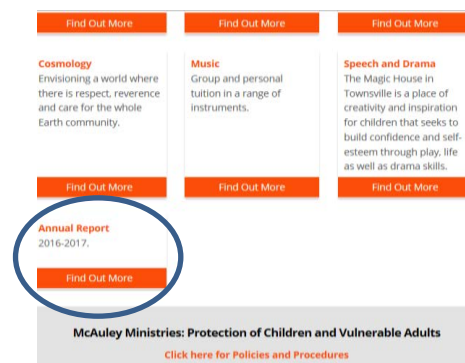
- [MML Child and Vulnerable Persons Policy](#)

- [MML Code of Conduct](#)

## MML Annual Report 2016-2017



The [Annual Report](#) is available for download from the MML website.



## Helen Glasheen rsm



Congratulations to Sr Helen Glasheen who graduated from the Spiritual Direction formation program at Wellspring in Ashburton, VIC.

Helen is also due to complete her Masters in Spiritual Direction later this month.

## Smarty Pants, *Kitty or Tiger* Book Launch



Sr Nicole Rotaru has written a book for McAuley Community Services for Women: ***Smarty Pants, Kitty or Tiger*** on living with family violence.

The book was written using the stories and artwork of women

and children at McAuley Care who gave voice to their experiences of family violence.

The book launch was held on 25 October, 2017 at the State Library in Melbourne.



Nicole Rotaru rsm, Georgie Grozier MLC

The launch was well received with over 50 people in attendance including two State Government Politicians.

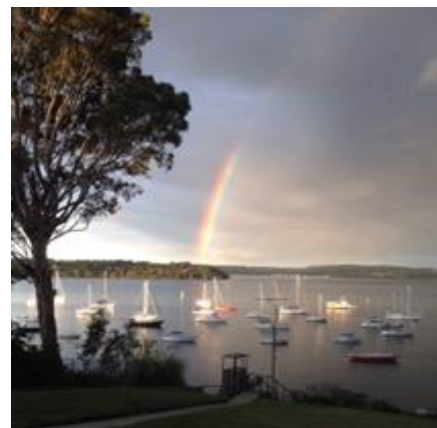
Ms Liana Buchanan, Commissioner for Children and Young People, (Victoria) launched the book and spoke passionately about the issues of family violence in Victoria and beyond.

Nicole has had support from Rosie Batty, a former Australian of the year recipient, and family violence campaigner Graham Ashton, Chief Commissioner Victoria Police, and Robyn Miller, CEO, MacKillop Family Services.

## Mercy Spirituality Centre Toronto Closing Ritual

A Ritual of Thanksgiving for 'what has been' and to mark

the closure of the Mercy Spirituality Centre ministry will be held on Wednesday 29 November 2017.



## Fibre Fest 2017

The Knitters Guild NSW held a wonderful day of everything fibre at Sacred Spaces, Singleton on 22 October.

The day offered workshops, demonstrations, retail vendors, food, music and an opportunity for people to practise their craft.



## Mercy Heritage Centre, Perth –Trail App

Mercy Heritage Centre has recently launched an exciting new **"Small Museum Trail" app**. The App is designed to be used on a smart phone, and has been designed to encourage public engagement with ten small museums within the area.

The Museum Trail allows users to **"check in" at each site**, collecting a stamp as you go and providing a prize when all ten sites have been visited.



## Music Licence Copyright for use of hymns

For MML ministries who may use hymns for retreats, liturgies as part of your MML work could you please **complete the 'Record of Use' form** and forward this to Danielle Sutherland by 10 December.

Please include all hymns you

have used since September 2017 through to the end of November 2017.

A copy of the Record of Use form is attached to this newsletter.

Invitation to Sisters in  
Communities South B  
and South C  
**currently in 'active'**  
ministry to gather at  
Queenscliff for lunch  
and a facilitated  
discussion regarding  
interest in being part of  
a mercy ministry  
reflective group in  
2018...

*...the business of our  
lives...*

Examples of active ministry, but not exhaustive: admin, aged care, alternative therapies, board member, consultancy, cosmology, counselling, ecology, health, hospitality, law, pastoral care, refugees, spiritual direction, spirituality, theology, trafficking, workshops, **visitation ...**

Purpose of first gathering:

- to identify hopes of belonging to a mercy ministry reflective group
- to share ideas about format of gathering

- to identify dates and venues

Possible outcomes of a ministry reflective group:

- developing and deepening best practice ministry skills
- creating a strong mercy ministry support network
- strengthening a sense of belonging to ISMAPNG
- **'seeing' the 'more' that** might be possible in working together

Facilitator: Margie Abbott

Date: Saturday 16 December, 2017

Time: 1.00pm lunch for 2.15pm session

Venue: Santa Casa Conference Center, Queenscliff

RSVP: by 9 December, 2017

Margie Abbott –  
[margieabbott@bigpond.com](mailto:margieabbott@bigpond.com)

Nicole Rotaru -  
[nicolerotaru0@gmail.com](mailto:nicolerotaru0@gmail.com)

The Commonwealth  
Bank plans to get out of  
Coal.

Mary Tinney, invites all within MML to sign the petition in support of the Commonwealth



Bank's plan to exit from investing in new coal projects: email from Julien, on behalf of Market Forces -

*At the Commonwealth Bank's annual general meeting on 16 November 2017, the biggest bank in the country signalled it plans to exit from coal.*

Chairwoman Catherine

Livingstone said, in response to a shareholder resolution on climate risk coordinated by Market Forces that the bank's coal funding has been trending down and expects this will continue over time as the bank finances the transition to a low carbon economy.

*Put simply, this is the Commonwealth Bank telling shareholders and the broader economy its overall coal exposure is only going to head in one direction - down - leaving little to no room for financing new coal projects.*

*We've dealt with banks long enough to know not to take statements like this at face value, and will be following up to make sure the CommBank's actions match its words. in the other direction.*

*However, this is the strongest language we've ever seen from Commonwealth Bank on coal and in an era of governments trying to throw our tax dollars at expensive and environmentally damaging new coal projects, an important signal that finance wants to go in the other*

*direction.*

*Please take a moment to contact CommBank, as it's important they get feedback from the public. The bank needs to hear that this is a positive statement of intent, but also one that we'll all be watching and holding them accountable to.*

*We also need them to realise the same goes for oil and gas. CommBank's lending and exposure to these sectors has skyrocketed in recent years, enabling projects that would release billions of tonnes of greenhouse gases. We need to be getting away from all fossil fuels, not just coal.*

*Please contact CommBank today: acknowledge their positive stance on coal but remind them there's plenty more to be done before they can really call themselves compatible with a safe climate future.*

*It's been a big week for financial institutions moving away from fossil fuels, after Medibank announced on Monday it was divesting.*

*Make no mistake, these results are only possible when we're able to work with customers, shareholders and concerned citizens, demanding the financial sector leads by example.*

*There's much more to do and on climate change.*

*Working together, we're looking forward to accelerating the financial sector's move away from fossil fuels and towards a clean, renewable energy powered future next year.*

*Julien, on behalf of Market Forces*



**A reminder the MML office will be closed from Wednesday 20 December 2017 through to Tuesday 9 January 2018**

#### Attachments

1. Professional Standards Presentation by Margery Jackman
2. Maintaining Safe & Respectful Discussion Guide
3. MML Professional Standards Training 2018 Declaration
4. Music Licence Record of Use Form
5. Current MML Ministries
6. 'Living our Mercy Charism today' presentation by Margery Jackman
7. 'Living our Mercy Charism today' Reflection Sheet



# MAINTAINING SAFE AND RESPECTFUL RELATIONSHIPS



**MML Forum**

**13<sup>th</sup> October 2017**

**Margery Jackman  
Professional Standards Officer**

# OUTLINE OF 2018 PS TRAINING

1. MML Forum Presentation 13/10/2017
2. Personal Reflection on your own Ministry using Reflection/Discussion sheet
3. Small group discussion with colleagues

Please complete all 3 parts of the training by 30 June 2018  
and file as verification

# MAINTAINING SAFE AND RESPECTFUL RELATIONSHIPS

## Key Church Documents

1. ***Integrity in Ministry (IM)***: for clergy and religious
2. ***Integrity in the service of the Church (ISC)***: lay workers
3. ***Towards Healing (TH)***: managing allegations of abuse

## Current Context

- Royal Commission recommendations due in Dec 2017
- Catholic Professional Standards Ltd formed

The aims of both ***Integrity in Ministry*** and ***Integrity in the Service of the Church*** are to:

- Provide positive guidelines for the highest standards of ministry
- Support church personnel in their concern to protect those who are vulnerable from all abuses of power (e.g. children, youth, frail aged, some with disabilities and/or illness)

*(Ref: Preamble IM p: v-ix: Intro and Preamble ISC pp:3-5)*



# FOCUS ON 3 KEY AREAS

1. Safe and Respectful Relationships
2. Blurred Relationships
3. Protecting the Vulnerable

(Responding to and Reporting Abuse)

# 1. SAFE AND RESPECTFUL RELATIONSHIPS

- Relationships that “protect, honour and advance the dignity of every human person” (IM: p1)
- Relationships that have “the wellbeing of the other as its (their) foundation” (IM: p1)
- Relationships that reflect
  - The recognition that each person is made in the image of God (Gen 1: 27)
  - The life and teachings of Jesus (Gospels)
  - The vision of Catherine McAuley (Constitutions)

# WHAT DO THESE RELATIONSHIPS LOOK LIKE?

*In their lives and ministries*

*church personnel witness God's love for every human person  
by sensitivity, reverence and respect in their relationships.*

*(Ref: IM: 1.1, ISC: 2)*

# WHAT PROFESSIONAL BOUNDARIES SAFEGUARD THESE RELATIONSHIPS?

**To safeguard integrity, and to preserve clarity of sexual and professional boundaries with regard to this principle, it is essential that church personnel:**

Avoid any behaviour that could reasonably be interpreted as harassment



Harassment encompasses a broad range of behaviours, including but not limited to

- *Physical, verbal, written or psychological abuse*
- *Bullying*
- *Racial and religious insults*
- *Derogatory ethnic slurs*
- *Unwelcome touching and inappropriate behaviour*
- *Sexual jokes and comments*
- *Requests for sexual favours*
- *Display of pornographic materials*

Harassment can occur as a result of a single incident or a pattern of behaviour where the purpose or effect is to create a hostile, offensive, humiliating or intimidating environment. (Ref: IM: 1.1)

## IT IS ALSO VERY IMPORTANT TO

- Avoid every impulse to “lord it over” those we serve
- Avoid the fostering of dependency or subservience by encouraging collaboration and mutual respect

*(IM: 1.3, ISC:3.5)*

## ISC 5.4 CHURCH WORKERS DO NOT OPERATE BEYOND THE LIMITS OF THEIR COMPETENCE AND QUALIFICATIONS

- 5.4.1 Show willingness to seek guidance and advice from others
- 5.4.2 Not engage in tasks or activities for which they have inadequate expertise or qualifications, especially Pastoral Care, Counselling or Spiritual Direction
- 5.4.3 Recognise the appropriate time to make referrals to those with proper qualifications/ expertise

*(Ref: ISC 5.4) (see: IM: 4.3)*

# DEVELOPING RELATIONSHIPS BEYOND THE PASTORAL

- Develop a network of supportive peers
- Belong to professional networks/associations
- Access Professional Supervision
- Maintain a reasonable life/work balance

*(Ref: IM: 3.3, ISC: 3.3)*



# REFLECTION QUESTIONS PART 1.

- What positive steps am I already taking to maintain healthy relationships?
- Are there other steps I need to take?

## 2. BLURRED RELATIONSHIPS

- Be sensitive to the risks accompanying relationships in which professional and personal lines are blurred

## AMONG THE BEHAVIOURAL STANDARDS THAT FOLLOW FROM THIS PRINCIPLE ARE

- Being careful to avoid potential conflicts of interest when called upon to advise family members, employees and close friends; refraining from entering into formal counselling relationships with family members, employees and close friends
- Exercising prudent judgement before ministering in a situation where a conflict of interest may arise, e.g. when offering counselling, advice or spiritual direction to more than one person from the same family

*(Ref: IM: 4.4) (See also ISC: 3.2)*

- Exercising prudent judgement in the giving and receiving of gifts (including keeping records)
- Keeping relevant, appropriate, dated notes and records when providing counselling, advice or emotional support

*(Ref: IM: 4.4) (See also ISC: 3.2)*

## TERMINATING UNSAFE / INEFFECTIVE RELATIONSHIPS

**Pastoral Care requires that a pastoral relationship be terminated when it becomes reasonably clear that the person seeking support is not benefiting. In such a case the person will be offered help to find another source of assistance.**

Among the behavioural standards that follow from this principle are:

- Reviewing pastoral relationships with a colleague or supervisor to assess their effectiveness when that is in doubt
- Developing and maintaining a referral network
- Being clear about the limits of pastoral relationships when they commence

*(Ref: IM: 4.5)*

## REFLECTION QUESTIONS PART 2

- What specific professional boundaries are essential in my ministry?
- Do I need to strengthen any of these boundaries? How will I do that?
- Are there unsafe/ineffective relationships that I need to terminate? How can I do that in a pastoral manner?

*(Ref: IM: 4.4, 4.5, ISC: 3.4)*

### **3. RELATIONSHIPS WITH THOSE WHO ARE VULNERABLE**

(e.g.: children, youth, frail aged, some with disabilities and physical/mental health issues)

**Pastoral love requires that church personnel respect the physical and emotional boundaries appropriate to relationships with all who are vulnerable.**

*(see IM: 1.4, ISC: 3,4)*



## AMONG THE BEHAVIOURAL STANDARDS THAT FOLLOW FROM THIS PRINCIPLE ARE:

- Exercising sensitivity with regard to the physical and emotional space others require in pastoral encounters
  - Exercising prudent judgement ... in initiating and responding to physical contact, such as giving a comforting hug or an affirming touch
  - Providing pastoral ministry only in places that offer a sufficiently safe environment where there is openness and visibility
- (Ref: IM: 1.4, ISC: 3)*

- Exercising prudent judgement in the expression of affection and regard, and in the giving of gifts (keep a record)
- Ensuring whenever reasonably possible that another adult is present or close by when providing pastoral ministry to a minor or vulnerable person
- Using electronic and print media responsibly

*(Ref: IM: 1.5, ISC: 3.1)*

## REFLECTION QUESTIONS PART 3

- Who are the vulnerable people in my ministry?
- What risks to the safety of others and myself are involved in my ministry?
- How can I best manage these risks while continuing to exercise my ministry?

*(Ref: IM 1.4,1.5; ISC 3.4)*

# MML POLICIES

- Professional Standards Policy
- Child and Vulnerable Persons Policy
- Code of Conduct

Available on MML webpage via orange link on the opening page:

[Protection of Children and Vulnerable Adults](#)

## MERCY IN ACTION

**MCAULEY MINISTRIES**

McAuley Ministries is made up of a wonderful diversity of ministries of ISMAPNG.



Under the McAuley Ministries banner, our Sisters and partners in Mercy provide a wide range of services in the spirit of the Spiritual and Corporal Works of Mercy including:

- ministering as educators, theologians, scripture scholars, liturgists, writers and publishers, poets, researchers, archivists, musicians, artists, bioethicists, ecumenists, environmentalists

We SUPPORT

We Care

We Create

We Educate

We Journey With

We Pray

We Provide a Place to Be

We Respond

We Support

> Mission and Ministry Team

> Operations Team

> McAuley Ministries

> Protection of Children and Vulnerable Adults

# RESPONDING TO AND REPORTING ABUSE

## REPORTING

- There are mandatory reporting requirements for reporting sexual abuse to police
- The ISMAPNG Professional Standards Office complies with all of these requirements across Australia and Papua New Guinea

## WHAT TO DO IF...?

- ..... you observe or experience abuse or unacceptable sexually-based behaviour?
- Contact the Professional Standards Officer on 02 9572 5400 or 0439 399 039
- If you are concerned about an issue, or feel you need support in reporting it, you may want to discuss it with the CEO MML
- Utilise the services of the Employee Assistance Program (EAP) 1800 81 87 28 (lay staff)
- **BUT remember - observe strict confidentiality within the process**



## WHAT TO DO IF...?

- **... someone tells you (either in person or by phone) that they have been abused?**
- Acknowledge the person's pain
- Explain that if a person discloses abuse, you have an obligation to report it
- Offer the person the contact details for the Professional Standards Officer or other relevant person (as per previous slide) if they want to make contact themselves
- Reassure the person that the complaint will be followed up and that they will be offered support
- Report the alleged abuse according to the Processes for Responding to Complaints
- Observe strict confidentiality within the process

# PROCESS FOR RESPONDING TO CHILD SEXUAL ABUSE COMPLAINTS

- Complaints received in person: email information received to [professionalstandards@ismapng.org.au](mailto:professionalstandards@ismapng.org.au)
- Complaints received by telephone: email information received to [professionalstandards@ismapng.org.au](mailto:professionalstandards@ismapng.org.au)
- Complaints received by letter: post complaint to the Professional Standards Officer, Institute Centre, PO Box 284, Petersham NSW 2049
- Complaints received by email: forward email to [professionalstandards@ismapng.org.au](mailto:professionalstandards@ismapng.org.au)
- Complaints about the Professional Standards Officer or the CEO MML: forward directly to the Institute Leader

## **In the unlikely event that an allegation of abuse is made against you, how should you respond and what support will be made available to you?**

**Sisters:** Tell the person making the allegation that you will need to seek advice, then

- Contact your Community Leader straight away.

She will contact the Institute Leader and the Professional Standards Office, and they will give you advice and arrange legal representation if necessary. You may also contact the Institute Leader directly, if you prefer

**Staff or Volunteers:** Tell the person making the allegation that you will need to seek advice, then

- Contact the Professional Standards Officer straight away.

If, in doing this, you feel you need a support person with you, this is acceptable

**You do not need to agree to be interviewed by police until you have received legal advice.**

- You may be asked to stand aside from your ministry/position until the situation has been resolved
- Pastoral Support and Counselling will be offered to all people affected by Professional Standards matters

## PUBLIC STATEMENTS

- It is important that no statements, interviews or other responses relating to Professional Standards issues, or other potentially controversial matters, are made to the media or in any other forum without approval from the Institute Leader

# ANY QUESTIONS?



***Whatever work we do,  
our song is of mercy and fidelity  
justice and peace.  
Because of our God,  
to whom we sing our song,  
we join in the search  
for justice and love wherever we are...  
Working together to create the new earth  
which God's love demands***

*[Constitutions 4.09]*



MCAULEY MINISTRIES  
LIMITED

## MML PROFESSIONAL STANDARDS TRAINING 2018

### MAINTAINING SAFE AND RESPECTFUL RELATIONSHIPS

#### REFLECTION AND DISCUSSION GUIDE

Reference: Integrity in Ministry (IM); Integrity in the Service of the Church (ISC)

1. MML Forum Presentation – 13/10/2017 (M Jackman)
2. Personal Reflection on own ministry
  - Reflection and discussion sheet
  - **Integrity in Ministry / Integrity in the Service of the Church**
3. Collegial discussion of key issues arising from step 2.  
(Please complete all 3 steps by 30/06/2018)

1. What positive steps am I already taking to maintain healthy relationships? Are there other steps that I need to take? (Reference: IM 1.1, 1.3, 3.3, 3.5, 4.3 and ISC 2.1, 2.2, 3.3)

- 2a. What specific professional boundaries are essential in my ministry? Do I need to strengthen any of these boundaries? How will I do that? (Reference: IM 4.4; ISC 3.2)



2b. Are there unsafe/ineffective relationships I need to terminate? How can I do that in a pastoral manner? (Reference: IM 4.5; ISC 3.4)

3. Who are the vulnerable people in my ministry? What risks to the safety of others and myself are involved in my ministry? How can I best manage these risks while continuing to exercise my ministry? (Reference: IM 1.4, 1.5; ISC 3.4)

4. What is one thing I will focus on in 2018, as a result of my reflection and discussion?

1. MML Forum Presentation – 13/10/2017 (M Jackman)
2. Personal Reflection on own ministry  
Resources: Reflection and discussion sheet and **Integrity in Ministry / Integrity in the Service of the Church**
3. Collegial discussion of key issues arising from step 2
4. Complete and file Training Verification Page

Please complete all steps by 30/06/2018

## MML PROFESSIONAL STANDARDS TRAINING 2018

### MAINTAINING SAFE AND RESPECTFUL RELATIONSHIPS

1. MML Forum Presentation – 13/10/2017 (M Jackman)
2. Personal Reflection on own ministry
  - Reflection and discussion sheet
  - **Integrity in Ministry / Integrity in the Service of the Church**
3. Collegial discussion of key issues arising from step 2.

(Please complete all 3 steps by 30/06/2018)

#### Declaration:

I have completed the MML Professional Standards Training Programme for 2018.

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Signature

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Date

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Name

(Please retain this declaration in your file as verification)

	Contact	Ministry	Registered Trading Name
1	Sr Margie Abbott	Sociometrist; spiritual director; supervisor and group worker	Igniting Sparks
2	Sr Helen Baguley	Spiritual Direction	
3	Sr Grace Bartolo	Spiritual Direction	
4	Sr Colleen Brady	Spiritual Direction - Counselling	
5	Sr Margaret Broadbent	Art, icon writing	Viriditas Contemporary Art Studio
6	Sr Rae Brooker	Spiritual Direction	
7	Sr Carole Carmody	Spiritual Direction	
8	Sr Roslyn Carr	Psychologist - private clients	
9	Sr Anne Cossar	Counselling (October 2015)	
10	Sr Eveline Crotty	Pastoral supervision educator	Urban Ministry Movement
11	Sr Lorraine Cupitt	Retreat - Spiritual Direction	
12	Sr Giovanna Danza	Art and spirituality	
13	Sr Karon Donnellon	Consultancy: Organisational Development, Spirituality	
14	Sr Elizabeth Dowling	Scripture Scholar	
15	Sr Madeline Duckett	Retreats; "Together in Mercy"	
16	Sr Helen Duffy	Spirituality workshops, retreats	
17	Sr Carmel Dwan	Retreat Facilitator	
18	Sr Marg Endicott	Facilitator/Trainer	
19	Sr Trish Fitzsimmons	Creative Arts Practitioner	
20	Sr Theresa Foley	Spiritual Direction (July 2015)	
21	Sr Patricia Fox	Theologian, Spiritual Direction	
22	Sr Helen Glasheen	Pastoral Supervision	
23	Sr Kerry Gordon	Education - Speech and Drama Centre	The Magic House, Townsville
24	Sr Pat Healion	Mediation and Legal services	
25	Srs Maureen Healy	Pastoral services	
26	Sr Jan Holahan	Sandplay Therapist	A Bridge to Hope
27	Sr Patricia Johnson	Spirituality, social services	
28	Sr Helen Kearins	Facilitator, sociodramatist	
29	Sr Berenice Kerr	BK Consulting - education	BK Consulting
30	Sr Veronica Lawson	Consultancy - scripture	
31	Sr Gaye Lennon	Consultancy - Community Development, Retreats	
32	Sr Jean McGonigal	B/B @ Newtown; bodywork spirituality; Retreats	
33	Sr Frances Moran	Psychologist; music teaching	
34	Sr Mary Moran	Music tuition	
35	Sr Ann-Maree O'Beirne	Spiritual Direction	
36	Sr Julie O'Brien	Professional Supervision of Ministry	
37	Sr Caroline Ong	GP: Medical practitioner	
38	Sr Eileen Quade	Loss and Grief Counselling (January 2016)	
39	Sr Colleen Rhodes	Retreats, Spiritual Direction	
40	Sr Nicole Rotaru	workshops, consultancy (June 2015)	
41	Sr Joan Sibberas	Spiritual Direction	
42	Sr Beverley Stott	Spiritual Direction	
43	Sr Noella Sullivan	Spiritual Direction	
44	Sr Lis TeggeLove	Retreat, Spiritual Direction; teacher 'Heart of Life'	
45	Sr Mary Tinney	Newsletter and website - eco justice - EarthLink	
46	Sr Elaine Treagus	Spiritual Direction, Volunteer - Daily Life Retreats	
47	Sr Mary Wickham	Retreats/Writing/Poetry	
48	Sr Denise Fox	CEO, MML	McAuley Ministries, Stanmore
49	Danielle Sutherland	Executive Assistant (3.8.2015)	McAuley Ministries, Stanmore
50	Sr Anne Ryan	Co-ordinator: retreat and spirituality centre	Mercy Spirituality Centre Toronto
51	Sr Elizabeth Nicholls	Accommodation, Hospitality: Acting Manager	St Catherine's House of Hospitality
52	Chris Andrews	Guest and Admin services	St Catherine's House of Hospitality
53	Rod Cole-Clarke	Manager: Conference Centre (Feb 2015)	Seville Mercy Conference Centre
54	Leeanne Cole-Clarke	Guest services - casual July 2016	Seville Mercy Conference Centre
55	Nattie Gako	Guest services	Seville Mercy Conference Centre
56	Sam Gaunt	Guest services (March 2017)	Seville Mercy Conference Centre
57	Graham Pett	Gardener	Seville Mercy Conference Centre
58	Jenny Sleep	Guest services	Seville Mercy Conference Centre
59	Tonia Smith	Guest services (September 2016)	Seville Mercy Conference Centre
60	Kiara Too	Guest services (January 2017)	Seville Mercy Conference Centre
61	Kaye Unwin	Guest services (2015)	Seville Mercy Conference Centre
62	Terry Power	Manager: Formation and Projects	Mercy Ministries Far North Queensland
63	Ms Annie Medley	Cultural Collections Curator (employed by institute)	Mercy Heritage Centre Perth
64	Concetta Lionetti	MHCP - Cleaner	Mercy Heritage Centre Perth
65	Carmella Martinelli	MHCP - Cleaner	Mercy Heritage Centre Perth
66	Cynthia Mulholland	Sacred Spaces Events & Marketing Coordinator (22.6.2015)	Sacred Spaces Singleton
67	Anne Brooker	Sacred Spaces - admin services	Sacred Spaces Singleton
68	Jan Fallding	Sacred Spaces - concert organiser	Sacred Spaces Singleton
69	Kay Janssen	Sacred Spaces - Casual Cook	Sacred Spaces Singleton
70	Ben Mulholland	Sacred Spaces - Casual general support services	Sacred Spaces Singleton
71	Patrick Mulholland	Sacred Spaces - Casual general support services	Sacred Spaces Singleton
72	Ray Nelson	Sacred Spaces - Gardener	Sacred Spaces Singleton
73	Betty Sams	Sacred Spaces - Casual Cook	Sacred Spaces Singleton
74	Antony Varghese	Cleaner	Sacred Spaces Singleton
75	Sr Anne Gallagher	Music therapist/music academy	Maclean Music Academy
76	Gweneth Berman	Music Tuition	Maclean Music Academy
77	Anne Commerford	Music Tuition	Maclean Music Academy
78	Connie de Dassel	Music Tuition	Maclean Music Academy
79	John Eyles	Music Tuition	Maclean Music Academy
80	Anthony Hickey	Music Tuition	Maclean Music Academy
81	Elizabeth Moore	Music Tuition	Maclean Music Academy
82	Michelle Ryan	Music Tuition	Maclean Music Academy
83	Lorna Sneesby	Cleaner	Maclean Music Academy
84	Dawn Stewart	Admin services - casual	Maclean Music Academy
85	Sr Lizzie Finnerty	Santa Casa Retreat Centre, Manager 30.1.2017	Santa Casa Queenscliff
86	Emine Ambrose	Guest Services	Santa Casa Queenscliff
87	Genevieve Malone	Guest Services	Santa Casa Queenscliff
88	Sr Liz Callen	Manager Apollo Bay Guest House	Star of the Sea Apollo Bay
89	Josephine Briffa	Gardener	Star of the Sea Apollo Bay
90	Hugh Maggs	Guest services	Star of the Sea Apollo Bay

# Living our Mercy Charism today



**McAuley Ministries Gathering  
Margery Jackman – October 2017**

- 1. What characterised Catherine McAuley's vision of Mercy in her time?**
- 2. What challenges us in understanding and living out that vision of Mercy in our time?**



**Catherine's concerns reflected her own life experiences and the needs she perceived in the world in which she lived.**

- **historical context (Irish history)**
- **personal experiences (death and financial uncertainty)**
- **religious experiences (Catholic/ Protestant ,Quaker influence)**

#### **REFLECTION**

How do these 3 things affect my understanding of Mercy in my time and place?

## Catherine's primary concern was her concern for the poor:

- women and children
- sick and dying

(upholding the dignity of each person, including their inherent dignity as the daughters and sons of God)

**How can we ensure that the ministries within MML continue to reflect Catherine's priority for the poor?**

- **Structural level**
- **Individual level**

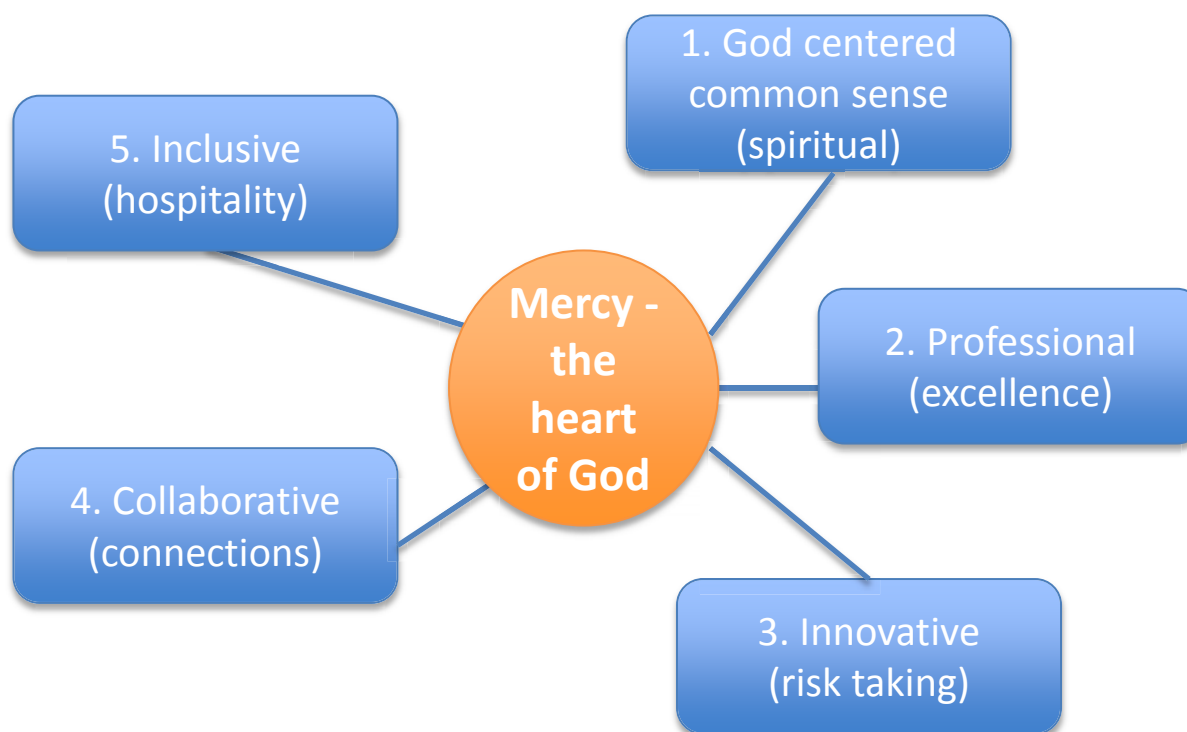
## Structural aspects of MML:

1. By reviewing MML's policies and procedures through the lens of the church and Catherine's preferential option for the poor.  
*(How do MML policies empower the poor?)*
2. By reviewing the MML Board and structures through the lens of inclusion – how many from minority groups?  
Disadvantaged? Client participation?  
*(Where do the poor have a voice in MML?)*
3. By reviewing all MML budgets – what do they say about our priorities? Who gains? Who loses?  
*(Where is the cry of the poor being addressed in MML budgets?)*

## Our own particular ministry.

- What characterised Catherine's vision of Mercy in her time?
- How do these characteristics challenge me today in my ministry?

## WHAT CHARACTERISED CATHERINE'S REPOSE TO HER WORLD?



## MERCY: the heart (womb) of God

*the principal path pointed out by Jesus Christ to those who are desirous of following him....*

*Catherine McAuley*

- love in action
- being and doing
- charity and justice

Catherine was an immensely practical woman who sought to use all the means at her disposal to address both the spiritual and material needs of the poor.

# 1. GOD CENTRED COMMONSENSE

*Our centre is God, from whom all our actions should spring, as from their source.*

*Catherine McAuley*



***Unless we live in Jesus Christ by holy recollections, united with Him by love, we can never draw souls to His love and service.***

*Catherine McAuley*

**(Clear assumption that her work had a spiritual focus “to draw souls to (God’s) love and service”)**

***It is an established opinion that the way to virtue, and to piety is shorter by example than by preaching.***

*Catherine McAuley*

***Devotion does not consist in saying long prayers, sighing, being frequently on our knees; it consists in endeavouring to correct whatever is defective in our characters or our conduct.***

*Catherine McAuley*

**As Mercy people, we are not social workers/teachers/carers/spiritual directors/administrators with an overlaid spiritual dimension.**

**We are spiritual instruments of God's mercy, expressed in our particular ministry.**

**How comfortable are we with the challenge  
“to draw souls to (God’s) love and service”,  
in the face of**

- **our increasingly secular society?**
- **our focus on inclusivity, tolerance,  
individualism?**
- **the state of the contemporary church?**

**Those called to labour for the salvation of souls**  
are like a compass that goes round its circle  
without stirring from its centre. Now our centre  
is God from whom all activities should spring,  
as from their source, and no exterior action  
should separate us from Him.

*Catherine McAuley*

**Why “labour for the salvation of souls”?  
(seek to walk with people on their own journey of faith)**

**We are called to be God-centred because that is our reality – we are made in the image of God; to be spiritual is natural to us, not an optional extra or an accessory, either for us personally or our ministry.**

**To be fully human, is to be God-centred (however we understand God to be)– we cannot be otherwise.**

***The glory of God, is a fully alive human being.***

*St Irenaeus*

# THE CHALLENGE OF THE SPIRITUAL

- How real is the spiritual focus of the ministry with which I am associated?
- How far do spiritual values determine my decisions?
- How do I balance the spiritual with issues of productivity? efficiency? financial viability?

## 2. PROFESSIONAL

- **Emphasis on excellence in all things**

*The best possible quality in the service rendered*

*Catherine McAuley*

*To teach well, kindness and patience, though indispensable, will not suffice without a solid foundation of a good education and a judicious method of imparting knowledge*

*Catherine McAuley*

## Why was this so important to Catherine?

*Only the best is good enough for God's poor*

*Catherine McAuley*

*We are engaged to comfort and instruct the sick poor of Christ....to serve Christ in the persons of the poor and to work in the very same path which he trod.*

*Catherine McAuley*

*Mercy calls us to the highest level of professionalism, not for our own success or for the status of our organisation but because of God present in the poor, the powerless and the marginalised.*

*Whatever you do for those considered the least among people, you do for me.*

*Matthew 25*



# THE CHALLENGE OF PROFESSIONALISM

1. What does professionalism look like in my area of ministry? How do I know?
2. Am I spread too thinly to achieve excellence?
3. Does my ministry have an appraisal procedure? Do I have an appraisal procedure?

### 3. INNOVATIVE

#### What she did

- ‘Kitty’s folly” is wealthy area of Dublin
- lay community of independent women
- active religious order “walking nuns”

#### How she did it

- home care rather than poorhouse
- visitation of (Protestant) hospitals
- institution of French model of education
- providing skill training for women
- placing her schools under the National School System

**She took risks and yet she was prudent; she was courageous and resolute, and yet, in a very humanly appealing way, she relied on the support and encouragement of her sisters. Above all, she was graced with the most profound trust in God.**

*Marie Gaudry, 1999*

**Flexible, adaptable, available**

*Carmel Bourke, 1987*

**Graciousness, sense of humour, wit and lightness of heart.**

*Carol Wheeler, 1991*

# THE CHALLENGE OF INNOVATION (INNOVATORS)

1. How innovative and open to change is my ministry?
2. How do I react to the “risk-takers” in my ministry?
3. How “flexible, adaptable and available” am I?

## 4. COLLABORATIVE

- **consultative management**
- **system of autonomous governance**

*Every place has its own particular ideas and feelings, which must be yielded to when possible*

Catherine McAuley

- **sent strongest to new foundations rather than build up the “mother house”**
- **refused to appoint a successor**
- **trusted in those she appointed**

*I leave you free to do what you think is best.*

Catherine McAuley

- **open to different opinions**

*Never suppose you can make me feel displeasure by giving any opinion that occurs to you.*

Catherine McAuley

## Connection builder

- powerful to the weak
- rich to the poor
- healthy to the sick
- learned to the ignorant
- foundations to each other (letter writing)
- contemplation and action

# THE CHALLENGE OF COLLABORATION

1. How do I make decisions in my ministry?
2. What steps do I take to avoid personal empire building?
3. How do I encourage connections that liberate and empower others?

## 5. INCLUSIVE

- **graciousness and humility**
  - refused to allow Sisters to stand when she entered or bow to her as Superior
  - refused title of “Reverend Mother” for herself

*I think what pleased us most about (her) was the absence in manner telling “I am the foundress”*

*Novice at Carlow*

*The order is God’s work, not mine.*

*Catherine McAuley*



- **Quaker influence**
  - “there is that of God in every person”
  - non-hierarchical (church structure, gender)
  - non judgmental
- **Respect for the poor**

*I am sure I spoke with two (women) yesterday who were hungry... Their dejected faces have been before me ever since. I was afraid of hurting their feelings by offering them food and had no money.*

*Catherine McAuley*

## MERCY CROSS

- open cross (identified with Protestant tradition)
- each sister was to be Christ on the cross



## She welcomed

- poor
- difficult (Mrs Harper)
- rich
- marginalised
- powerful
- politicians

# THE CHALLENGE OF INCLUSION

1. How do I welcome the stranger, the visitor, the poor, the difficult?
2. How do I value the lowest paid, most vulnerable member in my ministry?
3. How do I challenge exclusion and unkindness in our community and our world?

# MEETING THESE CHALLENGES

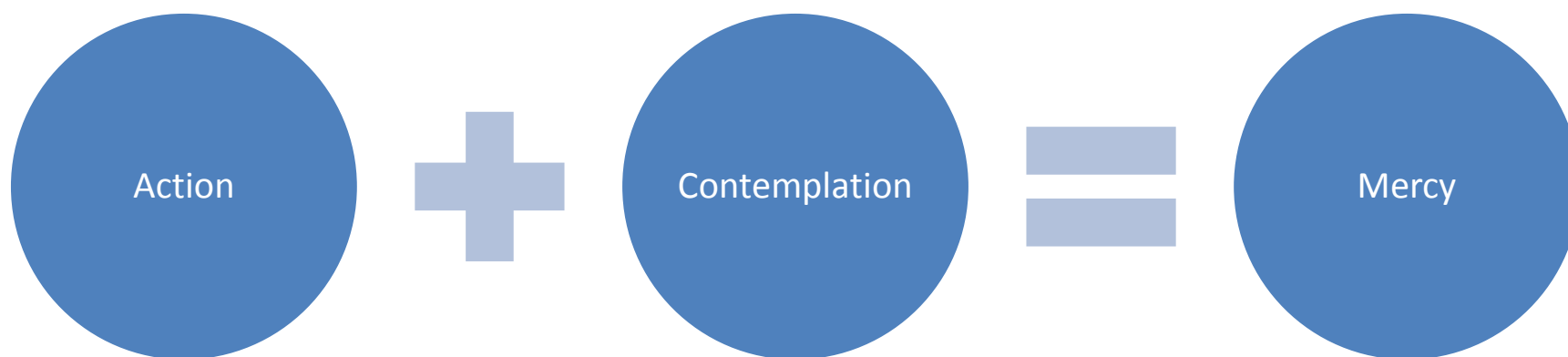
Choose 1 of the 5 challenges presented:

- How does this challenge apply specifically to me/my ministry?
- What is the first step in meeting that challenge?
- How and when do I take that step?

## As Mercy people we look to Jesus, Catherine and Pope Francis for inspiration

- Walking with the poor in their daily lives
- Walking with God in prayer and contemplation

## The Mercy Struggle



*Perfection does not consist in doing extraordinary actions, but rather in performing extraordinarily well the ordinary actions of everyday.*

*We need not, then, seek for difficult works, laborious duties, multiplied spiritual exercises, we have in the daily duties the means of attaining the highest sanctity. “Each action” to use the words of a devout author, “is all full of God, breathes of God, shines with God, is fragrant of God”.*

*Catherine McAuley*



# REFLECTION SHEET

Catherine McAuley	My Ministry
<b>1. GOD CENTRED COMMON SENSE</b>	
How real is the spiritual focus of my ministry?	
How far do spiritual values determine my decisions?	
How do I balance the spiritual and issues of productivity? efficiency? financial viability?	
<b>2. PROFESSIONAL</b>	
What does professionalism look like in my ministry? How do I know?	
Am I spread too thinly to achieve excellence?	
Does my ministry have appraisal procedures? Do I have appraisal procedures?	
<b>3. INNOVATIVE</b>	
How innovative and open to change am I?	
How do I react to the "risk-takers"?	
How "flexible, adaptable and available" am I?	
<b>4. COLLABORATIVE</b>	
How do I make decisions?	
What steps do I take to avoid personal empire building?	
How do I encourage connections that liberate and empower others?	

Catherine McAuley	My Ministry
<b>5. INCLUSIVE</b>	
How do I welcome the stranger, the visitor, the poor, the difficult?	
How do I value the lowest paid, most vulnerable member?	
How do I challenge exclusion and unkindness in our community and in the world?	

Which of these challenges is the most important for me in my ministry?

What is the first step in meeting that challenge?

How and when do I take that step?