



McAuley Ministries

2018-2019 ANNUAL REPORT



MCAULEY MINISTRIES
LIMITED

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Introduction



While McAuley Ministries was established five years ago, its origins lie in the spirit and work of Catherine McAuley in Dublin and of the founding sisters in Australia.

Established in July 2014, McAuley Ministries Limited (MML) holds the formerly unincorporated ministries which had been directly responsible to the Leader of the Institute of Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG).

The Company provides spiritual, pastoral, education and accommodation services within the mission of our Institute.

As part of its exercise of good governance, MML has given support to its ministries in a number of ways. These have included opportunities for professional development, facilitation of the development of appropriate structures for accountability and assistance in finding an appropriate governance “home” for new ministries.

The five year mark represents a milestone in the development of MML. MML has achieved many of the goals set in 2015 and the Directors are now in the position to develop a new Strategic Plan for the next five years.

Changes to the structure within which ISMAPNG delivers its ministry (presently in the planning stage) will certainly have an impact on the way MML is structured and operates in the future.

On behalf of the Board I thank all involved in MML. The achievements recorded in this report are a tribute to the passion, dedication and commitment of our sisters, staff and volunteers who are the “face of mercy” each day in so many different ministries across Australia.

Angela Jordan rsm
Board Chair



“The simplest and most practical lesson I know... is to resolve to be good today - but better tomorrow. Let us take one day only in hands - at a time, merely making a resolve for tomorrow. Thus we may hope to get on - taking short careful steps, not great strides.”

Catherine McAuley, Letter to de Sales White, 1841

➤ Mission and Vision

McAuley Ministries

Mission and Vision

Our Mission¹

The Board of McAuley Ministries exercises governance for the formal non incorporated ministries² of ISMAPNG.

The Board seeks to govern, empower and enable those ministries in the provision of excellent, professional services.

Our Vision³

The people and ministries in McAuley Ministries give expression to God's mission of mercy. The ministries enhance the quality of life of those who are served.

Sisters and lay people within MML serve with a strong sense of purpose, confident that they contribute to the larger reality of mercy mission.

1. A **mission statement** explains the overall purpose of the organisation – what you do, for whom you do it and the benefit – a vision statement gives the picture of the preferred future.
2. MML uses the term formal non incorporated ministries to distinguish the ministries in MML that offer a professional service as separate from the many non incorporated ministries of ISMAPNG.
3. A **vision statement** answers the question, "If the organisation fulfills its mission, what will the future look like?" In other words, the vision is a statement that describes how the future will look if the organisation meets its mission.

Under the McAuley Ministries banner, Sisters and partners in Mercy provide a wide range of services that are truly spiritual and corporal works of mercy in today's world. They are:

- Ministering as educators, theologians, scripture scholars, liturgists, writers and publishers, poets, researchers, musicians, artists, bioethicists, environmentalists and ecologists, lawyers and advocates for justice
- Providing counselling, psychological therapy, pastoral supervision, mediation, retreats and spiritual direction
- Working in community development, and facilitation
- Supporting rural communities
- Offering hospitality in retreat, spirituality and heritage centres
- Teaching music, speech and drama.

Catherine McAuley

"There is nothing of greater importance than the perfect discharge of our ordinary duties"

➤ McAuley Ministries Values



Hospitality



Compassion



Justice



Excellence



Respect



Diversity

“Today we are called to expand our mission of Mercy to strengthen our social, political, economic, and ecological “influence” and to advocate, more persistently, solutions to the causes of the sufferings we seek to relieve. Today our very efforts to relieve suffering, require new advocacy, and new efforts to address the causes of that suffering”.

Sr Mary Sullivan rsm

» Ministry

MML MINISTRIES

At the end of June 2019, MML engaged 55 sisters, including the CEO, Denise Fox rsm on loan from Aotearoa New Zealand, and employed 50 staff in a total of 55 different ministries.

51 of the sisters are engaged in full or part-time individual mercy ministry, one manages a Centre which employs professional staff (music teachers) and 3 manage Centres where support staff are employed.

Of the employees, four are full-time. The remaining 43 are part-time staff and include an Events and Marketing Co-ordinator, 7 music teachers and a wide range of support staff working in administration, guest services, as cleaners or cooks.

There are, as well, volunteers who provide invaluable assistance on several sites.

These numbers fluctuate continually as sisters and/or Community Leaders seek to have a ministry included within MML or to discontinue their involvement in a particular ministry.

In addition, staffing needs change at Retreat, Conference or Music Centres. During this financial year, 5 new ministries, including the Rahamim Ecology Centre in Bathurst, have joined MML and 4 have closed including the ministry at Mercy Heritage

Centre Perth.

The majority of sisters in MML provide services on a part-time basis and some have additional ministry commitments to a variety of other ministries. Most work from Institute owned premises while a few work out of parish or other premises.

The MML Administration Office located at Lewisham is staffed by Denise Fox rsm, the Chief Executive Officer, who has accepted appointment until October 2020, her part-time Executive Assistant, Danielle Sutherland and the part-time Finance Officer, Barbra Parmaxidis.

Details of ministries are to be found in Appendix 3.

Ministries

55

at the end of June 2019, MML comprised of 55 different ministries

Sisters

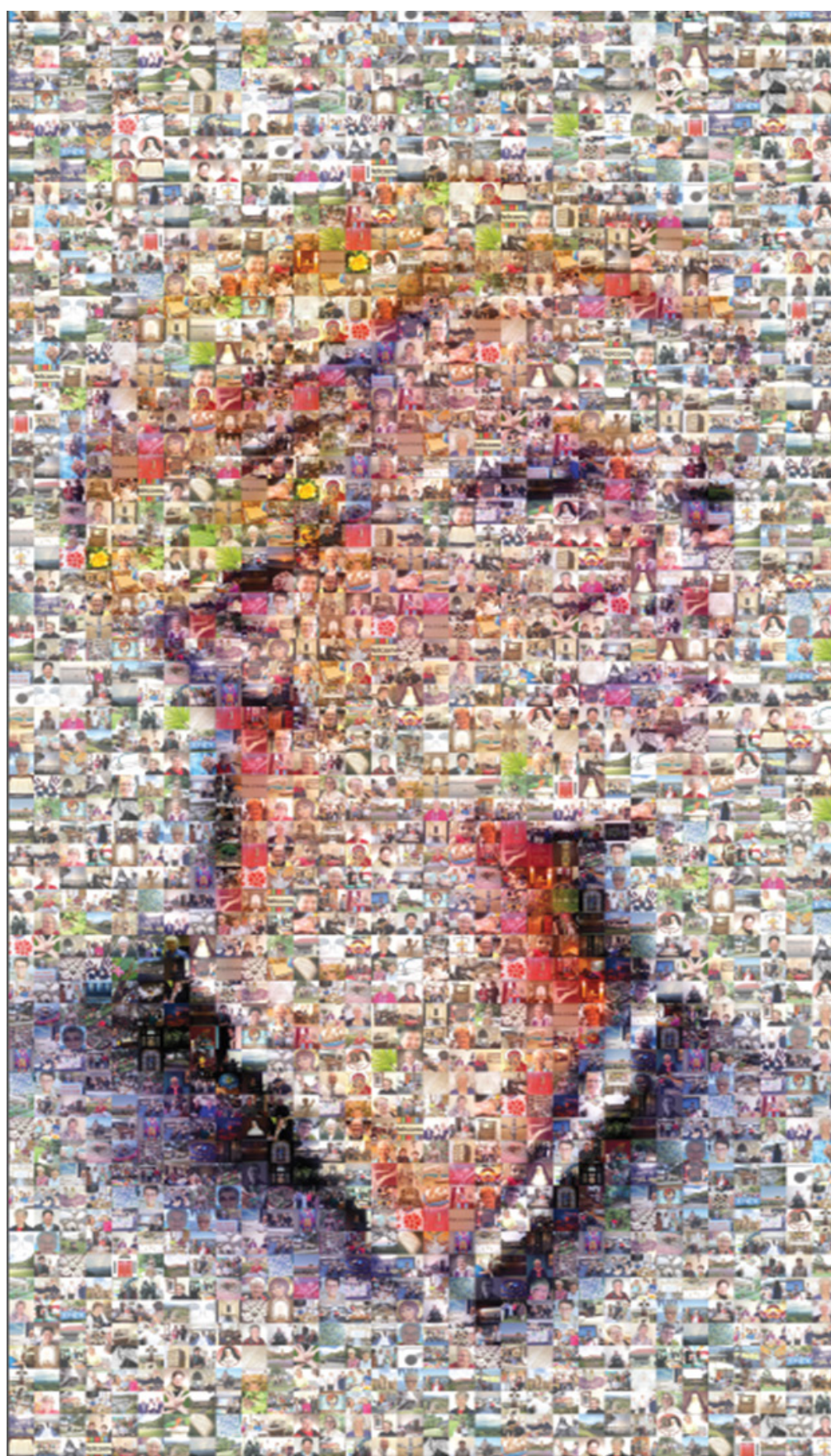
51

In 2019 51 Sisters within MML were engaged in full or part-time individual Mercy ministry

Employees

47

in 2019 MML comprised of 47 full and part-time staff working in a wide range of roles across the ministries



> MML Board of Directors

Appointments

Following the resignation of Sharon Price rsm, two new Directors, Annette Schneider rsm and Marie Ralph rsm were appointed by the Institute Leadership Team (ILT) to the Board.

The ILT appointed Eveline Crotty rsm as their contact person with MML. The MML Board appointed Faith Jones rsm to the position of its Deputy Chair.

The Board re-appointed ShineWing as Company Auditors for the 2018-2019 financial year.

McAuley Ministries Board of Directors



Mrs Sheena Barber



Gabriella Gresz rsm



Faith Jones rsm



Angela Jordan rsm (Chair)



Marie Ralph rsm



Annette Schneider rsm

Board Governance & Compliance

Achievements

The MML Board has met six times in the 2018 – 2019 year, once at the Institute Centre in Stanmore, four times at McAuley Centre, Lewisham and once at Star of the Sea, Apollo Bay where MML has a hospitality ministry.

All compliance requirements have been met, including timely notification to ASIC and ACNC as required.

Reports on Finance and Work Health and Safety are included as regular meeting agenda items and a rolling agenda ensures that Risk Management and Insurance, Legal Compliance, regular review of policies and the annual review of the Board have been addressed.

Risk management and safeguarding policies are firmly in place. In November 2018 the Directors resolved that MML would become a member of the National Redress Scheme by joining the Mercy Participatory Group represented by Mercy Support Ltd.

MML has contributed to Institute initiatives in many ways including:

- Participation in the consultation by the Future Governance Working Party
- The CEO's membership of the Planning Committee for the ILT's Governance Forum
- The attendance by the Board Chair and CEO at the Institute Governance Forum
- The Directors' and CEO's participation in workshops to develop ISMAPNG's Code of Conduct. This code, with minor modification, will be used by MML
- The CEO's work with other CEOs of ISMAPNG incorporated ministries to develop initiatives related to induction, orientation and formation of staff at all levels
- The CEO's attendance at the inaugural Mercy Education Leadership Day.

➤ Governance and Compliance cont.

The Institute Leader informed the Board in April 2019 that “ISMAPNG will provide sufficient funding to ensure that MML remains solvent in the 2019/2020 financial year. As a consequence of this assurance ISMAPNG requires that all directors exercise diligence in regard to the operation of the company and in performing your role as director.”

The Directors consider carefully and in detail the comprehensive reports presented by the Finance Officer at each meeting. The Board provides an annual budget to fund each of its ministries and its operations.

The ISMAPNG Governance Charter requires each Board of Directors to review its overall effectiveness every two years. Outcomes of the 2017 – 2018 review included the need to work towards succession planning for directors and the CEO.

Two additional Directors were appointed.

In February 2019, the Board participated in a facilitated workshop to review the long and short term objectives of MML and to develop a strategy for the recruitment of a new CEO in 2020. One of the outcomes of the workshop was the development of an organic process for the performance appraisal of the CEO and development of criteria for the selection of the next CEO.

Professional development of the Directors included site visits and relevant professional reading.

The Board has greatly appreciated the opportunity for ready communication with Eveline Crotty rsm, including her attendance at the November 2018 Board meeting.

“Let us be renewed by God’s mercy ... and let us become agents of this mercy, channels through which God can water the earth, protect all creation and make justice and peace flourish”.

Pope Francis

➤ Achievements & Ongoing Challenges in the light of the MML Strategic Plan Goals (2017-2020)

1. The Board of MML assists ministries to deliver excellent services in a professional manner

Achievements

The management of MML Centres aims to model best practice in the running of small businesses. To this end the CEO:

- Undertakes performance appraisal of managers each year. The report on the results of the annual review noted that managers are “skilled, hardworking, focused and generous”
- Commenced work with managers on the introduction of client feedback as an additional element in the appraisal of all site based ministries
- Worked with managers to complete the annual evaluation of their staffs and to update the evaluation process.

2. Membership in MML encourages and supports sisters, employees and volunteers in their ministry, providing formation and professional development, and an understanding of the place of their ministries within ISMAPNG

Achievements

ANNUAL GATHERING

The annual gathering in August 2018 was well attended not only by members of MML but also by the MML Board and Administration Staff, the ILT, all Community Leaders and representatives of ISMAPNG staff.

The programme centred on the theme “Better World” and included sessions on Eucharist and the Planet we inhabit, sustainability and use of digital media in creating a better world as well as Professional Standards and how we minister in a post Royal Commission world.

Participants expressed appreciation of:

- The quality of the presentations
- The opportunity to network
- The occasion to see and be part of the bigger picture of ministry across the Institute.

MANAGERS' MEETINGS

MML Managers met three times during the year (once by teleconference). Each meeting included a professional development component e.g. staff management and evaluation, help in maintenance and budgeting.

Significantly a full day workshop developed strategies that could be used locally by the managers to provide formation in mercy ethos to staff. Equally, if not more important, is the mutual support and opportunity for networking and sharing of resources and skills.

FORMATION

- Two MML managers accepted the invitation to join the Mercy Leadership Programme and Dublin pilgrimage organised by Mercy Education and conducted by staff at Mercy International Centre. This proved to be an enriching and revitalising experience for both and, as a consequence of their contagious enthusiasm, for all in MML

MML invited participants from Mercy Works and Mercy Services in Newcastle to share the preparation and follow up provided for our participants

- The Managers of Centres provide formation in Mercy ethos to staff and volunteers
- The CEO commenced the exploration of ways in which sisters can receive feedback on the quality of the service they are offering as well as providing feedback on the quality of the support they receive from MML administration staff.

➤ Achievements & Ongoing Challenges cont.

COMMUNICATION

Regular communication between the CEO and all MML people included:

- Four Newsletters in the year
 - Mercy Matters and Just Mercy were made available to assist all in their understanding of ISMAPNG and the place of MML ministries within ISMAPNG
 - MML has a presence on the ISMAPNG website.
3. The Board of MML promotes the growth of MML by a proactive approach to the development of new formal non incorporated ministries

Achievements

A crucial step in the establishment and support of new ministries involves purposeful engagement and close collaboration between MML, the Mission Integration Unit (MIU) and Community Leaders. As the mechanism for such engagement becomes clearer, MML will be able to make more meaningful progress in this area.

4. Evaluation and other processes enable each ministry to move through its life cycle in a way that is appropriate to the ministry and the people it serves

4.1 Site-based ministries

Achievements

There have been two significant changes to MML's site based ministries in the year. Both have

involved ministries which have had historical value to the local community and particularly to former Mercy Congregations. Consequently, as in many changes, the greatest challenges were in the management of the change with staff, sisters and the wider civic community.

Mercy Heritage Centre Perth

Following a period of consultation and preparation, the ILT decided to transfer the buildings out of which the ministry of Mercy Heritage Centre Perth operated to the care of Mercy Education Ltd for the use of Mercedes College which is located on the same site. At the same time all archival material was transferred to the Institute's central archives in Sydney. As a result, MML closed the heritage ministry at the end of 2018.

Rahamim Ecology Centre Bathurst (Rahamim)

In July 2018 the Board of MML agreed in principle to the request of the ILT and the Rahamim Board to accept the governance of the Rahamim Ecology Centre ministry. This ecological education and spirituality ministry was an incorporated ministry of the Institute with its own Board of Directors.

The due diligence undertaken by MML was around mission and the present governance and management. It was clear:

- The Vision and Mission Statements of Rahamim and MML are complementary
- Their governance is compatible with the companies sharing the same Members,
- They had similar management structures e.g. property arrangements (leased from IPAL) and similar funding models (shortfall between income and expenses subsidised by ISMAPNG)
- From independent legal and financial advice that the Board could be confident that there was no legal or financial impediment to the transfer.

The formal transfer took place and was ritualised on 31 March 2019.

Throughout the whole process the Rahamim Board showed exemplary and professional leadership. It is abundantly clear that they put self-interest aside in order to focus on what is best for the ministry.

While the transfer presents some cultural as well as staffing, financial and property challenges, it opens up opportunities for this ministry to become an integral part of the wider ecological effort of ISMAPNG.

➤ Achievements & Ongoing Challenges cont.

It enables Rahamim's education staff to work more closely with the MML ministries: writers, theologians, scripture scholars and a sociometrist and other sisters, who provide education services in this space and with Chris Hill, Environmental Sustainability Manager ISMAPNG. Beyond Australia MML has a strong connection with Mercy International Association with its current focus on addressing the degradation of earth and displacement of peoples.

It is obvious that the whole ecological and sustainability work of the Institute stands to be enriched by these collaborations.

4.2 Ministry of an individual sister or a small number of sisters

Achievements

Several individual sisters have joined MML this year because they discerned that their ministry belonged appropriately under the MML umbrella.

Close collaboration between the CEO and the appropriate Community Leader has been central in the transition of sisters to and from MML ministry.

5.1 MML matures as an organisation

Achievements

In five years MML has developed into a company with its own identity, a strong Board of Directors, constructive relationships with the Members (the ILT) and an outstanding CEO.

The company has clear structures including financial management completely separate from the Institute and access to independent legal advice when necessary.

MML appreciates the generosity of the Institute in allowing us to access many of their professional services e.g. Payroll, Human Relations and Property. The latter is particularly helpful because any property used by MML ministries is leased from IPAL, the Institute property company.

This is essentially work in progress from previous years.

➤ Significant Trends & Issues to be addressed

1. Development of effective Collaboration with the Mission Integration Unit in exploring a contemporary understanding of Mercy Ministry and finding ways of nurturing emerging ministries

The focus and operation of the Mission Integration Unit continues to develop and the nature of the relationship between the Unit and MML following the outcome of the present review of the delivery of ISMAPNG's ministry is unclear.

The Board and CEO of MML are involved in ongoing conversations with the ILT and the MIU about possible futures which will include clarification of the place of MML in nurturing and supporting emerging ministry initiatives. An exploration fundamental to these processes is around what it is that constitutes Mercy Ministry in today's world.

Another related issue is further refinement of the criteria developed by MML for the inclusion of specific ministries under its umbrella.

2. Financial sustainability

Increasing demands on the finances of ISMAPNG have implications for the degree to which the Institute can continue to subsidise ministries within MML.

The Board, CEO and Finance Officer recognise their responsibility to work closely with the Institute to identify and agree on the limits to the annual subsidy and then to manage in such a way that MML remains within these limits.

Decisions about the subsidy of ministries and their future based on both the need for the service (mission values) and the funding required for a ministry is an ongoing task and, in all cases, the final decisions rest with the Institute. In this regard we note:

- In the years ending June 2018 and 2019 years, the financial position of MML had improved resulting in lower than budgeted annual subsidies needed from ISMAPNG. This improvement

Our Performance

was the result of lower than budgeted expenditure incurred and an overall increase in its income from professional services and from the ministry centres

- Even with the financial improvement over the years, MML will still require a subsidy from ISMAPNG to keep the ministry activity.

The information below is from the MML annual financial reports

	June 19	June 18	June 17	June 16
Total Income	2,471,370	2,234,458	2,777,453	2,625,507
Donations Received from ISMAPNG - included in Total				
Income	340,000	440,000	875,000	655,000
Donations Received from ISMAPNG as a % of Total Income	14%	20%	32%	25%
Total Expenses	2,193,550	2,381,572	2,819,205	2,668,003
Donations Received from ISMAPNG as a % of Total				
Expenses	15%	18%	31%	25%

Note that the donations listed above are as recorded in the Annual Financial Reports and are in effect the annual subsidies of the operations of MML by ISMAPNG mentioned in this document.

When comparing the donations received from ISMAPNG across these years it is important to note that annual year-on-year comparisons are complicated by constant changes to both:

- The internal functions managed and paid for directly by MML e.g. the financial operation of the Company
- And in the ministries which make up MML e.g. the closure of site-based ministries at Toronto and Perth and the transfer of Rahamim to MML.

3. Collaboration with the Institute in discerning the future of site-based ministries

Sacred Spaces Singleton and Rahamim Ecology Centre Bathurst are ministries presently located in buildings that have, until recently, housed archives of former Mercy Congregations. These archives have now been moved to Sydney and while there are questions relating to some heritage items still on site, the future use of these sites and buildings is under review by the Institute.

At present property maintenance on all sites used by MML for ministry is limited to necessary emergency and WH&S matters.

Discernment and decision making about the appropriate future of a ministry are complex tasks with many factors at play, including emotional ties and strong local support. As a result, well-designed strategies for communication and management of local resistance to change are necessary.

Financial viability is not the only issue in discerning the future of a ministry but it is a significant factor for the Board in determining the best way of using its resources.

4. Support of a sister as she withdraws from a ministry within MML and discerning the future of this ministry .

Drawing the ministry of a sister to a close and/or determining realistic options regarding the future of ministries which historically have relied on a sister for continuation are highly individual situations. The process requires discernment and communication involving the CEO, the sister and other appropriate groups.

Board Objectives

2020 - 2024 Objectives

In the light of the current issues identified in the previous section and probable future issues, the Board has set the following:

Long term objectives

- Ministries within MML are living expressions of the mission of ISMAPNG (the Institute) to embody God's mission of Mercy in today's changing world
- The Board promotes the growth of MML by proactive collaboration with the Mission Integration Unit in nurturing new ministries
- The organisation retains its flexibility in responding to the developing needs and demands of the Institute and the world
- All ministries within MML offer professional, quality services
- Each site-based ministry within MML is well managed, accountable to MML and moves through its life cycle in a way that is appropriate to the ministry and to the people it serves
- Processes of communication are constantly reviewed to facilitate and ensure effective coordination and interaction between the Institute and MML.

Short Term objectives

- A 2020-2024 Strategic Plan for MML will be developed in the context of both its own long term objectives and the Institute's developing plans for the structure and governance of ministry
- The management structure and staffing of MML will reflect MML's long term objectives and developments in the provision of ministry by the Institute

- Operational and other costs will remain within the limits set by the Institute regarding its future subsidy of the company's operation
- All Institute Safeguarding Policies will be fully implemented in ministries within MML
- The learnings of the past five years in bringing a new ministry into MML and in the closure of a ministry or transfer of a ministry from MML to another governance structure will be recorded and incorporated into management procedures.

“Mercy is more than Charity - for it not only bestows benefits, but it receives and pardons again and again - even the ungrateful”.

Catherine McAuley

Acknowledgments

- The Board is grateful to retiring Director Sharon Price rsm for her contribution as a founding Director. Especially valuable to the Board were her wide experience and understanding of religious life across Australia and internationally, both of which she shared with great generosity
- The Board acknowledges with gratitude the ongoing interest in and support of the work of MML by the ILT and in particular Eveline Crotty rsm who was appointed by the ILT as their contact person with MML
- The Community Leaders have willingly and generously collaborated with the CEO in addressing practical issues as they arise with sisters and their ministries
- MML has been well served by the ISMAPNG Professional Services Unit. We have received helpful advice and ready assistance in Legal matters, Human Relations, Insurance, Property and Work Health and Safety, Communications and Technology. The Finance department has been generous and helpful in the establishment of MML's financial operations and has graciously offered ongoing support when needed
- The Board appreciates the willingness of the Mission Integration Unit, which is going through a period of restructuring at the present time, to engage with MML into the future on matters relating to provision of support for sisters in current or emerging ministries
- The Board gratefully acknowledges the unfailing availability, sound advice and expertise of Jonathan Campton in his role as Executive Officer Ministry Governance
- Fraynetwork has added an additional creative dimension to the MML gatherings by creating the MML Faces of Mercy pull-up which has been centre stage at each MML gathering and has been used by other services within ISMAPNG. They have also developed videos for MML, the thought provoking logo for the 2018 gathering and provide support for website management of individual MML ministries
- The office, directors and ministries are excellently served by the unfailing professionalism and quality service provided so willingly by the Administration Staff: Danielle Sutherland, Executive Assistant and Barbra Parmaxidis, Finance Officer
- Finally the Directors express their sincere appreciation of the enthusiasm, expertise, experience, commitment and creativity that Denise Fox rsm brings to her management role as CEO of MML.

APPENDICES

Appendix 1: Directors Listing

Appendix 2: Advisory Committees

Appendix 3: MML Ministries

“Let us be renewed by God’s mercy ... and let us become agents of this mercy, channels through which God can water the earth, protect all creation and make justice and peace flourish”.

Pope Francis

A large decorative triangle in the bottom right corner of the page, composed of two shades of blue: a lighter blue on the left and a darker blue on the right.

Client Feedback



Sr Marg Bray - Art Therapy, workshops

Transformation

"For twelve months we have had a 21 year old autistic client, and the change in her has been a great transformation.

For my part, I do Art Journalling and Cooking, the lady I assist has been given new experiences such as personal care, beauty treatments, and respite in her home in the country.

Our young lady is now using language more than the signing she was preferring.

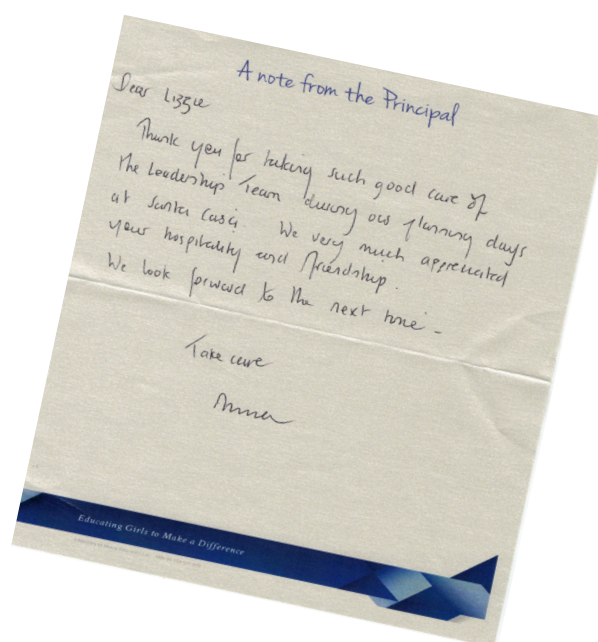
In the beginning we knew she couldn't be touched, but now she will hold our hand crossing the road, and last week allowed me to brush her hair. She is enjoying her new life and is very much happier".

Sr Liz Dowling - Scripture Scholar

"Liz's Presentation was superb, and opened up aspects of the Gospels with which we were not familiar - empowerment to women, judgement, social justice statements, discipleship (men and women), historical background, laws of the Torah, the need of release through the power of touch. Liz explored the depths of the stories. Brilliant!"

Star of the Sea, Apollo Bay

"Thank you for a splendid and most moving retreat last week. I was really lost in my life direction and the retreat gave me space to find value in what I do and where I would like my future to go."





> **Appendix 1**

Directors and Officers of McAuley Ministries Ltd

DIRECTORS

Grabriella Gresz rsm	
Angela Jordan rsm	
Sharon Price rsm	Resigned October 2018
Faith Jones rsm	
Mrs Sheena Barber	
Marie Ralph rsm	Appointed October 2018
Annette Schneider rsm	Appointed October 2018

COMPANY SECRETARY

Ms Barbra Parmaxidis

> Appendix 2

Advisory Committees

**Mercy Ministries
Far North
Queensland**

Mr Luke Reed (Chair) Ms Nerina Caltabiano Ms Judy Collins
Sr Margaret Endicott Sr Therese Masterson Ms Toni Foley

**Sacred Spaces
Singleton
(in Recess)**

Mr Peter Dunn (Chair) Dr Cameron Archer Sr Helen Baguley
Mr John Flannery Ms Di Sneddon

**St Catherine’s
House of
Hospitality**

Sr Joan Buckham (Chair) Sr Martina Killeen Sr Roberta Dillon
Ms Chris Andrews Ms Catherine Broderick Ms Sue Baile
Ms Penny Carroll

**Santa Casa
Queenscliff**

Sr Kathy Ryan Sr Margie Abbott Sr Madeline Duckett
Sr Lizzie Finnerty


Appendix 3

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 Margaret Bray	Workshops - art therapy, aromatherapy, retreats	
5 Sr Margaret Broadbent	Art, icon writing	Viriditas Contemporary Art Studio
6 Sr Rae Brooker	Spiritual Direction	
7 Sr Liz Callen	Manager Apollo Bay Guest House	Star of the Sea Guest House
8 Sr Carole Carmody	Spiritual Direction Retreats	
9 Sr Roslyn Carr	Psychologist - private clients	
10 Sr Anne Cossar	Counselling	
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 Lizzie Finnerty	Santa Casa Retreat Centre, Manager	Santa Casa Queenscliff
20 Sr Trish Fitzsimmons	Creative Arts Practitioner	
21 Sr Wendy Flannery	Consultant - Social and environmental justice & peace	
22 Sr Theresa Foley	Spiritual Direction	
23 Sr Denise Fox	CEO, MML	McAuley Ministries, Lewisham
24 Sr Patricia Fox	Theologian, Spiritual Direction	
25 Sr Anne Gallagher	Music therapist/Music Academy	Maclean Music Academy
26 Sr Helen Glasheen	Pastoral Supervision, group/individual Spiritual Direction	
27 Sr Kerry Gordon	Education - Speech and Drama Centre	The Magic House, Townsville
28 Sr Margaret Hart	Social Support/Liturgy	
29 Sr Pat Healion	Mediation and Legal services	
30 Sr Maureen Healy	Pastoral services	
31 Sr Patricia Johnson	Spirituality, social services	
32 Sr Helen Kearins	Facilitator, Sociodramatist, Pastoral Supervision	
33 Sr Berenice Kerr	BK Consulting - education	BK Consulting Services
34 Sr Trudy Keur	Consultancy	
35 Sr Veronica Lawson	Consultancy - scripture	
36 Sr Mary Ann Lennon	Guest services	Seville Mercy Conference Centre
37 Sr Berneice Loch	Consultancy	
38 Sr Jean McGonigal	Bodywork spirituality; Retreats	

38	Sr Frances Moran	Psychologist; Music teaching	
39	Sr Mary Moran	Music tuition	
40	Sr Ilsa Neicinieks	Liturgy Consultancy	
41	Sr Elizabeth Nicholls	Accommodation, Hospitality: Manager	St Catherine's House of Hospitality
42	Sr Ann-Maree O'Beirne	Spiritual Direction	
43	Sr Julie O'Brien	Professional Supervision of Ministry	
44	Sr Caroline Ong	GP: Medical practitioner	
45	Sr Eileen Quade	Loss and Grief Counselling	
46	Sr Colleen Rhodes	Retreats, Spiritual Direction	
47	Sr Nicole Rotaru	workshops, consultancy	
48	Sr Liz Rothe	Spiritual Direction, Reflection Days	
49	Sr Beverley Stott	Spiritual Direction	
50	Sr Noella Sullivan	Spiritual Direction	
51	Sr Lis Teggelove	Retreat, Spiritual Direction; teacher 'Heart of Life'	
52	Sr Mary Tinney	Newsletter and website - eco justice - EarthLink	
53	Sr Elaine Treagus	Spiritual Direction, Volunteer - Daily Life Retreats	
54	Sr Elain Wainwright	Scripture Scholar	
55	Sr Mary Wickham	Retreats/Writing/Poetry	
1	Danielle Sutherland	Executive Assistant	McAuley Ministries, Lewisham
2	Barbra Parmaxidis	Finance Officer	McAuley Ministries, Lewisham
3	Gweneth Berman	Music Tuition	Maclean Music Academy
4	Rachel Butcher	Music Tuition	Maclean Music Academy
5	Anne Commerford	Music Tuition	Maclean Music Academy
6	John (Jack) Eyles	Music Tuition	Maclean Music Academy
7	Anthony Hickey	Music Tuition	Maclean Music Academy
8	Lynnetta McGrath	Music Tuition	Maclean Music Academy
9	Elizabeth Moore	Music Tuition	Maclean Music Academy
10	Lorna Sneesby	Cleaner	Maclean Music Academy
11	Dawn Stewart	Admin services	Maclean Music Academy
12	Connor Willmore	Music Tuition	Maclean Music Academy
13	Annie Medley	Cultural Collections Curator (employed by ISMAPNG)	Mercy Heritage Centre Perth
14	Concetta Lionetti	Cleaner	Mercy Heritage Centre Perth
15	Marianna Mazurkiewicz	Cleaner	Mercy Heritage Centre Perth
16	Alicia Colley	Hospitality Coordinator	Rahamim Ecology Centre
17	Anastasia Freeman	Online Educator	Rahamim Ecology Centre
18	Jennifer Griffin	Office Administrator	Rahamim Ecology Centre

Appendix 3

Contact	Ministry	Registered Trading Name
19 Craig Letcher	Housekeeping and Catering Assistant	Rahamim Ecology Centre
20 Paul McIlwraith	Grounds Supervisor; volunteer caretaking	Rahamim Ecology Centre
21 Sally Neaves	Eco Education Coordinator	Rahamim Ecology Centre
22 Jennifer Ringbauer	Sustainability Educator	Rahamim Ecology Centre
23 Juliet Talarico	Groundskeeper	Rahamim Ecology Centre
24 Cynthia Mulholland	Sacred Spaces Events & Marketing Coordinator	Sacred Spaces Singleton
25 Anne Brooker	Admin Services	Sacred Spaces Singleton
26 Jan Falding	Concert Organiser	Sacred Spaces Singleton
27 Kay Janssen	Casual Cook	Sacred Spaces Singleton
28 Ben Mulholland	Casual General Support Services	Sacred Spaces Singleton
29 Patrick Mulholland	Casual General Support Services	Sacred Spaces Singleton
30 Ray Nelson	Gardener	Sacred Spaces Singleton
31 Anthony Varghese	Cleaner	Sacred Spaces Singleton
32 Emine Ambrose	Cook	Santa Casa
33 Amanda Wootton	Cook	Santa Casa
34 Rod Cole-Clarke	Manager: Conference Centre	Seville Mercy Conference Centre
35 Nattie Gako	Guest services	Seville Mercy Conference Centre
36 Sam Gaunt	Guest Services	Seville Mercy Conference Centre
37 Johanna Delaney	Guest Services	Seville Mercy Conference Centre
38 Rebecca Johnson	Guest Services Officer	Seville Mercy Conference Centre
39 Graham Pett	Gardener: 1 day/week each Seville & MMFNQ (Mercy Creek)	Seville Mercy Conference Centre
40 Jenny Sleep	Guest services	Seville Mercy Conference Centre
41 Tonia Smith	Guest services	Seville Mercy Conference Centre
42 Kerrie Warner	Guest Services	Seville Mercy Conference Centre
43 James Waters	Gardener and guest services	Seville Mercy Conference Centre
44 Chris Andrews	Guest and Admin services	St Catherine's House of Hospitality
45 John Coleman	Guest and Admin services	St Catherine's House of Hospitality
46 Heather Wayte	Guest and Admin services	St Catherine's House of Hospitality
47 Gaye Fox	Gardener (casual cleaner)	Star of the Sea Guest House
48 Stephen Fox	Gardener (casual cleaner)	Star of the Sea Guest House
49 Hugh Maggs	Guest Services cleaner casual	Star of the Sea Guest House
50 Toni-anne Manning	Guest Services cleaner	Star of the Sea Guest House



“They shall be willing on all occasions to help and assist one another, bearing with patience and charity each other’s defects, weaknesses, and imperfections”.

Catherine McAuley



Contact Us

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