



**CATHERINE MCAULEY
SERVICES LIMITED**

**2021 - 2022
ANNUAL REPORT**



ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation, Catherine McAuley Services acknowledges First Nations people as the Traditional Owners and Custodians of this land, and their connection to land, water and community. We pay our respects to them, their cultures and customs and to Elders past, present and emerging.



ACRONYMS

ACNC	Australian Charities and Not-for-profits Commission
CMSL	Catherine McAuley Services Ltd
CTAL	Cookhouses n Tanks a Lot
ISMAPNG	Institute of Sisters of Mercy Australia and Papua New Guinea
MLST	Mercy Life Skills Training
PNG	Papua New Guinea
Sis	Solomon Islands
WHP	Western Highlands Province
EP	Enga Province
SP	Simbu Province
SHP	Southern Highlands Province

OUR PURPOSE

The primary purpose for which the Company was established is to pursue the religious and other charitable purposes of the Institute in Papua New Guinea.

Constitutions 4.1

OUR MISSION

Catherine McAuley Services forwards the mission of the Institute of Sisters of Mercy Australia and Papua New Guinea (ISMAPNG) in the geographical context of Papua New Guinea enabling the flourishing of program ministries now and into the future.

OUR VISION

Catherine McAuley Services exists so that:

- Collaborative partnerships facilitate identified ministry activities in Papua New Guinea which respond to care of the earth and care of its people.
- The strength and capabilities of women in Papua New Guinea are recognised and valued. Women are empowered to take their place and be leaders in Church and Society.
- The Institute of Sisters of Mercy of Australia and Papua New Guinea experiences, learns from and welcomes the gift of diversity particularly in relation to the Melanesian culture.

OUR VALUES

- **Integrity**
A driving principle that calls us to be honest and accountable to each other and our partners in ministry.
- **Hospitality**
A gateway for engagement and dialogue with others.
- **Respect for All**
Take care, exercise calm and humility at all times in interactions with people.
- **Collaboration**
Working together and respecting each other, empowerment and ownership.



OUR HISTORY

- **2016**
CMSL established by ISMAPNG to support the Sisters' ministries in Papua New Guinea (PNG) initially providing governance oversight over an exciting new ministry - Program of Theology in PNG and the Solomon Islands (Sis). ***Of particular note is the introduction of online modules in the Sis.*** The Board included two PNG Directors, Theresia Tina RSM, Institute Councillor and Fr Clement Papa. Kathleen Williams RSM was the Inaugural Program Manager.
- **2018**
Significant change in governance relating to changes affected by Australian Charities and Not-for-profits Commission (ACNC) and other employment issues resulted in new board members being appointed.
- **2020 COVID-19 Pandemic Restrictions Enforced**
Cookhouses n Tanks a Lot (CTAL) came under the auspices of Catherine McAuley Services Limited (CMSL). Soon after, construction of a fourth cookhouse and tank commenced in Posulim, Southern Highland Province, PNG.

March

COVID-19 pandemic began with significant impact on delivery of programs in PNG.

June

Dr Kathleen Williams RSM resigned as Manager, Program of Theology.

July

Dr Annette Schneider RSM appointed as Manager, Program of Theology.

November

PNG directors Dr Fiona Hukula and Ms Diane Unagi resigned. Fiona took up a new international role and Diane had significant health issues.

Ministry Agreements were formalised for the positions in the two programs.

Negotiations took place for the commencement of the Theology Program in Sis.

- **2021 COVID-19 Pandemic Restrictions Relaxed**

January

Remote learning modules commenced in PNG and later in Sis.

June

Dr Annette Schneider RSM resigned as Manager, Program of Theology.

July

Two laywomen employed by ISMAPNG:

- Dr Elissa Roper, Manager, Program of Theology, and
- Tracey Carroll, Administrative Assistant, Program of Theology

All board meetings happened via Zoom and the strategic planning days were a hybrid event as the PNG Director could not travel to Australia.

- **2022 COVID-19 Pandemic Restrictions Relaxed**

June

PNG board members were able to attend strategic planning days in Seville Conference Centre, Cairns.

September

Dr Elissa Roper, Manager, Program of Theology, was able to visit a number of sites in PNG; Wewak, Kiunga, Mt Hagen and Port Moresby (POM) engaging with key people related to the Theology Program as well as exploring new openings. Distinctions were made between CTAL construction and CTAL Mercy Life Skills Training (MLST).

October

Margaret Ryan RSM AO, Manager, CTAL made a visit to each CTAL in Omagua, Pumakos, Posulim and Goglime.

November

Maureen Sexton RSM Chair, (CMSL) to visit Wewak, Mt Hagen and POM.



Sr Mary FMS (L) translating in Tok Ples (local dialect) at the gathering of the Posulim women, chaired by Sr Theresia Tina RSM (3L) on Sunday, October 16th 2022. Sr Magdalen FMS (2L), local pastoral visitor, is assisting Theresia with the formation of group membership and the election of committee leaders for the new cookhouse.

STRATEGIC PLAN AND STRATEGIC PRIORITIES

- **CMSL Board with clear structure, resourced well and reflective of the Melanesian culture of Papua New Guinea**
Significant Key Performance Indicators were achieved.
Mission and values were completed.
Executive administrative tasks were identified and negotiations with ISMAPNG Professional Services – Finance, Human Resources, Insurance etc took place on how to best resource CMSL.
Program Managers continued to be engaged in a collaborative and transparent way.
A Memorandum of Understanding (MOU) was developed between CMSL-CTAL and Dioceses in PNG.
- **Through CMSL Programs a greater percentage of women are taking leadership roles in the programs, church and wider society**
Significant Key Performance Indicators were achieved.
PNG local Animators for the Program of Theology were identified.
There was a revision of the role for coordinator of CTAL MLST.
Regular newsletters issued from the Program of Theology and CTAL MLST.
Limited conversations were held with some sisters re engaging more fully in leadership.
A one-off small grant was allocated to a religious sister to support and resource her for an emerging leadership role in the local parish.
Ongoing work continued on developing a small grants scheme model.
- **CMSL known and appreciated more within Papua New Guinea and Institute (ISMAPNG)**
Significant Key Performance Indicators were achieved.
The Internet site was completed and updated quarterly.
Presentations which took place included the Governance Forum 2021 and the Annual staff meeting of Program of Theology September 2021/22.
Articles were published in the Institute Newsletter.
Site visits were undertaken by the Manager, Program of Theology in September 2022; the Manager and Coordinator MLST PNG in October 2022.
Further site visits are planned for the CMSL Chair in November 2022 and for the PNG Director in December 2022.
- **Growth, sustainability, local ownership, and flexibility in the programs**
Significant Key Performance Indicators were achieved.
Program Managers continued to attend open sessions of board meetings and contributed to presentations, annual planning and the Annual Report.
We are continuing to strengthen governance practices and developing a governance formation schema.
The two Programs have mission vision strategic plans which reflect CMSL Board strategic priorities.
Masks (COVID-19) were supplied to Mercy Sisters, Diocese and parishes in PNG.

CHAIRPERSON'S REPORT



The second half of 2021-2022 saw the cautious relaxation of COVID-19 restrictions. Board meetings have continued to be held via Zoom. Fortunately, both PNG directors Lorraine Morlin and Michael Wagambie have been able to attend. Lorraine missed the August meeting due to no internet following an earthquake off the coast of Madang. Every board member including Lorraine Morlin and Michael Wagambie and Program staff were present in Seville Mercy Conference Centre, Cairns which took place from 20-22 June 2022 for our annual planning days which were facilitated by Margaret Endicott RSM.

The Program of Theology held their annual staff meeting at the Mercy Hub Carlton North, Victoria in September 2022. Once again, they invited the board members and our Company Secretary, Robyn Davis for a 'meet and greet' presentation which we did via Zoom. Michael Wagambie was able to join us.

These face-to-face encounters have continued and have provided much appreciated vitality and encouragement. Dr Elissa Roper, Manager Program of Theology made an extensive tour of sites in PNG during September 2022, going into areas where the Program of Theology is established and into new areas which may lead to expansion of the Program. She was able to make valuable new connections and identified suitable sites for conducting face to face modules. The local animators, religious superiors, bishops, clergy and students were very pleased to see her. Margaret Ryan RSM AO made a similar visit to CTAL MLST sites in the Highlands in October 2022. Theresia Tina RSM, Coordinator of the MLST, organised and facilitated the many connections she was able to make. A much-awaited vehicle arrived in Mt Hagen in time to make their travel safer, easier and more comfortable.

Our governance structure has continued to undergo changes. Standing committees have become reference committees for the Program Managers. Lorraine Morlin is on the Program of Theology reference committee and Michael Wagambie is on the CTAL reference committee. Both Lorraine and Michael are committed to being the face of CMSL in PNG. This is appreciated by both the board members and the Program Managers.

The Board has given considerable attention to improving the financial oversight of the two programs and is appreciative of the assistance from the ISMAPNG executive staff. Currently ISMAPNG heavily subsidises CMSL. The Program of Theology has a secured grant from Missio Aachen Germany and The Cookhouses n Tanks a Lot Program seeks donations for new cookhouses and tanks projects. Going forward the Board is considering new ways to generate income to supplement what ISMAPNG provides.

The Board has identified areas where we need assistance from ISMAPNG Professional Services especially in the areas of Finance, Human Resources, Insurance and Company Secretary. We are grateful to David Penny, Executive Director ISMAPNG, Catherine Smith, Operations Manager, ISMAPNG Darren Schutz, Chief Financial Officer, ISMAPNG and Robyn Davis, General Counsel, ISMAPNG.

Looking to the future the Board intends to prioritise Governance formation and ongoing development of appropriate suite of policies e.g. procurement policy. Now that we can move in and out of PNG and the Sis we will advance the key performance indicators under our strategic directions.

None of our achievements can come about without the good will and support of the Board members, program staff in Australia and PNG, volunteers in Australia and PNG, students or participants in programs offered. I particularly thank previous Board members who have resigned in the past year, namely Dr Fiona Hukula, Diane Unagi and Gabriella Gresz RSM.

Sr Maureen Sexton
Chair

THEOLOGY PROGRAM MANAGER'S REPORT

Report by Dr Elissa Roper, Manager

Program of Theology in Papua New Guinea and Solomon Islands



The Program offers two awards in partnership with Divine Word University (DWU). 41 women have graduated with the Diploma in Pastoral Ministry and most of these students intend to continue with the Advanced Diploma in Theology and Pastoral Ministry (AdvDipTheol&PastMin).

The Program is developing a Bachelor of Theology & Ministry (BTheol&Min). 140 sisters from 22 religious orders have attended at least one class. Class locations have included Mount Hagen, Wewak, Port Moresby, Mendi and Honiara.

The impacts of the COVID-19 pandemic include: lecturers and staff could not travel from Australia over the last three years; large groups of students could not gather; class materials had to be redesigned for remote learning; and our students were affected in their ministries, communities and families.

Program staff and lecturers worked very hard to offer as many remote learning classes as possible. This was very challenging for both lecturers and students, but it enabled sisters to keep studying and moving towards graduation. Class books and work books were designed for remote learning and shipped in advance. These professional resources will now be provided for all classes.

We appreciate the commitment of the Sisters of Mercy to the Program, and the support and flexibility of our funding partner Missio. Thank you to Tracey Carroll, who is an excellent assistant, and to our colleagues at DWU.

We acknowledge the strength of our students in times of pain and difficulty. We thank our lecturers for meeting the considerable challenge of remote learning and teaching in an intercultural environment.

2022 Highlights

- Presenting at the DWU Open Day.
- Trip to Papua New Guinea by the Manager in September. Slideshow: <https://tinyurl.com/Sept2023PNGtrip>
- Annual Staff Meeting – the first in-person meeting for three years.
- The first in-person report in nearly three years to the DWU Faculty of Arts & Social Sciences Board in November 2022. This is always a highly productive visit to the university.
- Developing high-quality class books and work books.



The Dominican Sisters in Honiara deeply appreciated remote learning classes but are looking forward to studying Liturgy in person in June 2023.

Working on Program Sustainability is a Priority

- Dual-level units are when a class has both Diploma and AdvDip students studying the same unit but at different levels, giving the Program more flexibility to offer students what they need in a timely fashion and at the lowest cost. The Manager is working closely with our Head of Department (and CMSL Board Director) Lorraine Morlin to increase our dual-level unit offerings.
- Animators are graduates selected to tutor Diploma classes and assist the lecturer. They will continue to be trained for the long-term goal of local women becoming theologians and lecturers.
- Mentoring new lecturers - The Program now has 14 lecturers, some of whom will retire soon.
- Strengthening relationships and communications with bishops and other Church leaders in PNG; seeking class venues and other operating support, as well as improving understanding of the Program as educating local women in theology.



After graduation, Juliana Solt was asked to study biblical studies in Rome and run an apostolate in the Archdiocese of Mount Hagen.

COOKHOUSES N TANKS A LOT / MERCY LIFE SKILLS TRAINING MANAGER'S REPORT

Report by Margaret Ryan RSM AO, Manager

Cookhouses n Tanks a Lot and Mercy Life Skills Training Programs



This year it was decided to manage the two activities, of cookhouse constructions and Life Skills teaching as distinct programs. The Mercy Life Skills Training was extended to three other women's groups that do not have a cookhouse. Over these last twelve months, Sr Theresia visited all four cookhouse communities several times, often with Catherine and Martha, her volunteer companions and skills trainers. Oamug cookhouse was the first built and those women are well established with regular weekly cooking and sewing meetings.

Three groups of women take a turn to cook and host the community meal for the other groups, who contribute to its cost. While each community has different priorities, this pattern is a useful orientation in each. Some village women have never seen a sewing machine nor an oven for baking, while others are well versed. All of them are keen to progress, especially to learn to produce marketable goods.

There is still plumbing work to be done at Pumakos and Goglme. In Pumakos, the plumber died and a competent replacement is being sought. In Goglme, an extension to the original building is yet to be finished and Posulim cookhouse nears completion.



Martha demonstrating bread roll baking

The Melbourne office team, Margaret Ryan RSM AO and Mary Geason RSM hosted two talks open to the general public. Dr Monica Minnegal, anthropologist, spoke on “Changing Relations in remote Papua New Guinea” based on her research in upper Western Province where the major LNG project is underway. Hilda Wayne, ABC producer and broadcaster to the women of the Pacific Region, spoke on “The Relationship between Australia and Papua New Guinea and its Importance to Us Today”, both rewarding talks for attendees and internet viewers.



Catherine (centre) leading sewing tuition



Centre front row: Dr Elizabeth Kopel and Hilda Wayne, guest speaker with eager listeners after her talk on “The Relationship between Australia and Papua New Guinea and its Importance to Us Today” 12 Aug 2022

GOVERNANCE – OUR PEOPLE

Current Board Members



*Lorraine Morlin
Director Dec 2021*



*Michael Wagambie
Director Feb 2022*



*Margaret Madden RSM
Director Jun 2022*



*Bev Strong RSM
Director Jul 2019*



*Maureen Sexton RSM
Chair Jul 2019*



*Robyn Davis
Company Secretary Feb 2022*

Resignations Gabrielle Gresz RSM, Dr Fiona Hukul, Diane Unagi

BOARD MEETINGS 2021: August, October, December
2022: February, April, June, October

Board Member	No of Meetings	No Attended
Maureen Sexton	7	7
Fiona Hukula	3	3
Diane Unagi	3	1
Gabrielle Gresz	4	4
Bev Strong	7	7
Lorraine Morlin	5	5
Michael Wagambie	4	4
Margaret Madden	2	2
Robyn Davis	4	4

COMPANY MEMBERS



Eveline Crotty RSM



Caroline Ryan RSM



Elizabeth Moloney RSM



Gaye Lennon RSM

PROGRAM STAFF THEOLOGY PROGRAM

Dr Elissa Roper
Program Manager

Tracey Carroll
Administrative Assistant

Schola Fakiwi RSM
Local Animator

14 Lecturers



*Most of the 14 lecturers attended the Annual Staff Meeting
September 2022 at the Hub*

PROGRAM STAFF CTAL MLSP

Margaret Ryan RSM AO
Program Manager

Mary Geason RSM
Administration Assistant

Theresia Tina RSM
Coordinator MLSP

Two PNG volunteers



*Theresia Tina RSM
MLST Program Director*

PARTNERS OF PROGRAM OF THEOLOGY

Includes but is not limited to:

Divine Word University, bishops, clerics, religious leaders

Missio Aachen (Germany funding)

Community North – PNG Community (ISMAPNG)

PARTNERS OF COOKHOUSES N TANKS A LOT

Includes but is not limited to:

Mercy Hub, Carlton North, Victoria

Volunteers in Australia and PNG

Bishops, parish priests in the Highlands of PNG

Community North – PNG Community (ISMAPNG)

ORGANISATIONAL CHART – OUR TEAM

GOVERNANCE STRUCTURE

MEMBERS

