



Mercy Ministry  
**Companions**

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**WELCOME PACK**

**NOVEMBER 2023**

# OUR MINISTRIES



Gratitude is expressed to all who have contributed to the development of this Induction Resource:

Jessie Arney; Christopher Bence; Helen Boland;  
Wendy Greenbank; Cathy Jenkins; Julia Johnstone;  
Amanda Robertson, Annette Schneider rsm; Alison Steel.

Every effort has been made to acknowledge sources and provide current information. If there are any inaccuracies, please contact [ministries@mercyministrycompanions.org.au](mailto:ministries@mercyministrycompanions.org.au)



## **ACKNOWLEDGEMENT OF COUNTRY**

Mercy Ministry Companions acknowledges Aboriginal and Torres Strait Islander Peoples as the First Australians. Our National Office is located on the lands of the Wurundjeri Woi Wurrung people of the Kulin nation, and our Ministries operate across the country and across a range of other Indigenous lands and clans. We acknowledge the diversity of Aboriginal and Torres Strait Islander Peoples across this land. We respectfully recognise Elders both past and present.

## **WELCOME TO MERCY MINISTRY COMPANIONS**

Congratulations on commencing your role within one of the Community Services, Education or Health and Aged Care ministries which are part of Mercy Ministry Companions (MMC)!

We hope that the information and activities in this 'Welcome Pack' enable you to become familiar with the broader family of MMC, its context and purpose. The ministry you are joining is making its own particular contribution to the growth and development of MMC within Australia. In your new role you are also becoming part of our global 'Mercy Family'.



## Who is MMC and why was it established as a Church Authority?

Mercy Ministry Companions was approved by the Catholic Church in Rome on 24 September 2021. As an Australian Church Authority committed to reconciliation, MMC acknowledges the First Nations peoples, especially those on whose lands our ministries are located. We respectfully recognize Elders past and present and endorse the Uluru Statement from the Heart - <https://ulurustatement.org/the-statement/>

MMC's establishment was initiated by the Institute of Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG) following their 2017 Chapter when the direction was given to the new Leadership team to explore ways of ensuring that the Institute's incorporated ministries would flourish into the future. MMC holds civil and canonical (church-related) responsibility for the governance of the Community Services, Education and Health and Aged Care ministries previously governed by ISMAPNG.

MMC was established as a ministerial public juridic person (MPJP) which means it holds the same type of authority as Bishops, Parish Priests and Leaders of Religious Congregations in Australia. The Trustee Directors of MMC report directly to Rome through the Dicastery of Institutes of Consecrated Life and Societies of Apostolic Life so it is a pontifical MPJP (i.e. under the authority of the Pope rather than the local Bishop/s)

MPJPs are a relatively new type of authority within the Catholic Church, reflecting a new and different model of 'Church' from the traditional 'hierarchical model'. MPJPs draw on the skills and expertise of lay people, encouraging shared leadership and a collaborative approach to decision-making.

### Activity

View the short (3 mins) videoclip below for an overview of the emergence of MPJPs as a Church authority - <https://ampjp.org.au/about-mpjps/>

The second videoclip (2 mins) below provides a snapshot of the Association of Ministerial Public Juridic Persons (AMPJP), the peak body for MPJPs operating in Australia. Mercy Ministry Companions is a member of the AMPJP - <https://ampjp.org.au/about-us/>



# Part 2: The Mission and Purpose of MMC

The Trustee Directors of MMC engaged in a collaborative process with Boards and ministry leaders to develop MMC’s core statements. These are broad statements of mission or purpose, vision and values which guide MMC’s long term growth and development.

## Mercy Ministry Companions



continues the Mercy tradition, providing Community Service, Education, Health and Aged Care ministries enlivened by the spirit of Catherine McAuley.

### Vision Statement

As companions in ministry, we seek to bring about a compassionate and just society and Church by striving to alleviate disadvantage, exclusion and inequality.

### Mission Statement

We collaborate in the mission of Jesus by fostering a heart for Mercy within our ministries, in the broader society and for our environment.

**Mercy Ministry Companions** is a ministerial public juridic person within the Catholic Church. As part of the global Mercy family and under the sponsorship of the Institute of Sisters of Mercy of Australia and Papua New Guinea, we are open to the voice of the Spirit as we reimagine the charisms of our founders.

### Values

Our core values underpin the mutuality of our relationships with God, each other and our common home.

Compassion	We respond with kindness and generosity to those we serve, our ministry colleagues and all with whom we interact
Hope	We see within our current situation possibilities and promise, which nurture and shape our future
Hospitality	We are welcoming of people and ideas, bringing an openness of heart, mind and spirit to our work and life
Justice	We treat everyone with fairness and advocate for the rights and responsibilities of all, especially those who experience disadvantage, marginalisation and vulnerability
Respect	We uphold the intrinsic dignity of each person, no matter their circumstances


We respectfully acknowledge all **First Nations Peoples**, especially those on whose lands we engage in ministry.

As part of your Induction you will also learn about the statements of mission or purpose, vision and values which guide your ministry or organization. You will notice some overlap in these guiding statements and core values.



# Part 3:

## The Values informing our partnerships and professional practice



Our core values underpin our attitudes and behaviours and influence the way we relate to our colleagues and to the people whom we serve in our professional capacities. The core values of MMC outlined below are likely to be similar to, or consistent with, the values underpinning the ministry in which you are involved.

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**Hospitality** – we are welcoming of people and ideas, bringing an openness of heart, mind and spirit to our work and life.

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**Respect** – we uphold the intrinsic dignity of each person, no matter their circumstances

Each one of us has a contribution to make to the ongoing story of Mercy Ministry Companions. While we walk in the footsteps of Catherine McAuley and the other founders, we are not living in their time and place; rather, we are invited to make our contribution in our time and place, to be a 'face of mercy, compassion, justice, respect, hope and hospitality' to those we meet. Lived well, these core values underpin our 'right relationship' with God and with all who share our common home.

**Thank you** for the contributions you are already making or will make in your workplace/s. Your commitment to the common good and to using your professional and inter-personal skills in a spirit of collaboration and values-based service is appreciated.

**For reflection and sharing:**

- In your role, which values do you think are, or will be, the most important ones? Why?
- Choose one value which you think might be a challenge for you in your role. Why do you think it might be a challenge?
- What support or resources might help you to understand these core values more deeply so that they can guide your attitudes and behaviour?

The quality and effectiveness of our work is enhanced by partnerships established and nurtured with local communities, government agencies, peak bodies, other Church or faith-based agencies, non-government agencies, educational institutions, training providers, professional associations, philanthropic groups, benefactors and other funding bodies.

As MMC grows and develops, it is hoped that existing partnerships between ministries within MMC will continue to thrive and that new ways of collaborating across ministries will emerge.

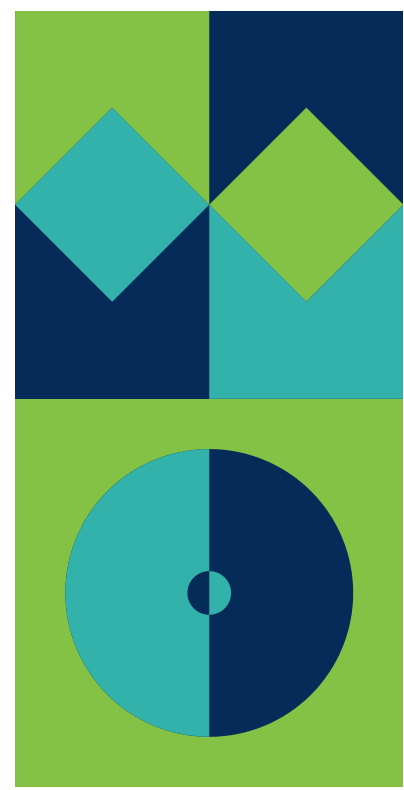


## Shaping the ongoing story – welcoming each one's personal and professional contribution.

People who work or volunteer in a Mercy ministry or organization bring to their new role a range of gifts and abilities, wisdom and insight based on previous experience. When effective working relationships are established in the organization, they enable personal work satisfaction to grow. This contributes to the development of a healthy workplace culture. Our role becomes more than a job because we strive to make a difference in the lives of others. This is a hallmark of all the ministries which form MMC.

### For Reflection

- What gifts and abilities do you bring to your new role?
- How will you contribute to building effective working relationships?





# Part 4:

## Building a safe culture

Each of us has an obligation to conduct ourselves in ways which are consistent with the highest professional standards, especially in terms of safeguarding children and vulnerable adults. As part of Orientation within your organization, you will participate in Safeguarding training which outlines key principles and practices enabling you to interact appropriately with children and vulnerable adults and with your work colleagues.

The final Report of the Royal Commission into Institutional Responses to Child Sexual Abuse held in Australia was published in December 2017. The Royal Commission made the general population aware of many instances where inappropriate behaviour towards children and vulnerable adults was practised by adults who betrayed their positions of trust. The Commission found that the leaders of some organizations failed in their responsibilities to protect children and vulnerable adults in their care.

MMC and its ministries acknowledge this 'shadow side' of our history and now make every effort, through appropriate policies, practices, procedures and ongoing training, to ensure such inappropriate actions do not occur again.

As part of your Induction, you will become familiar with the Safeguarding framework and associated documents for MMC and for your organization. Both sets of resources provide firm foundations for maintaining a healthy culture of safeguarding in our organizations.

### Activity

View the link below to the MMC Safeguarding Commitment, Policy Framework and Contact details - <https://www.mercyministrycompanions.com.au/safeguarding/>



# Part 5:

## Catherine McAuley - the founding story which shapes the ongoing story

Every ministry which is part of MMC can trace its existence, either wholly or in part, back to Catherine McAuley, who founded the Sisters of Mercy in Dublin in 1831.

Some ministries were commenced in partnership by groups of Congregations while, over time, ministries begun by groups other than the Sisters of Mercy have become part of ministries within MMC.

In particular, we acknowledge the significant contribution of the Sisters of St Joseph and the Christian Brothers to MacKillop Family Services; of the Family Care Sisters (Grey Sisters), Good Shepherd Sisters, Holy Spirit Missionary Sisters and the Knights of the Southern Cross (Victoria) to the various works of Mercy Health and of the Marist Brothers, the Diocese of Sandhurst, the Christian Brothers and the parish of St Joseph's Warrnambool to the works of Mercy Education.

The common thread running through the life of each of the founders is their commitment to showing God's mercy to others. They were inspired by the Gospel message shown in the life and the example of Jesus. These founders saw a need and wanted to make a positive difference in the lives of others. Their vision was to be of service to others by using the resources at their disposal to respond to the needs of the people around them. They soon attracted others who were inspired to join them. In our time and place we continue that spirit of service.

### Activity

As you watch ***In God Alone***, the 22 minute docudrama of Catherine's life, think about the similarities and the differences between the needs of the people of Dublin in the 1830s and the part of Australia in which you are currently living and working

<https://www.mercyworld.org/film-in-god-alone/>

### For reflection and sharing:

- Share some of the similarities and differences you noticed about Catherine's times and your own.
- In what ways might Catherine's story and the stories of other founders inspire you in your role?



# Part 6:

## The Ministries which form MMC

Within MMC, the Boards of Mercy Community Services Australia (MCSAL), Mercy Education Limited (MEL) and Mercy Health Australia (MHA) respectively have delegated responsibility for the operation of the Community Services, Education and Health and Aged Care ministries.

### Community Services:

- McAuley Community Services for Women – Western suburbs of Melbourne and in Ballarat (VIC)
- Mercy Connect – Albury/Wodonga, Wagga Wagga, Cowra, Orange and Henty (NSW)
- Mercy Services – The Hunter region of NSW (Newcastle, Singleton, West Wallsend)
- MacKillop Family Services – VIC (in metropolitan Melbourne, Barwon, Loddon, Mallee, Ovens Murray and Wimmera Southwest); NSW (in Sydney, Illawarra Shoalhaven, Southern NSW, Northern Rivers and Far Southwest NSW); WA (in Perth, Pilbara and Southwest WA); NT (in Darwin) and the ACT

### Health and Aged Care:

- VIC - Mercy Place Abbotsford, Ballarat, Colac, Dandenong, East Melbourne, Northcliffe, Templestowe, Lynbrook, Rice Village (Geelong), Corben (Mentone), Montrose, Nixon (Mordialloc), Parkville, Keon Park, Rosebud, Fernhill, Shepparton (Ave Maria), Shepparton South, Warrnambool, Wyndham. Mercy Health Bethlehem Home for the Aged (Bendigo), Werribee Mercy Hospital, Mercy Hospital for Women (Heidelberg), Mercy Palliative Care (provides services in the Local Government Areas of Brimbank, Hobson's Bay, Maribyrnong, Melbourne, Melton, Moonee Valley and Wyndham)
- WA - Mercy Place Lathlain, Mont Clare, Mandurah, Edgewater Mercy Hostel, Villa Maria Hostel (Lesmurdie)
- NSW - Mercy Place Albury, Mt St Joseph's Young, Our Lady Mercy Place Harris Park
- QLD - Mercy Place Cairns (Bethlehem)

### Education:

- Mercedes College - Perth, WA
- Santa Maria College - Attadale, WA
- St Brigid's College - Lesmurdie, WA
- Academy of Mary Immaculate - Fitzroy, VIC
- Sacred Heart College - Geelong, VIC
- Sacred Heart College - Kyneton, VIC
- St Aloysius College - North Melbourne, VIC
- St Joseph's College - Mildura, VIC
- Mount Lilydale Mercy College - Lilydale, VIC
- Our Lady of Mercy College - Heidelberg, VIC
- Catherine McAuley College - Bendigo, VIC
- Emmanuel College - Warrnambool, VIC
- St Aloysius College - Adelaide, SA

### Activity

View the map in the link below to see the location of ministries within MMC:  
<https://www.mercyministrycompanions.com.au/contact-us/>



## Part 7:

# Our global identity

In addition to becoming part of MMC through your new role, you are also becoming part of the global Mercy family which is under the umbrella of Mercy International Association (MIA).

Two significant aspects of MIA's work are:

- Responsibility for Mercy International Centre (MIC), Catherine McAuley's original House of Mercy on Baggot Street Dublin [shown in the docudrama, ***In God Alone***]. <https://www.mercyworld.org/our-centre/>
- Being an active presence at the United Nations in New York through Mercy Global Action (MGA) <https://www.mercyworld.org/global-action/about-mga/>

As appropriate for co-sponsored ministries, include additional material here relating to co-founders. An addition to the activity below may also be added.

### Activity

View the link below which shows the countries where you will find Sisters of Mercy and Mercy-sponsored ministries. The countries with a Mercy presence are shown in blue.

<https://www.mercyworld.org/about/mercy-family/>



# Part 8:

## Opportunities for ongoing formation and professional development

You will have opportunities for ongoing formation, professional development and training within your own organization. Within MMC, people from across Community Services, Education, Health and Aged Care come together for short and longer form seminars which explore aspects of our mission, purpose, vision and values. Some seminars organized by MMC are via Zoom and others provide 'in person' opportunities to learn and to share experiences.

Your managers will keep you informed of what is available or you can access the MMC formation page on the website via the link below:

<https://www.mercyministrycompanions.org.au/formation/formation-programs/ongoing-formation-for-mission-seminars/>

The seven (7) Orientation to Mercy Modules are an excellent resource for staff and volunteers new to a Mercy ministry. They provide an easily accessible self-paced or small group follow up to your Induction and Welcome Day activities.

<https://institute.mercy.org.au/about-us/orientation-to-mercy-modules/>

As appropriate for co-sponsored ministries, include additional material here relating to ongoing formation.



# Glossary of terms and acronyms

As you learn more about MMC and your new role in your ministry/organization, you may come across some unfamiliar terms and acronyms. Some of these could include:

**Dicastery:** The name given to a department in the Church's administrative structure.

**Formation:** Refers to the ongoing personal and professional learning in which we engage to enable us to make the best contribution we can to the mission and purpose of the ministry in which we are working. Through reflection, conversation and actions we can learn to internalize values, attitudes and ways of seeing which are consistent with the purpose of our role, no matter what our faith tradition might be or how we define our spirituality of service to others.

**Governance:** Refers to the role of Trustees and Directors of Boards who have ultimate responsibility to be wise stewards of the MPJP, ministry or organization. They are guided in their role by the relevant Church and civil law and the stated mission or purpose of the organization.

**Ministry:** 'Ministry' and 'organization' are sometimes used interchangeably when referring to the name of the organization. 'Ministry' can also refer to the public activity or service undertaken by individuals and groups in the name of the Christian community.

**Mission:** Mission refers to the purpose for which an organization exists so 'mission' and 'purpose' are sometimes used interchangeably when referring to a faith-based organization.

**Pontifical:** Pontifical refers to a Church organization directly responsible to the Pope rather than to the local Bishop/s.

- **AMPJP** - Association of Ministerial Public Juridic Persons
- **ISMAPNG** - Institute of Sisters of Mercy of Australia and Papua New Guinea
- **MCSAL** - Mercy Community Services Australia Limited
- **MEL** - Mercy Education Limited
- **MGA** - Mercy Global Action
- **MHA** - Mercy Health Australia
- **MIA** - Mercy International Association
- **MIC** - Mercy International Centre
- **MMC** - Mercy Ministry Companions
- **MPJP** - Ministerial Public Juridic Person





## Our Logo



# Mercy Ministry Companions

This logo is the official visual identity of Mercy Ministry Companions which was established by the Holy See on 3 December 2021.

Its symbolism is three-fold: the welcome place of Mercy Ministry Companions within the ever-maturing tradition of 'Mercy Service' which Venerable Catherine McAuley began [1829] in the name of God's mercy; the vibrant diversity of ministries entrusted by the Institute of Sisters of Mercy of Australia and Papua New Guinea to Mercy Ministry Companions; the hope that, through these ministries and those yet to come, Mercy Ministry Companions will always be an authentic agent of God's mercy.

<https://www.mercyministrycompanions.org.au/who-we-are/our-logo/>

