

The Culture Audit

One way to examine and refresh the elements of a Mercy culture is to conduct an audit. On the following pages we present several audit schemas which focus on elements which reflect Mercy spirituality and values. They can be used with leadership teams, for induction of new leaders or for group reflection in staff meetings or reflection days.

Audit 1

This audit could be completed at a staff meeting, staff professional development or retreat day.

Ask: can you give a concrete example for each element? What three areas could be done better in your ministry?

Components of a Culture Audit

THIS MINISTRY:

- is a happy place, encouraging positive relationships
- shows compassionate concern for people
- has a clear mission statement describing the vision and core values
- articulates a clear vision and core values in the Mercy tradition
- nurtures and grows the gifts and talents of people
- offers support, pastoral care and opportunities for personal growth
- celebrates through prayer, liturgy and worship
- works proactively and in creative partnership with the wider community
- maintains connections with Sisters of Mercy and other Mercy ministries
- has leaders who support and empower

- values and models open and inclusive communication
- values and models a collaborative approach to decision-making
- communicates Gospel values within the Mercy charism and heritage
- confronts injustice and takes action to support the vulnerable
- cares for Earth as our common home
- respects and makes each person welcome
- has a mercy-based induction program for new staff
- has established farewell rituals when staff leave
- is committed to service
- shares resources with those in need
- has appropriate religious signs and symbols including Mercy imagery
- has ceremonies and rituals which reflect a Mercy vision and mission
- supports wider ministries within the tradition, both at home and overseas
- ensures its publications reflect its vision and mission

- honours the stories of people who personify its vision and mission
- has policies and procedures which reflect core values
- provides for and actively promotes professional development for all staff
- has formation programs for all staff
- celebrates and rewards the achievements of staff
- has a sustained focus on the poor and vulnerable
- models decision-making which reflects Catholic social teaching and Mercy principles
- honours the story of Catherine McAuley and the founding sisters
- ensures that its core business serves those in its care
- has clear ethical principles underpinning all aspects of the ministry
- puts people first

(adapted from the work of Annette Schneider rsm).
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All are good and happy. The blessing of unity still dwells amongst us – and oh what a blessing – it should make all things pass into nothing. All laugh and play together, not one cold stiff soul appears ... This is the Spirit of the order indeed – the true Spirit of Mercy

(Catherine McAuley, Mary C Sullivan. rsm. *The Correspondence of Catherine McAuley, 1818-1841*. Letter 257).