

The Culture Audit

One way to examine and refresh the elements of a Presentation culture is to conduct an audit. On the following pages we present several audit schemas which focus on elements which reflect Presentation 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 One

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?

THIS MINISTRY:

- is a community where positive relationships flourish
- shows compassionate concern for people
- has a clear mission statement referencing Presentation charism
- articulates a clear vision and core values in the Presentation tradition
- nurtures and grows the gifts and talents of people
- offers support and pastoral care
- celebrates through prayer, liturgy and worship
- works proactively with the wider community
- maintains connections with Presentation Sisters and other Presentation ministries
- encourages 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 Presentation 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 broad 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 Presentation imagery
- has ceremonies and rituals which reflect Presentation 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 Presentation principles
- honours the story of Nano Nagle and the founding sisters.⁷

(adapted from the work of Annette Schneider rsm)

“Meet a woman whose love was stronger than the viciousness, greed and violence that swamped her city and her nation. She was a woman of unbounded compassion, deep contemplation, indomitable courage, radical creativity, native shrewdness and indefatigable zeal for her faith.”⁸