

## Audit Two

This audit tool asks participants to assess the culture of a ministry through the senses: feeling, hearing and seeing. It could be used at both a leadership and staff level.

**Questions to ask: What is the evidence that these elements are honoured in your ministry?  
How do these elements reinforce Presentation values?**

### BEING PRESENTATION - WHAT SHOULD WE FEEL?

You often hear people say, "I felt comfortable when I walked into that place". This sense of being welcome or at home is something that operates at the subliminal level. Nevertheless, it is a great indicator of strong culture.

ELEMENT	EVIDENCE
There is support in times of need	
You can be forgiven when things go wrong	
You are welcome	
There is a commitment to mutuality	
There is a strong sense of community	
All gifts are valued	
Everyone is included	
Everyone is heard	
You are emotionally safe	
You are respected	
You are treated with justice and fairness	
You are part of the Presentation story	
Your professional development is important	
Truth is honoured	
Relationships matter	
The Presentation charism is a living force	
The Gospel is proclaimed through deed and word	
Prayer and ritual are important	
Faith matters	
The environment is honoured and cared for	
<b>Can you add other feelings?</b>	

**BEING PRESENTATION - WHAT SHOULD WE SEE?**

**What are the visible signs that you are working in a Presentation community?**

ELEMENT	EVIDENCE
Symbols which reflect the Presentation story	
Sacred spaces which reflect the Presentation story	
Images of Presentation people - Nano Nagle, founding Sisters	
Celebrations which reflect the Presentation story	
History honoured through image and installation	
Practical care for the environment	
Policies which align with Presentation values	
Practices which align with Presentation values	
Everyday welcome and hospitality	
Involvement of the Presentation Sisters	
Involvement with the local parish and community	
Service focused on making a difference	
Openness in decision making	
Honouring of relationships	
Commitment to evaluation and improvement	
Unique traditions continued	
Servant leadership	
Staff professional development supported	
Strategic planning which includes mission effectiveness	
Outreach programs to those most vulnerable	
Presentation articles in newsletters and other publications	
<b>Other:</b>	

What the world needs are more Nanos.  
 Role models are pathfinders and trailblazers.  
 They inspire us, widen the horizons of our lives, and help us to dare believe that we are capable of great things.  
 They raise our ideals and call forth the best in us.<sup>9</sup>

## BEING PRESENTATION - WHAT SHOULD WE HEAR?

What are the messages which a ministry communicates through the spoken and written word?  
How is language is used for mission? What Presentation language do you hear?

ELEMENT	EVIDENCE
Articulation of the Presentation values	
Presentation stories shared and discussed	
Honouring Presentation people - past and present	
Presentation leadership principles articulated	
Everyone known by name	
Prayers and rituals which include Presentation elements	
Presentation language used	
Injustice named and openly confronted	
Effective communication at all levels	
Positive commitment to the ministry	
Rituals of remembering	
Advocacy on behalf of those who are in need	
Open invitations to give insight and feedback	
Affirmation and thanks given and received	
Staff, student, community satisfaction	
Ecological justice discussed and defended	
Regular praise and celebration of achievements	
Courtesy and helpfulness	
The voices of the vulnerable	
Indigenous perspectives	
<b>Other:</b>	

1. Raphael Consedine pbvm. *Songs of the Journey*. Victoria: Presentation Sisters. 2015. 38.
2. Richard Lennan. *Leaders in the Religious Domain, Leading in Catholic Schools*. NCEC Conference Paper. 2005.
3. Marlette Black pbvm. *Presentation Charism and Spirituality*. Queensland: Presentation Sisters. 2009. 7.
4. Susan O'Donnell. *The Character and Culture of the Catholic School*. NZ Council for Educational Research 2001. 203.
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6. Susan O'Donnell. *The Character and Culture of the Catholic School*. NZ Council for Educational Research 2001. 205.
7. Annette Schneider rsm. *A Charism and Culture Audit: exploring processes for enhancing mission integrity in Mercy-sponsored ministries* (seminar presentation and booklet, October 14, 2010). Used with permission.
8. Salvador S'fink ofm. *Nano Nagle, Cork's lady of the Lantern*. 2018. Accessed [www.presentationistersne.ie](http://www.presentationistersne.ie)
9. Anne Lyons pbvm. *The Story of Nano Nagle: A Life Lived on the Razor's Edge*. Messenger Publications. 2021. 59.