

What is happening?

The Australian Province of the Society of Jesus (“the **Society**” or the “**Jesuits**”) is changing how the Jesuit and Ignatian Spirituality Ministry is governed and operates, in line with:

- the recommendations that came from the 2018 Review of the Ignatian Formation Ministry (“the **Ministry**”) by Sr Elizabeth Dodds RSC (“the **Dodds Review**”)
- the Province Apostolic Plan and priorities announced in April this year.

While much excellent work is done in this Ministry, General Congregation 36 (“**GC36**”) of the Society and Pope Francis have reminded us that “we should not be satisfied with the *status quo* of our ministries. Francis called us again to the *magis*, “that plus”, which led Ignatius to begin processes, to follow them through, and to evaluate their real impact on the lives of persons.”

The review of the Ministry found opportunities to adapt the Ministry to better reflect the changing world in which we live.

To address these opportunities, the Society has announced a new Governance Structure for the Ministry and a new operating model.

Key governance changes:

- Creation of a new governing entity, Jesuit and Ignatian Spirituality Australia Ltd, and appointment, in Q1 2020, of a board for that entity (“the **Board**”). The Board will be accountable to the Provincial, through its member the Society of Jesus in Australia (**SOJA**) (the directors of this entity will be the Provincial and his Consultors).
- Making the Delegate for Jesuit and Ignatian Spirituality the Chief Executive Officer of this new entity and changing his reporting line to the Board.
- Recognising that the Ministry of the Spiritual Exercises and that of Ignatian Mission Formation are separate, but related, fields of expertise.
- Appointment of a leadership team (“the **Leadership Team**”) consisting of:
 - Manager, Finance and Administration
 - Coordinator of the Spiritual Exercises Ministry
 - Coordinator, Mission Formation
- Developing accreditation and evaluation instruments.

Key operational changes:

- Changing from multiple fixed location spirituality centres to a centralised outreach model delivered by mobile teams who engage locally with those seeking an experience of /with Ignatian spirituality – not only in Australia.
- Establishing of a national office for the Ministry at Peter Canisius House (**PCH**) in Pymble NSW to manage finance, bookings, marketing and other administration functions and changing current management and administration roles at PCH from centre-specific roles to national roles.
- Investing in one dedicated state of the art residential retreat centre at Sevenhill SA.
- Maintaining one conference facility (which can also be used for residential retreats) and ministry head office at PCH.

- Encouraging all Jesuits to work within this province-wide priority in partnership with lay Companions.

Why is it happening?

The Dodds Review found opportunities to adapt the Ministry to better reflect the changing world in which we live and specifically to:

1. Provide the Spiritual Exercises in a way that meets people, parishes, schools etc where they are at rather than require them to attend a fixed geographic location
2. Embrace digital technology
3. Find and prepare those who can give the Exercises well and maintain accreditation
4. Explore ways in which to address the impact of falling number of Jesuits working in this ministry.
5. Creatively address the tension between providing spiritual direction/giving of the Exercises and the need to develop a sustainable business plan for the Ministry
6. Streamline and improve the effectiveness of support services such as finance and marketing to support the long-term sustainability and viability of the Ministry

To address these opportunities, the Society has announced the new governance structure and operating model for the Ministry outlined above.

What does it mean for the current centres of Ignatian spirituality?

The centres of Ignatian spirituality will cease to operate in their current form on 31 December 2019. From 1 January 2020, the Ministry will operate via mobile teams with a national office based at PCH.

There will be:

- An amalgamation of CIS Loyola with CIS Sevenhill
- One dedicated residential retreat centre at CIS Sevenhill SA.
- A national office at PCH in NSW.
- A conference centre also at PCH, NSW that can be used for residential retreats
- Space available for hire for spiritual direction at the Campion Spiritual Direction Centre in Kew Victoria - while the residential component of CIS Campion will be converted into accommodation for retired Jesuits.
- Ignatian spirituality and formation provided from the CIS Faber facility in Brisbane, which will be part of the national Ministry.

Every effort will be made to support centre directors to honour existing commitments to clients, although some may need to be relocated to other venues.

What does it mean for staff of the current centres of Ignatian spirituality?

The new operating model and structure includes the creation of new roles. Some roles will transfer to the new operating entity and some old roles will no longer be required. There will be opportunity for most staff to redeploy within the new operating model and governance framework. Where that is not possible, staff will be paid in accordance with entitlements and offered outplacement services to support them to find new employment. Old arrangements will end on 31 December 2019 and new roles or transfer of roles to the new entity will commence on 1 January 2020.

What does it mean for spiritual directors?

Spiritual directors will need to assume the administration, finance and management of their spiritual direction practice – but will be supported to honour existing commitments to clients in the near term. Accredited spiritual directors and endorsed presenters will be invited to offer their services as members of mobile teams which are the cornerstone of this new outreach model. Spiritual directors will need to be

accredited and presenters endorsed, but there will be a transition period and grandfathering arrangements are planned to recognise existing accreditation.

What does it mean for retreatants and clients of the centres of Ignatian spirituality?

Retreatants and clients can continue to receive spiritual direction and retreats, although some of those will potentially need to take place in different locations in the new year. Every effort will be made to honour existing commitments. With the move to a mobile team method of service delivery, there will be better opportunity to access Ignatian spirituality for those who live further away from the current centres.

What does it mean for the Catholic and wider Christian community?

For the Catholic community this marks an investment in the Jesuit and Ignatian Spirituality Ministry which aims to make Ignatian spirituality accessible to more people through mobile teams and outreach services, and the option of a well-appointed retreat centre in Sevenhill, which is some distance from the distractions of major cities and most conducive to reflective practice.

What does it mean for other Jesuit ministries?

For leaders and staff of Jesuit ministries the new Coordinator for Mission Formation will have responsibility for:

1. the Ignis 1 and 2 formation programs, and,
2. in collaboration with other ministries, the development of other mission formation programs.

What does it mean for Jesuits? Does this mean the centres will have less Jesuit influence?

The importance of Jesuit values and an Ignatian approach to decision-making remain. A number of Jesuits will continue to be missioned to this ministry. In addition to this, Jesuit influence will be deepened by all Jesuits being encouraged to make an annual contribution of their time to this province-wide priority, for example by directing a retreat or contributing to a mission formation program. Lay companions have long held leadership and operational roles in the Ministry. This will continue. In accordance with the Province Apostolic Plan, positive engagement and authentic collaboration between Jesuits and lay partners in mission, including women, will be a priority.

Who will be the directors of Jesuit and Ignatian Spirituality Australia Ltd?

The directors of Jesuit and Ignatian Spirituality Australia are yet to be appointed. The Board will be appointed by SOJA with the prior approval of the Provincial in the first quarter of 2020 in accordance with a matrix of skills and attributes required to best serve the strategic direction and oversight of this ministry into the future.

Who will be on the Leadership Team?

The Leadership Team is yet to be appointed. Directors of the centres for Ignatian spirituality, spiritual directors as well as finance professionals are encouraged to apply for these roles and prior experience of the Ministry will be favourably regarded.

Will there be a Jesuit on the Board?

Yes, SOJA will appoint a Jesuit to the Board with the prior approval of the Provincial. It is envisaged that the Provincial Delegate and CEO be a Jesuit for the foreseeable future. However, there are no “reserved” directorships for Jesuits.

Will the Provincial Delegate and CEO always be the same person and will this person always be a Jesuit?

The Provincial Delegate and CEO will be the same person – but that person need not always be a Jesuit.

Are spiritual directors able to serve on the Board?

Suitably qualified spiritual directors who are engaged as contractors of Jesuit and Ignatian Spirituality Australia Ltd could be invited to serve on the Board. Employees of the ministry will not be able to serve as directors of the Board. Spiritual directors who wish to work on the mobile teams will need to give serious consideration to the management of actual and perceived conflicts of interest when considering whether they wish to serve as a director of Jesuit and Ignatian Spirituality Australia Ltd.

Will the Board roles be paid positions?

Board roles are voluntary roles and not remunerated. Travel and other out of pocket expenses as may reasonably be incurred from time to time will be covered.

Who appoints the CEO?

The CEO is appointed by the Board with the prior approval of SOJA and the Provincial.

Under the constitution of Jesuit and Ignatian Spirituality Australia Ltd, the Board is responsible for:

- determining the terms and conditions of the employment of the CEO, and
- the management, performance and disciplining of the CEO.

The appointment, suspension or removal of the CEO requires prior written approval of SOJA.

What happens if there is a dispute between the Delegate/ CEO and the Board?

The Provincial is responsible for resolving any dispute between the directors, between the directors and the CEO and/or Delegate.

Who approves the budget for the Ministry?

The budget of Jesuit and Ignatian Spirituality Australia Ltd is prepared by the Board and submitted to its member SOJA for approval. SOJA can give approval with the prior approval of the Provincial.

What happens to the role of Provincial Delegate for Jesuit and Ignatian Spirituality?

The role of Provincial Delegate continues and it is anticipated that he will be appointed as the CEO of Jesuit and Ignatian Spirituality Australia Ltd.

What will accreditation of spiritual directors and approval of presenters look like?

An accredited spiritual director is one who meets the criteria developed by the Companions in the Ministry of the Ignatian Spiritual Exercises (“the **Companions**”) and as assessed by a management sub-committee of Jesuit and Ignatian Spirituality Australia Ltd. A period of time will be allowed for existing staff members to gain additional qualifications if required.

An approved presenter is one who has experience in delivering formation programmes alongside other presenters and is judged by the Leadership Team to be capable and effective as an educator.

Will existing accreditation of Spiritual Directors and presenters be recognised?

Accreditation by the Companions will be recognised, however assessment by a management sub-committee of Jesuit and Ignatian Spirituality Australia Ltd will also be required. A period of time will be allowed for existing staff members to gain additional qualifications if required.

What will happen to websites and social media accounts?

They will continue to operate until 31 December 2019 at which time responsibility for these channels will be handed over to the staff at the National Office at PCH. It will then be up to the staff at the national office to determine whether and if so, how these channels should continue to operate or be merged under the banner of one national website and brand.

Who can I speak to about this?

Media enquiries to Monika Lancucki: monika.lancucki@sjasl.org.au, Mob: 0467 760 123

Province office, Fr Rob Davoren SJ: rob.davoren@sjasl.org.au, Tel: 03 9810 7300