

ANNUAL REPORT  
**2019**  
**2020**

[CPSLTD.ORG.AU](http://CPSLTD.ORG.AU)



**Catholic Professional Standards Ltd acknowledges the lifelong trauma of abuse victims, survivors and their families, the failure of the Catholic Church to protect, believe and respond justly to children and vulnerable adults, and the consequent breach of community trust.**

**Catholic Professional Standards Ltd is committed to fostering a culture of safety and care for children and vulnerable adults.**

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Available at [www.cpsltd.org.au](http://www.cpsltd.org.au)

Catholic Professional Standards Ltd

Level 13, 200 Queen Street Melbourne Victoria 3000

Phone: 1300 603 411

Email: [info@cpsltd.org.au](mailto:info@cpsltd.org.au)

Web: [www.cpsltd.org.au](http://www.cpsltd.org.au)

*Catholic Professional Standards Ltd (CPSL) respectfully acknowledges the Traditional Custodians of the land and waters of Australia. We pay respect to their Elders, past and present, and young leaders of today and the future. CPSL commits itself to the ongoing work of reconciliation with our Aboriginal families and communities.*



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# About CPSL

**Catholic Professional Standards Ltd (CPSL) was formed in response to the findings of the Royal Commission into Institutional Responses to Child Sexual Abuse. CPSL was established by the Australian Catholic Bishops Conference and Catholic Religious Australia. CPSL operates independently of the Church. CPSL Board Directors are lay people with professional expertise in the fields of law, education, human services, safeguarding and regulation.**

CPSL has five core functions:

1. Set safeguarding standards to ensure the safety of children and vulnerable adults who engage with the Church at any level anywhere in Australia.
2. Provide training and support to enable Church authorities, entities, organisations, ministries and anyone involved in the Church to create a culture of safety for everyone.
3. Support the Church to build a culture of safeguarding.
4. Audit the compliance of Catholic entities, organisations and ministries in accordance with the National Catholic Safeguarding Standards (NCSS, the Standards).
5. Publicly report the results of those audits.

CPSL's work focuses on two broad areas – building the capacity of entities to better safeguard and protect children and vulnerable adults, alongside audit and compliance activities which assess and report on how entities are progressively implementing and improving their safeguarding strategies.

## Building Capacity

CPSL has developed the first ever nationally consistent safeguarding standards for the Catholic Church in Australia, the National Catholic Safeguarding Standards (Edition One), which were published in May 2019.

Consultations for the second edition of the NCSS which incorporates safeguards for adults at risk are currently underway.

In the 2019-20 financial year, CPSL has delivered a range of training and capacity building activities to support the implementation of the NCSS in all types of Church entities across the Catholic Church in Australia. Support materials, available through a resource hub on the CPSL website, have been created, identified, curated and shared to support Church entities to implement safeguarding requirements.

## Audit and Compliance

Concurrently, CPSL has developed and begun the roll-out of an audit program to assess the implementation of the NCSS within entities. CPSL's audit program is designed to not only assess compliance, but also help Church entities build safeguarding capacity by identifying strengths, gaps and opportunities to improve safeguarding practices.

CPSL has published audit reports relating to nine Catholic entities in 2019-20 financial year. As is reflected later in this report, as more audits are conducted, trends begin to emerge as to how Catholic entities are progressing and this evidence is used to inform the ongoing evolution of capacity building initiatives.

This report presents key data about CPSL's activities and features feedback from those who have accessed its services across the 2019-20 financial year.

## Values

We seek to embed our values in everything we do.

**Courage** We stand firm, act responsively and persevere.

**Compassion** We honour the dignity of all people and work with understanding, respect and care.

**Honesty** We embrace openness and transparency, and act with integrity, probity, fairness and consistency.



Figure 1: CPSL's continuous improvement model

# Chairperson's Report

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It has been another year of major achievement for CPSL. The commencement of the audit program, involving a range of Church entities, marked the start of the final phase of the company's mission in relation to child safeguarding. This builds on the earlier establishment by CPSL, and acceptance across the Catholic Church in Australia, of the National Catholic Safeguarding Standards (NCSS). The implementation of the NCSS and the audit program is underpinned by a national training curriculum. These three aspects of the company's work are achieving the primary purpose for which it was established. Importantly, we are gathering data on where the Church is performing well in relation to child safety, and

where there needs to be improvement. Work is also well advanced on modifying the NCSS to include vulnerable adults. This has involved intensive drafting and extensive consultations are planned for the second half of 2020. We are also communicating our work publicly and transparently, in accordance with our organisational values.

Like many organisations CPSL has had to adapt to the organisational and personal challenges of COVID-19. Thanks to the dedication of our staff and the cooperation of Church authorities the main elements of our work have continued with little interruption. In particular, the audit program has continued to operate effectively.

It is reasonably clear that CPSL, in its present form, will not survive another 12 months. The Australian Catholic Bishops Conference has decided to rationalise the provision of national services by consolidating functions and eliminating a number of bodies. Most of CPSL's functions will be undertaken by a new national office of safeguarding. The board of that office will have less independence than the CPSL Board and Church Authorities will have a range of audit options, including use of private sector firms. It is to be hoped that the leadership of the Church will give its full support to a continuation of the national audit program. If it does not, many of the larger Church Authorities who have so far declined to undertake audits will continue to do so.

Given the certainty that CPSL will not continue in its present form, I would like to thank our CEO, Sheree Limbrick, for her work. Starting from scratch she has created a highly professional and efficient organisation with staff whose dedication almost matches her own. The Church is in her debt.

Thanks also to each and every staff member but particularly Daniele Donnini, Director of Safeguarding and Tania Stegemann, Director of Compliance. The company has been guided by an excellent Board of Directors. Each Director has achieved high repute in their professional disciplines and areas of expertise extending well beyond the Catholic Church into Australian society more broadly. My thanks to each of them.

**The Hon. Geoff Giudice AO**

*Board Chair*

# Chief Executive Officer's Report

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2019-20 has seen the final element of our operational framework implemented – safeguarding audits and public reporting. In this period, nine audit reports have been published and more than 1,400 people participated in training and safeguarding briefings delivered by our team and leading experts in a number of areas.

Our audit work has in many ways been ground-breaking for the Church both in Australia and internationally. CPSL safeguarding audits draw on a range of evidence to formulate our assessments, the audit team then makes a number of recommendations for improvement and importantly, those recommendations are responded to formally by the Church Authority. All this information is then published and promoted by CPSL and the Church entity – ensuring the findings of audits are transparent and increasing the accountability of Church entities. My thanks to Tania Stegemann for her energetic leadership of our audit program.

Training and support services which commenced last year have consolidated in 2019-20. Providing a mix of structured training days, briefing meetings, topic-focused sessions, individualised training for specific entities and the introduction of specialised webinars has meant we have had an extremely busy year on the capacity building front. My thanks to Daniele Donnini for his drive and enthusiasm in leading our safeguarding support.

We have also spent time this year refining our internal processes, completing work on our enterprise risk framework as well as finalising the establishment of our digital workspace which includes a comprehensive database of Church Authorities and Church entities. Both of these projects have realised internal efficiencies.

The outbreak of the COVID-19 pandemic meant a few challenges this year, but I am so proud of the way the team quickly adapted all our services to be delivered without interruption to training or auditing. I am also pleased to report that everyone who has accessed our online training and auditing have been extremely satisfied with our approach, with some even commenting CPSL's online training has been the best they have attended!

In our third year of operations we have established a solid foundation from which to look beyond the Catholic community and were delighted to work together in partnership with the National Council of Churches Safe Church Program to increase both organisation's reach and together develop and deliver expert safeguarding content to a broad ecumenical community. Our work has also been enhanced by our engagement with survivor and advocate individuals and groups, the National Office for Child Safety Sector Leaders Group, a number of tertiary institutions and with State regulatory bodies and other organisations working to maintain a focus on child safety in institutions.

Our ongoing engagement with Church Authorities and entities both across Australia and internationally has continued to increase and evolve. It has been rewarding to engage with so many who are continuing to reaffirm that a community committed, knowledgeable, empowered and acting to safeguard children, and adults at risk, is key to creating a safe Church.

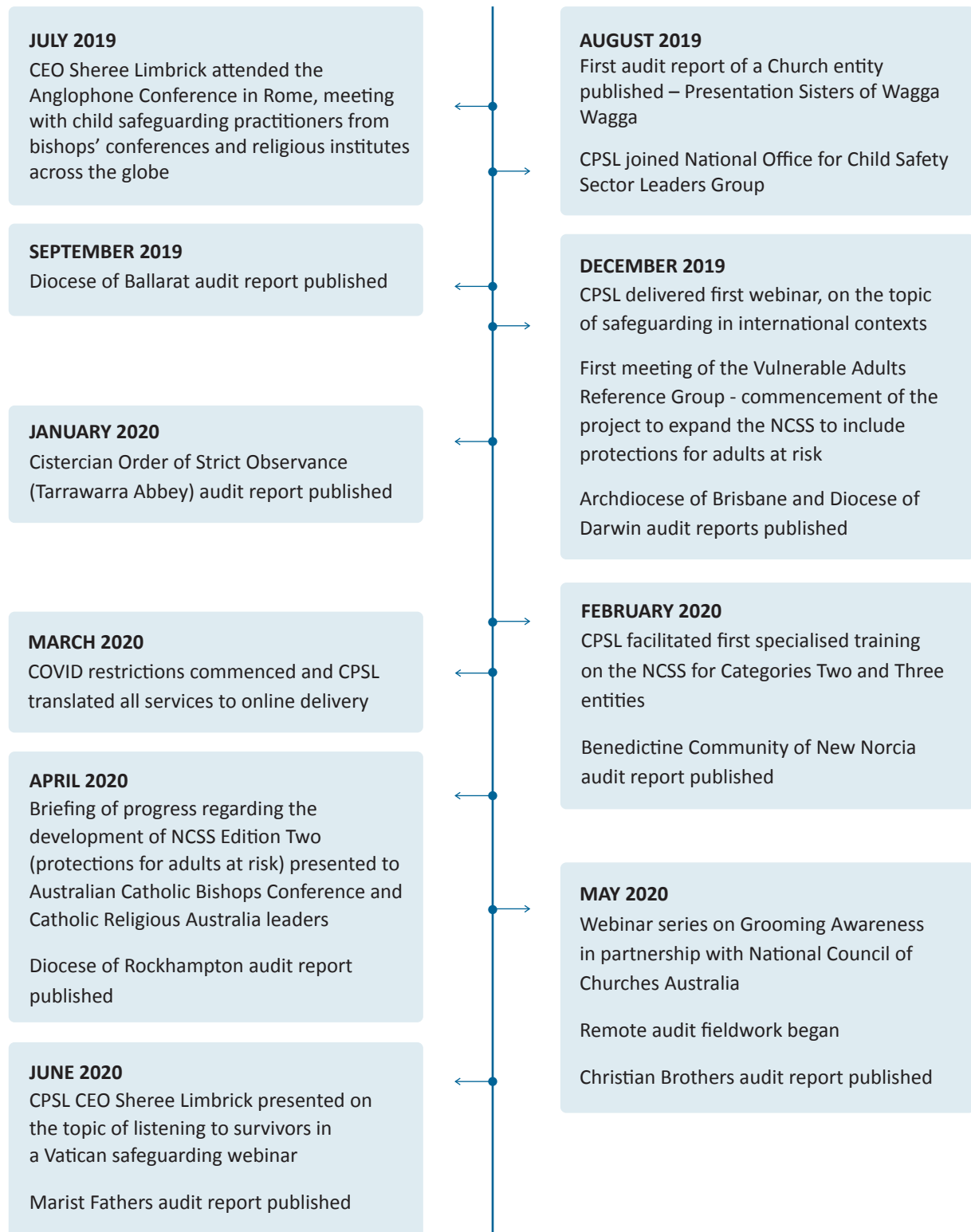
2019-20 also saw us commence the final developmental piece of work set out for us when the company was established – the expansion of the National Catholic Safeguarding Standards to include protections for adults engaging with the Church and Church entities. This work will continue in the second half of 2020 and will herald another major step forward for the Church in Australia creating truly safe environments for all.

As Geoff has foreshadowed, there are major changes ahead for CPSL. In our brief three-year existence, we have achieved more than I think anyone in the Church thought possible, and to a standard that is admired locally and internationally. None of this would have been possible without the staunch support, drive, encouragement and wisdom of the Board, gently and determinedly led by The Hon Geoff Giudice AO. From myself and the staff team, thank you to each and every member of the Board. And to the staff – Daniele, Tania, Mandy, Kat, Gen, Narelle and Maree – without your expertise, commitment, resilience, determination and courage we would be nowhere!

**Sheree Limbrick**

*Chief Executive Officer*

# The year at a glance



# The year around the country

In the 2019-20 financial year CPSL travelled widely around the country to perform audits, deliver training and meet with stakeholders. Audits in this period took the team to central Australia, Western Australia, Northern Queensland and the Yarra Valley in Victoria. Delivery of training sessions took CPSL to Perth, Brisbane, Sydney and Melbourne while tailored training sessions took the team to Hobart, Port Pirie and Newcastle.

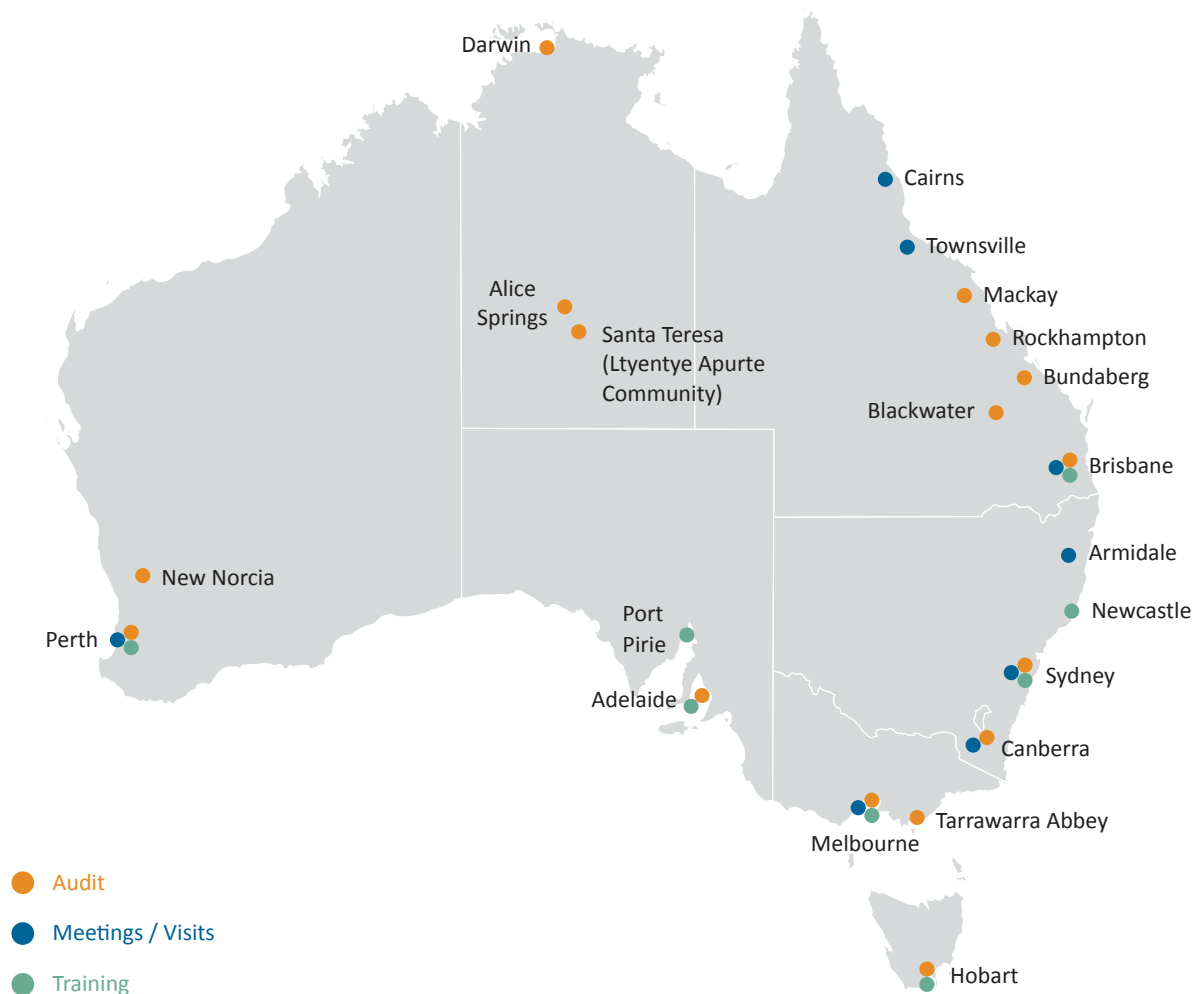


Figure 2: Training, meetings and audits across Australia



# The year in numbers

57%

of identified Catholic Church entities have now formally engaged with CPSL through attending training on the NCSS or entering into the audit pipeline



**90** support materials sourced or created to support Church entities to implement safeguarding requirements

**9** audits completed and audit reports published



**7** meetings of the Vulnerable Adults Reference Group, shaping the framework approach for the draft NCSS Edition Two



**2,790** subscribers received monthly newsletters to stay informed about CPSL's work, safeguarding strategies and public events



**571** participants joined **13** special safeguarding briefings



**344** participants joined **4** webinars



**201** participants attended **9** NCSS Introductory Sessions for Leaders. Of those attendees **35** were the Church Authority of their entity



**323** participants attended **14** Applying the NCSS Workshops

# Safeguarding

In the 2019-20 financial year the CSPL Safeguarding Team focused on capacity building of Church entities. This encompassed the delivery of training to support the effective implementation of the NCSS and the creation of support materials. In this period the team also commenced work on the development of expanded safeguarding standards to cover adults at risk.

## Key achievements of Safeguarding in 2019-20:

- Delivered a range of public and tailored training to support the effective implementation of the NCSS to Church entities, including the introduction of differentiated sessions designed for entities whose work involves limited contact with children.
- Entered into a formal partnership with the National Council of Churches (NCCA) Safe Church Program to expand the reach of CPSL's expertise and support to a wider range of faith groups, and to combine expertise across both organisations to build knowledge and capacity across faith communities.
- Commenced groundwork to establish a Community of Practice to support Church entities who have ministries overseas.
- Researched and drafted the National Catholic Safeguarding Standards Edition Two, expanding safeguarding protections for adults at risk.

## Building capacity through training and awareness raising

CPSL has delivered a mix of training sessions open to Catholic entities across the country, tailored sessions delivered to individual entities to meet their specific needs, as well as sessions addressing specific topics or risks. In December 2019, CPSL expanded capacity building activities to include topic-based webinar series' which have been accessed by participants from Catholic and other faith traditions. Since March 2020, CPSL's face-to-face training has been delivered online as a response to the public health concerns of COVID-19.

### NCSS Introductory Session for Leaders

CPSL's training for leaders has been specifically designed to assist Church leaders to develop an understanding of the NCSS, and explore in more detail issues of governance, culture and leadership in building safe organisations and communities.

The *NCSS Introductory Session for Leaders* provides the opportunity for leaders to come together to explore issues of culture change, governance and leadership and be briefed comprehensively on the NCSS in a consistent manner across the country. Participants attending these sessions have been from a wide range of Catholic organisations (dioceses, religious institutes, administrative bodies, education, health and social service providers and voluntary ministries) and the sessions have provided a valuable opportunity to exchange practice and experiences across organisations and build collegiality.



In 2019-20, representatives from 51 religious institutes, 20 dioceses and eparchies, 6 Ministerial Public Juridic Persons (MPJPs) and 5 other entities attended an NCSS Introductory Session for Leaders.

Participant breakdown is depicted in Figure 3.

**201 attendees from 82 entities participated in 9 NCSS Introductory Session for Leaders.**

### Participant Breakdown NCSS Introductory Session for Leaders

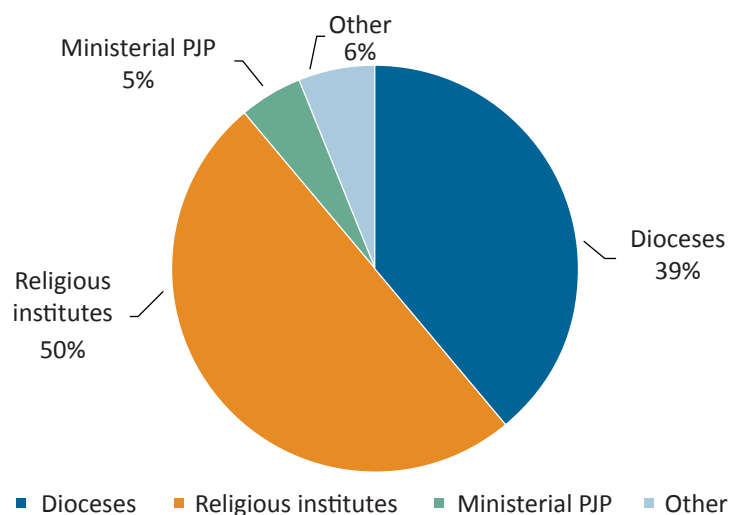


Figure 3: Participant breakdown of attendance at NCSS Introductory Session for Leaders

Feedback from participants at this session demonstrates that leaders develop a better understanding of their specific safeguarding obligations as a result of the training.

In session evaluations, participants identified actions they were most likely to take following the training. Participants noted that they would:

- raise awareness of the NCSS within their own entities, especially amongst other leaders and with their safeguarding officers;
- review current safeguarding policies and procedures and benchmark existing progress against the NCSS entity-wide;
- create policies and procedures where gaps are evident;
- work to have the conversation about safeguarding broadly in the community to ‘normalise’ the conversation;
- visit the CPSL website to look at resources available and source additional resources to implement the requirements of the NCSS; and
- complete the audit self-assessment and contact CPSL to discuss an audit.

Specific actions were repeatedly noted as being a priority, including:

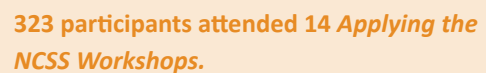
- forming a safeguarding committee where one was not yet in place;
- reading CPSL’s [How-to guide for engaging children and young people in conversations about safeguarding](#), and exploring and developing mechanisms to get feedback from children and community;
- developing a risk register and reviewing the entity’s risk profile in depth;
- ensuring that staff and volunteers are receiving appropriate and regular training and that adequate training records are kept; and
- making safeguarding and implementing the NCSS a standing agenda items at leadership meetings.

**“A comprehensive, clear explanation of a complicated issue.  
Helped to give courage & vision on what is necessary to be implemented”**

Training attendee



Participant breakdown is depicted in Figure 5.



Participant feedback indicates that attendees have valued the opportunity to learn about the NCSS in depth, get first-hand implementation support, explore practical examples and network with peers.

In session evaluations participants were asked to identify the actions they were most likely to take following the training. Participants stated that they would be focussing on:

#### Engagement:

- talking to children and young people about their safety needs to ensure their voice is heard in safeguarding planning – a number of responses explicitly mention conducting the risk mapping activity discussed in the workshop with children in their entity; and
- establishing feedback mechanisms to hear the voices of children, families and the community on safeguarding matters, and building regular policy reviews into safeguarding manuals.

#### Communication:

- communicating learnings from the workshop back to other senior staff and safeguarding committees in their entity;
- providing information about CPSL and the NCSS to their entity as a whole, including parish priests, school staff, congregational members and personnel; and
- communicating and promoting their entity's safeguarding policies, procedures and approaches to children, students, families, and communities.

#### Planning & risk management:

- reviewing current safeguarding policies and processes to identify gaps and create a safeguarding implementation plan to meet the requirements of the NCSS; and
- conducting thorough risk analyses of ministries and activities of their entity to understand where measures to ensure the safety of children need to be put in place.

#### Capability development:

- formalising regular safeguarding induction and refresher training for personnel and volunteers.

**“ ... the use of very practical examples really helped to make the Standards very concrete. As well as opportunities for open and frank discussion. Greater confidence in the Church's response to the recommendations of the Royal Commission”**

Training attendee



Figure 6: Wordcloud feedback on what was most useful in the session from the Applying the NCSS Workshop

## Training in focus: Tailored training for the Diocese of Maitland-Newcastle supports whole-of-Diocese safeguarding awareness

Bringing together the various ministries and departments which make up any large Church entity to undergo training and receive consistent messaging can be a daunting task. Large entities seeking to educate their personnel on the breadth of inter-related requirements to implement a comprehensive safeguarding framework may face this challenge.

The Diocese of Maitland-Newcastle, comprised of parishes, schools, early childhood education centres and social services amongst other ministries in the Hunter region of NSW, is one such large entity.

In order to provide consistency in training on the NCSS to leaders across the diocese, irrespective of their role, ministry or agency, the Diocese of Maitland-Newcastle engaged CPSL to deliver tailored Applying the NCSS Workshops to leaders of the diocese, onsite in Newcastle.

Two face to face training sessions in Newcastle in September 2019 were attended by 72 leaders and safeguarding personnel from Catholic schools including principals and assistant principals, along with parish priests and other personnel who have safeguarding responsibilities from early education centres, CatholicCare and other Catholic social services. Senior leaders from the Diocese, including Bishop Bill Wright, attended the training, helping to reinforce a shared commitment to safeguarding amongst the various teams in attendance.

During the two days of training, the NCSS were examined in detail with plenty of opportunity for discussion and questions to help attendees understand how the requirements of the NCSS are being implemented in the diocese.

A third training session in May 2020 was conducted online as a way for a further 57 representatives who had not previously attended the training to gain a full understanding of the NCSS. Broken

into presentations and group video conferencing discussions, the online training proved popular with participants who noted that though online, the sessions still provided for active discussion and engagement through the use of polls and breakout rooms.

Following the training with school principals and school leaders, the Diocese's Office of Safeguarding has followed up with schools to provide further training, tools and resources to focus on implementation of the NCSS at a local level.

Executive Coordinator of Safeguarding, Zoë Marr from the Diocese's Office of Safeguarding said that the biggest outcomes from the three training sessions have been a shared understanding across the Diocese of safeguarding responsibilities as well as a realisation that elements of the NCSS are already embedded in existing ways and practices in operation in the diocese.

**"Ultimately, I think for those who attended it was a real eye-opener and also provided a sense of relief that meeting these requirements is not something that's unattainable – it's something we are well on our way to achieving."**

Zoë Marr, Executive Coordinator  
Maitland-Newcastle Diocesan Office of  
Safeguarding

With one more online training session scheduled for November 2020 targeted towards parish priests and parish leaders, the diocese is in a good position to build on a shared vision, language and capability for maintaining a child safe culture across the diocese.



## Safeguarding briefings



CPSL has been engaged by numerous organisations to provide specific input, briefing and training support to increase awareness, knowledge and capacity in Church entities.

**During 2019-20 CPSL delivered 13 safeguarding briefings to 571 participants.**

## Webinars

As identified in CPSL's Learning & Development Strategy, in 2019-20 CPSL introduced webinars as a training delivery approach with the intent to increase accessibility to important information and resources. CPSL webinars have been designed to address specific and specialist topics.

In the training needs analysis conducted in 2018 to inform the CPSL Learning & Development Strategy, those working in the Church in Australia identified a range of topics requiring specific focus and specialist input to address ongoing risks and gaps in knowledge. CPSL delivered its first webinar in December 2019 on the topic of *Safeguarding in International Contexts* with 14 participants.

In May 2020 CPSL partnered with the National Council of Churches (NCCA) Safe Church Program to deliver a series of three webinars on Grooming Awareness, attended by 330 participants.

Further webinars currently in development and planned for delivery in the second half of 2020 include *Managing High Risk Individuals* (jointly with NCCA) and *Understanding and Managing Problematic Sexualised Behaviour of Children*.

## Training in focus: Reaching a wider audience with an empowering message of how to identify and interrupt grooming behaviours




**330**  
TRAINING  
PARTICIPANTS  
FROM OVER

**18**  
CHRISTIAN  
DENOMINATIONS  
and



**8**  
COUNTRIES AROUND  
THE WORLD



**32% non-Catholic**  
**68 % Catholic**  
INCLUDING REPRESENTATIVES  
FROM 21 CATHOLIC DIOCESES  
AND 14 RELIGIOUS  
INSTITUTES

Partnering with organisations, groups, networks and experts to share good safeguarding practices and provide training where a gap is identified in skills and knowledge is a key strategy in CPSL's objective to build the safeguarding capacity of Church entities in Australia.

Working alongside Laura Lindsay-Cregan, the National Coordinator for the Safe Church Program at the NCCA, CPSL's Director of Safeguarding Daniele Donnini co-designed and facilitated a webinar series on Grooming Awareness, a topic of concern shared by both Catholic entities and members of national churches working with the NCCA Safe Church Program.

Three webinars were run in this series, with experts invited to present at each.

One session focused specifically on unwanted contact and grooming in the online environment. Delivered in collaboration with the Office of the eSafety Commission with a senior investigator participating in the webinar to respond to participant questions, the session proved especially relevant to church communities bringing ministry online in the context of COVID-19 restrictions. The session was well received with an overall rating of 4.6 out of 5.

The two other sessions in the series were led by social worker and professional supervisor Sue Crittall and focused on providing an introduction to grooming awareness and supporting those in faith contexts to educate their fellow parishioners, peers and colleagues to recognise, prevent and respond to grooming behaviours.

Ms Crittall, who was excited to collaborate with CPSL and NCCA, had previously developed a grooming awareness activity in response to a gap she had observed in relation to raising awareness,

knowledge and understanding of grooming in the Church and faith community context.

Feedback from participants was overwhelmingly positive (4.5 out of 5) with several attendees noting that the easy to understand and engaging format of the webinar and the quality of the presenters helped make the sessions standout.

Christine Smith, the Integrity Officer & Child Safety Coordinator for the Diocese of Darwin, joined all three of the webinars. Based in Darwin, where face to face training can be infrequent or necessitates travel which incurs time and costs, the online delivery of the grooming awareness webinar series allowed Ms Smith to gain professional development without the need to travel.

Ms Smith said that her biggest takeaway from the three sessions was the message that grooming can be interrupted at any stage it may be occurring, adding that the webinar series was informative and engaging.

**"As you work through the series, the online aspect of the delivery was fantastic, the polls, people's chats etc. I didn't feel isolated at all, it was fantastic to see people's views, not only Catholics but participants from other faiths as well – it was fantastic for the broad range of people who were online and the sharing happening."**

Christine Smith, Integrity Officer & Child Safety Coordinator  
Diocese of Darwin



## CPSL training reach

The introduction of webinars, combined with the onset of COVID-19 which saw business activities moving online, has resulted in a very broad training reach in this reporting period, exceeding initial expectations.

During 2019-20 participants have joined face to face training sessions with CPSL in cities across Australia while many others have connected remotely for sessions from May 2020.

## Building capacity through guidance, tools and resources

CPSL regularly receives requests from Church entities for guidance on specific safeguarding requirements. As audits are conducted, good practice examples are identified. When a gap is identified, the CPSL team develop specific templates or guidance to support practice improvement. These support materials, along with identified good practice, are curated and made accessible through the CPSL website.

In the 2019-20 financial year, 90 support materials were added to the CSPL website to help Church entities build safeguarding capacity and implement the requirements of the NCSS:

- 4 new tools and guides
- 32 examples of good practice
- 54 resources

CPSL's support materials have been widely accessed, as depicted in the following chart of resource downloads from the CPSL website:

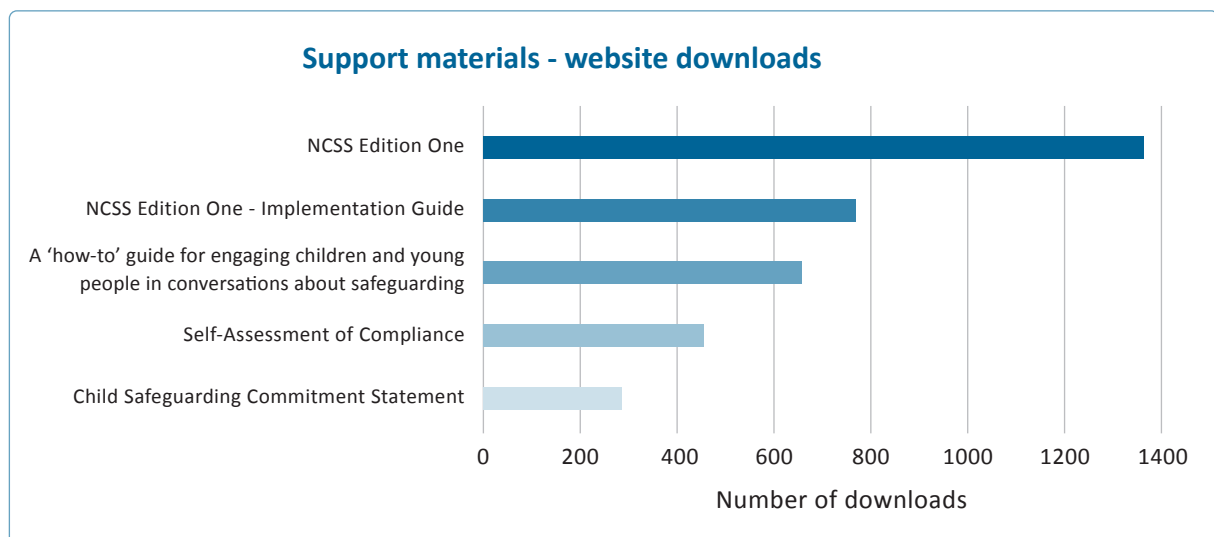


Figure 8: Website downloads of CPSL support materials

## Developing the NCSS Edition Two – Safeguarding Adults at Risk

The first edition of the NCSS released in May 2019 focused on requirements for Catholic Church entities and organisations to safeguard children. As part of CPSL's commitment to fulfil its purpose and foster a nationally consistent culture of safety and care for children and adults, CPSL commenced work on the development of the second edition of the NCSS to expand the framework to include safeguarding requirements and practices for the protection of 'vulnerable adults' in November 2019.

The project of incorporating safeguards for 'vulnerable adults' into the NCSS has been undertaken in a phased approach:

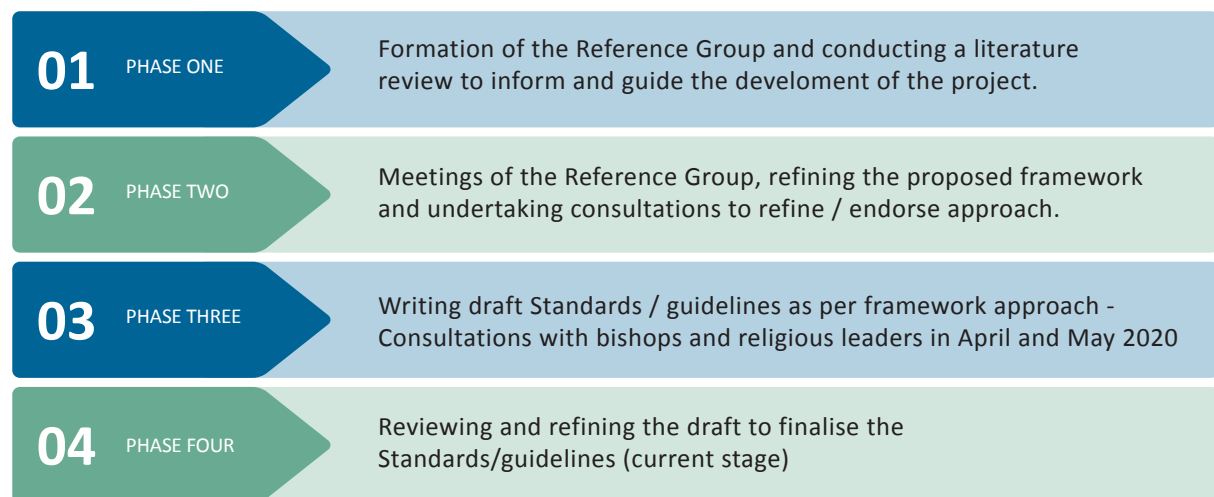


Figure 9: Phases of the Vulnerable Adults Project

A full project summary of phases one, two and three can be found in the draft National Catholic Safeguarding Standards, Edition Two, released in July 2020.

Phase Four of this project will continue in the second half of 2020, with the aim to complete the expansion of the National Catholic Safeguarding Standards framework to include protections for adults early in 2021.

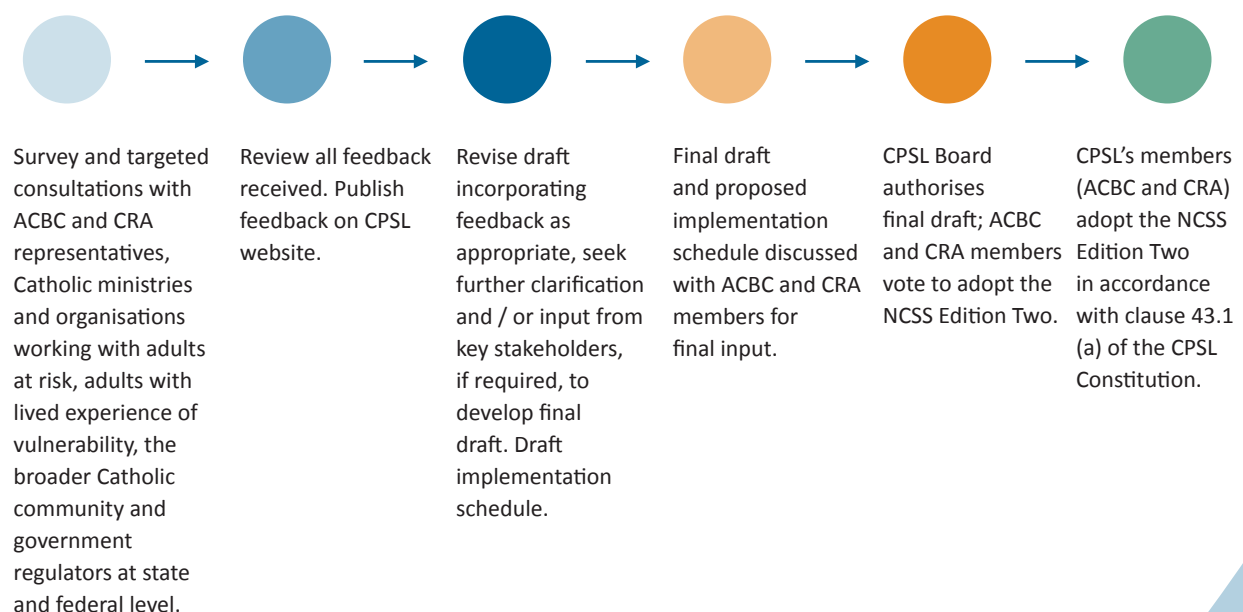


Figure 10: Projection of Phase Four of the Vulnerable Adults Project

# Compliance

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CPSL's safeguarding audit program commenced in the 2019-20 financial year, with nine audits of Church entities completed in the period.

The initial phase of the CPSL safeguarding audit program has focused on the unregulated ministries of the Catholic Church such as with diocesan ministries including parishes, youth ministry, family and social activities, pastoral ministries and congregational ministries. These ministries of the Church are subject to a full and detailed safeguarding audit by CPSL, examining and assessing the application of the NCSS in detail.

## Key achievements of Compliance 2019-20:

- Nine completed and published audit reports
- Audit framework developed for schools with plans to pilot framework in one Victorian school prior to the end of 2020
- Audit framework for NCSS Edition Two in development

## Audits – providing assurance and encouraging continuous improvement

Auditing not only ensures that the Church provides safe environments for children, but it also leads to continuous improvement in this respect. Assessment of the NCSS against a maturity scale places all entities in a position of striving to improve the effectiveness and efficiency of their strategies.

The nine Church entities audited in the 2019-20 period were:

- Archdiocese of Brisbane
- Benedictine Community of New Norcia
- Christian Brothers Oceania Province
- Cistercian Order of the Strict Observance (Tarrawarra Abbey)
- Diocese of Ballarat
- Diocese of Darwin
- Diocese of Rockhampton
- Marist Fathers Australia Province
- Presentation Sisters of Wagga Wagga

The CPSL audit framework differentiates between entities that **work with children** and entities who have **contact with children** (for more information about the categorisation of Church entities, visit the [Audit Framework](#) page on CPSL's website). Of the nine entities audited in this period, six were classified as Category One (work with children) and three were classified as Category Two (contact with children).

Figures 11 and 12 provide a summary of the areas where recommendations were made by CPSL to the nine Church entities audited during the 2019-20 period.

### Recommendations WORKING WITH CHILDREN (Category One)

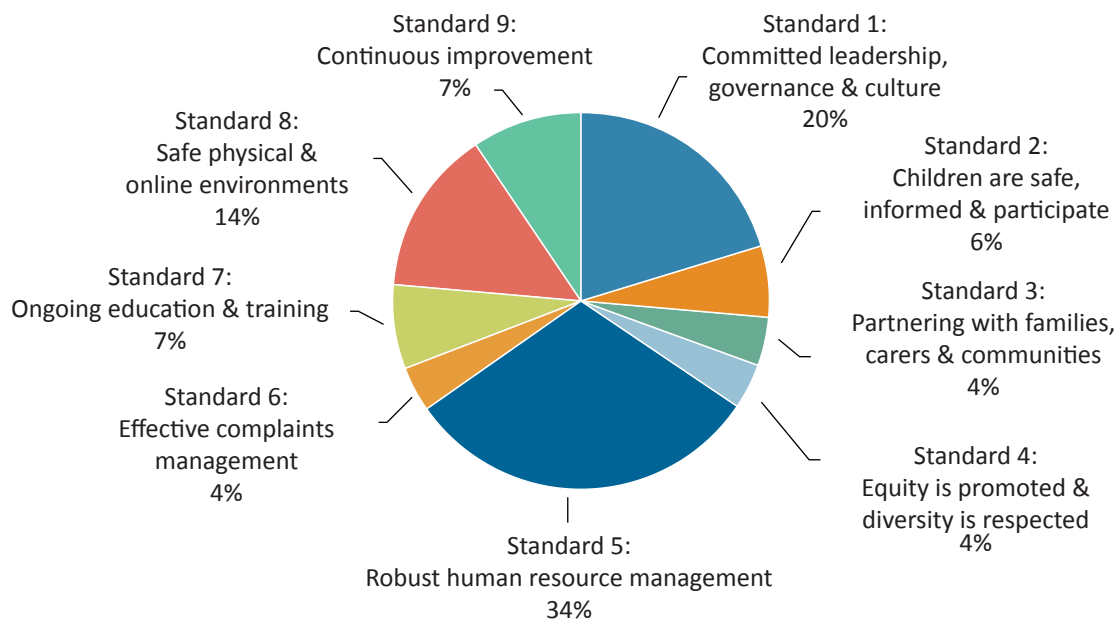
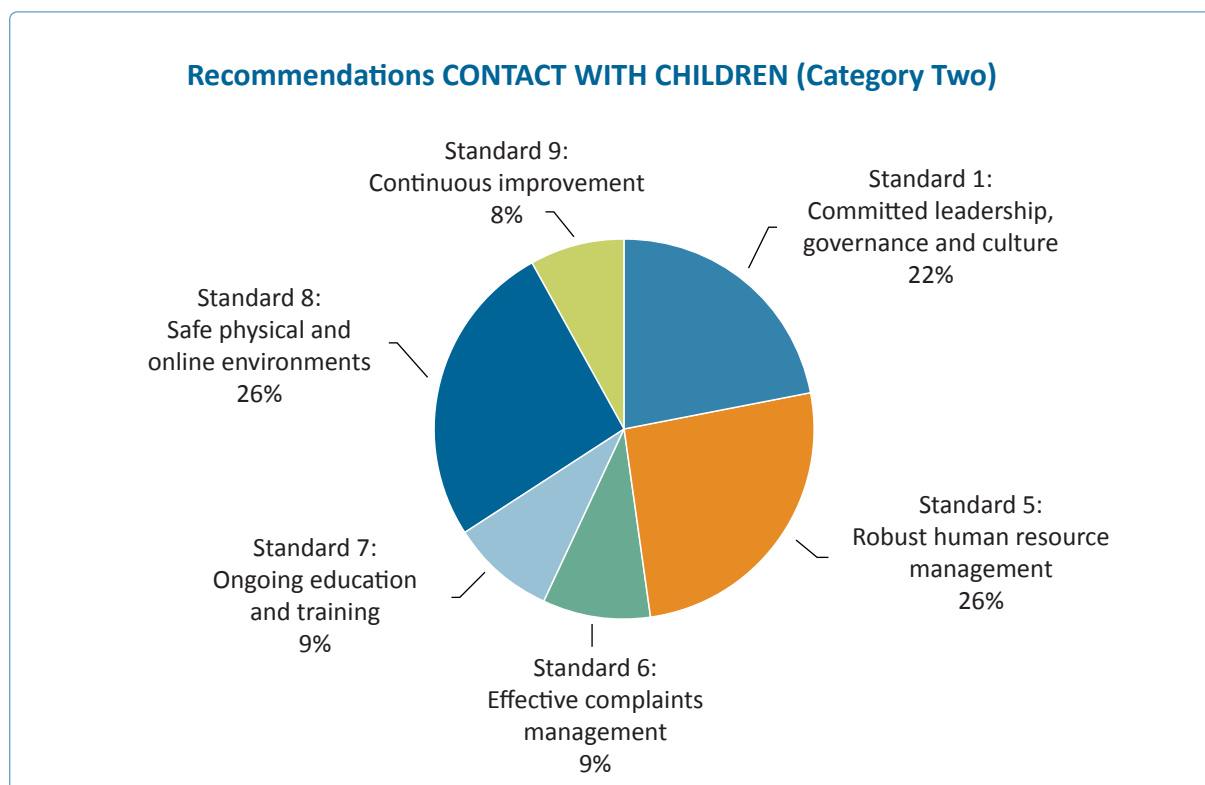


Figure 11: Breakdown of recommendations provided to Category One Church entities by Standard

The six Church entities working with children that were audited in 2019-20 tended to be large, structured organisations with staff and/or volunteers who work across a range of ministries delivered in multiple locations and contexts. Four of the entities were dioceses and two were religious institutes. The largest number of recommendations for Category One entities arose mainly in relation to human resource management (Standard 5). The recommendations made to date have related to areas including improving screening practices to ensure referee checks include exploration of safeguarding issues; implementing policies and processes for periodic employee and volunteer re-screening via repeat National Criminal Records Checks; implementing processes to ensure that working with children checks (or equivalent) are linked to the organisation and ensuring actions to be taken when a working with children check lapses or is suspended are clear; documenting human resource processes to ensure they are systematised and consistent (multiple times good practice has been evident but the policy/procedure which underpins that practice has not been clearly documented); ensuring training records are maintained and that there is clarity about the actions to be taken if someone fails to complete mandatory training; ensuring professional/pastoral supervision is promoted and supported; and implementing annual performance reviews in a structured and fit-for-purpose way for all personnel including clergy, religious, employees and volunteers.

Twenty per cent of recommendations for the entities working with children related to governance, leadership and cultural issues (Standard 1). The six entities were found to generally have in place good practices for risk assessment at local/individual ministry level, however these were not always consolidated into an overall view of risk across the whole organisation, which is obviously an important element of a safeguarding framework for a large organisation with multiple ministries and diverse activities. Fourteen per cent of recommendations were made regarding physical and online environments (Standard 8). Larger entities working with children were found to have formal information technology systems and infrastructure and generally had clear requirements

and support in place to promote ethical and safe use of technology and the internet, and were generally implementing blocking/filtering of network and internet use, although active monitoring of these systems was an area for improvement. Managing and monitoring contractors engaged to provide services tended to be more well established in larger entities and safeguarding was observed to have been integrated into already established processes.



*Figure 12: Breakdown of recommendations provided to Category Two Church entities by Standard*

The three Church entities who have contact with children that were audited in 2019-20 were all relatively small religious institutes (two delivered their ministry from a single location) and generally their members were aging with very few members in active ministry of any form. Another typical feature of these entities was that the entity does not govern the ministries its members are involved in (for example, members of a religious institute ministering in parishes, schools or social services in a diocese). Entities classified as having contact with children do not have to respond to the requirements of Standards 2, 3 or 4, although some had chosen to implement some elements of these requirements.

Audit work to date found that these entities tend to have less developed or informal processes in the areas of people management, risk management, information systems and contractor management. As a consequence there were proportionally more recommendations made to these entities to support the establishment and/or maturation of these critical areas of the organisation's safeguarding framework.

## Audit in focus: Audit of the Archdiocese of Brisbane helps set a safeguarding blueprint for the future

*In June 2019, the Archdiocese of Brisbane was the first Australian archdiocese to be audited against the National Catholic Safeguarding Standards. Mark Eustance, Director of the Office of Safeguarding Services at the Archdiocese of Brisbane, is responsible for the implementation of the Archdiocese's safeguarding policies and procedures. CPSL spoke with Mr Eustance about the shared learnings which emerged from the Archdiocese's safeguarding audit.*

The opportunity to set a safeguarding blueprint for the future motivated the Archdiocese of Brisbane to seek an early audit against the NCSS, a “fully worthwhile” experience which provided an understanding of what the NCSS look like on the ground and an opportunity to identify needs and plan for the future.

The largest entity to be audited by CPSL to date, the Archdiocese comprises 98 parishes in South East Queensland with 285 active or retired clergy, approximately 16,000 paid staff operating out of 40 offices and more than 10,000 volunteers undertaking a variety of ministries within the Archdiocese.

The CPSL audit of the Archdiocese found that it had either implemented or was substantially progressed in the implementation of 87 (84 per cent) out of the 104 indicators relevant to the Archdiocese under the NCSS. A total of 18 recommendations were accepted by the Archdiocese to further strengthen its safeguarding practices. Many of these recommendations related to streamlining processes, consolidating documentation, and ensuring the Archdiocese maintains good oversight of the large number of parishes and ministries under its governance to ensure consistency in safeguarding practices.

Given the large size of the Archdiocese, and the number of parishes and ministries under its remit,

the safeguarding audit had a significant influence, both in the lead up to the audit and since the audit report was published. In preparing for the audit, leaders and stakeholders within the Archdiocese came together to discuss how the Archdiocese measured against the NCSS and to discuss the audit process. Following the audit, actions were shared with a number of stakeholders such as the People & Culture Office, Episcopal Office, Property & Facilities and the Communications team, enabling the Office of Safeguarding Services to engage more extensively with those stakeholders on safeguarding.

A number of agreed actions for the Archdiocese resulted from the audit, including streamlining policies and procedures and aligning internal and external audits with the NCSS. Importantly, the audit promoted shared learning for both the Archdiocese and the CPSL audit team.

While pleased with the result of the audit at 84 per cent compliance, the remaining 16 per cent related mainly to newer requirements under the NCSS, which are now being worked on by the Archdiocese. One example is the requirement under Standard 7 (Ongoing Education & Training) to provide e-safety and cultural safety training. The audit provided the opportunity to explore these needs and as a result, the Archdiocese has included content on both topics in the revised safeguarding induction and refresher training. The Archdiocese has also taken the opportunity to enhance its internal safeguarding audit processes. The Archdiocese has aligned its internal safeguarding audits with the NCSS and is currently trialling an online self-assessment tool that will hopefully be more efficient and allow the Archdiocese to better analyse safeguarding compliance across parishes and ministries.

Irrespective of the type of Church entity or the nature of contact with children, the areas of leadership, governance and culture, human resource management, and safe environments account for 44 per cent of the total indicators of the NCSS. It is therefore not surprising that these three areas have been a major focus of effort within entities and have resulted in the majority of recommendations for improvement.

Recommendations relating to **leadership, governance and culture** have focused predominantly on improvement to risk management processes. Two aspects of risk management in particular have been identified across almost all entities audited to date:

- **Risk assessment** ensuring risks are identified, documented, monitored and regularly reviewed for all ministries and activities and cover the three key elements of 1) people: are the right people delivering the ministry/activity and do they have the appropriate experience, competencies and checks; 2) place: have the premises, buildings, structures, grounds and other physical or online environments associated with the ministry/activity been assessed to ensure safeguarding risks are minimised; and 3) process: what is the nature of the ministry/activity and what are the inherent risks for these activities (e.g. overnight and/or offsite camps with children pose an inherently higher safeguarding risk than a one-hour children's liturgy conducted in the line of sight of parishioners/parents); and
- **Overseas ministries** ensuring safeguarding risks for ministries or activities conducted overseas have been appropriately identified and evaluated and that there is a formal plan in place to roll out the NCSS in these jurisdictions.

Recommendations relating to **human resource management** have related to recruitment practices, personnel coming from overseas to provide ministry as well as supervision and oversight:

- **Recruitment and onboarding practices** ensuring key safeguarding elements are clearly documented and included in the recruitment process with respect to advertising, interviewing, evaluating and vetting of new staff and volunteers applying to work with the Church entity;
- **Personnel transferring from overseas** ensuring vetting and evaluation processes for clergy/religious transferring to Australia from overseas to work with the Church entity are in place and adequately documented; and
- **Supervision and annual review** ensuring requirements for professional/pastoral supervision are effectively communicated and implemented for all relevant personnel and formal methods for reviewing and evaluating the performance of those in ministry are in place and operating effectively. The latter point regarding annual review is especially important given that the concept of a formal performance review or feedback process is relatively new for most clergy and religious.

Recommendations relating to **safe environments** have focused predominantly on improvements to two areas – online safety and contracting management:

- **E-Safety and online risks** ensuring the risk assessments required for Standard 1 cover and include the use of technology in ministries and activities, including risks relating to the use of social media in delivering/promoting events;
- **Internet Monitoring** ensuring expectations have been defined and implemented regarding the ethical use of internet and web applications and that this is supported through filtering, blocking of inappropriate sites and active monitoring of internet activity;
- **Management of contractors** ensuring risks posed to children arising from any third parties engaged by the entity are considered, and sufficient due diligence is conducted before allowing third parties onto the premises (especially where they would be working at or close to a school or other facility where there are children); and
- **Hiring out of premises** ensuring the Church entity's expectations and requirements around child safeguarding are articulated and agreed as a condition of the hire agreement for all third parties who wish to use/hire the Church entity's facilities.





CPSL's safeguarding audits over the past year have generated insights about safeguarding areas where Church entities are doing well as well as exposing areas which need further improvement. The audit team has also learnt a great deal.

As part of CPSL's commitment to continuous improvement, all entities that have undergone an audit are asked to contribute to a post-audit evaluation. This formal feedback, coupled with informal feedback received from Church entities on their experience of the audit process has been beneficial and will be used in the second half of 2020 to contribute to the development and release of an audit progress report, sharing with the broader community the lessons learnt and areas for improvement for both Church entities and CPSL.

### Audit reports – promoting transparency and sharing practice

An important aspect of CPSL's Audit Framework is the publishing of Church entity audit reports. The nine audit reports published in this period have been downloaded more than 2,200 times. Figure 13 provides a breakdown by entity.

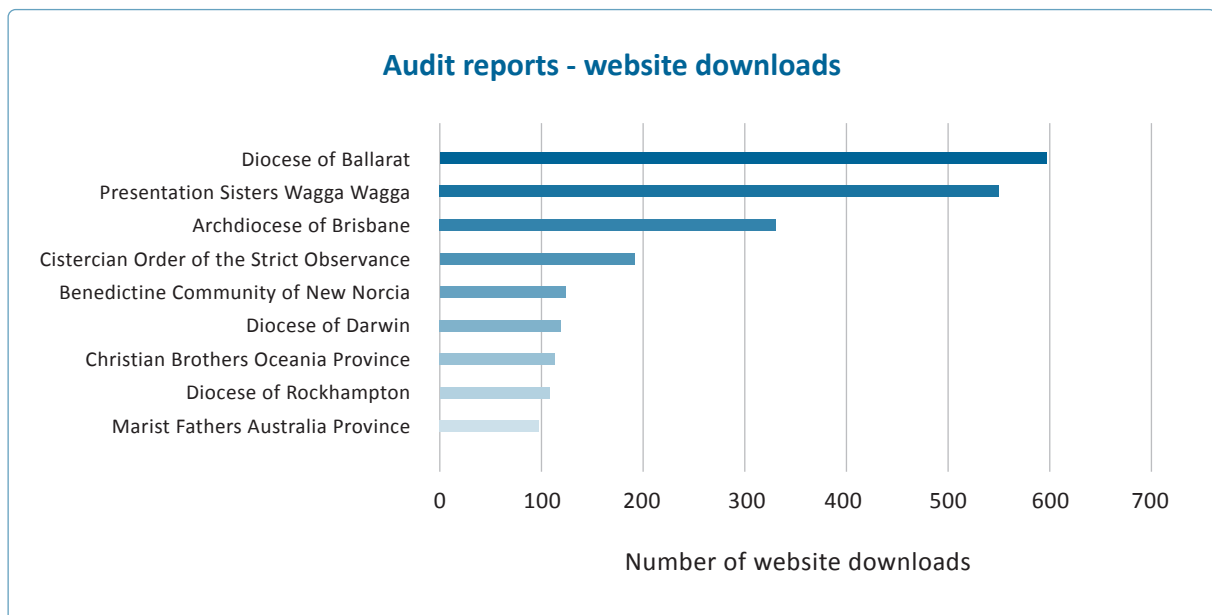


Figure 13: Website downloads of CPSL published audit reports



## Audit in focus: Safeguarding audit highlights strong commitment to safeguarding for Christian Brothers Oceania Province

*The Christian Brothers Oceania Province was one of the first religious institutes to be audited against the NCSS. Br Shane Wood, Chair of the Province Safeguarding Committee, was CPSL's chief liaison throughout the CPSL safeguarding audit. CPSL took the opportunity to speak with Br Shane about safeguarding and the experience of the province undergoing an audit of their safeguarding practices.*

A willingness to have an outside organisation review existing safeguarding processes and identify gaps that might exist was motivation for the Province to undergo an audit. Having reflected on the recommendations of the Royal Commission and on the National Catholic Safeguarding Standards, the Province leadership wanted to be an early-adopter in the audit process.

Comprising communities of Christian Brothers and ministries inspired by the Edmund Rice charism which operates throughout the regions of Australia, New Zealand, Papua New Guinea and the Philippines, there are 265 Brothers living/working in the Oceania Province. Also in scope for the safeguarding audit were 16 ministries under Edmund Rice Ministries Oceania (ERMO) which include the Edmund Rice Camps (organised holiday camps specifically designed for children from marginalised or disadvantaged backgrounds); as well as Community and Justice Centres working with disabled persons, indigenous people, migrants, refugees and asylum seekers in Australia and internationally. Approximately 150 staff and 1,100 volunteers are engaged by ERMO across the Oceania Province.

As a Congregation, where the average age of members is between 75-80 years of age, many members are no longer in active ministry with children. For these members, the audit process heightened their awareness of the high priority safeguarding has in the Province.

The audit report published by CPSL found that 89 per cent of the indicators relevant to the operations of the Christian Brothers Oceania

Province were either managed and measurable or defined and developed. The audit resulted in 15 recommendations for the Christian Brothers to further strengthen their safeguarding practices.

The audit highlighted many areas that are working well, such as the good training and clear reporting processes which are in place for volunteers working in ERMO ministries. The audit also showed that good processes are in place for record keeping in relation to concerns and complaints as well as for monitoring certifications such as working with children checks.

The audit also underscored the importance of not only providing training for those actively involved in ERMO ministry work, but the need to raise awareness regularly of the Province's safeguarding initiatives with those who may not be involved in active ministry, such as brothers who are retired, brothers working in ministry not involving children, and other employees and volunteers. The audit showed some underperformance in this area, but at the time of audit, plans were already underway to remedy this: a schedule of training modules are ready to be delivered online (and some in-person) to all those groups mentioned above, tailored to their particular circumstances. Professional/pastoral supervision and good records for those members of the Congregation engaged as volunteers outside Province-sponsored works was another area identified as needing some attention.

An important aspect of how effective audits can be is the preparation and approach taken by the organisation being audited. In the case of the Christian Brothers, Br Shane identified this as a key issue. Some organisations approach an audit as a task, an imposition, an external interference, a chore. Others see an audit as an opportunity to have an outside view of how you are going as an organisation and to get fresh input regarding where you can improve. For the Christian Brothers it was the latter view that was adopted, and in Br Shane's opinion, this resulted in a much more cooperative, collaborative and friendly process.

# Stakeholder Engagement

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**A key part of CPSL's work is ensuring that its stakeholders – members of Church entities, safeguarding experts, survivors and advocates, members of the Catholic community, other faith communities, regulators, and the general public – are aware of CPSL's operations and remain well informed and engaged.**

## **Key achievements of Stakeholder Engagement and Communications in 2019-20:**

- Directly engaged with more than 1,000 individual stakeholders via meetings, committees, presentations
- Published resources to help stakeholders better understand the work of CPSL
- Launched CPSL on Twitter and LinkedIn, opening up two new channels to communicate CPSL's impact and raise safeguarding awareness

## **Meeting with stakeholders**

During the 2019-20 period, CPSL CEO Sheree Limbrick met with a wide range of stakeholders, including international safeguarding experts and safeguarding colleagues, the Australian Catholic tertiary sector, State and National Children's Commissioners, as well as dioceses, religious institutes, associations of Christ's faithful and Ministerial PJPs on more than 80 occasions throughout 2019-20. Engaging across such a broad spectrum of organisations, CPSL has played an active part in the national conversation raising awareness of child safety. Some of the specific organisations CPSL has worked with in this period include:

- Australian Catholic University
- Australian Council for International Development
- Australian Human Rights Commission
- Canon Law Society of Australia & New Zealand
- Catholic Church Insurance
- Catholic Social Services Australia
- Catholic Theological College, University of Divinity
- Centre for Child Protection, Pontifical Gregorian University
- Commission for Child and Young People (Victoria)
- Commonwealth Ombudsman (ACT)
- Department of Foreign Affairs and Trade
- Implementation Advisory Group
- National Board for Safeguarding Children in Catholic Church in Ireland
- National Catholic Education Commission
- National Council of Churches Australia
- National Office for Child Safety
- National Safe Church Unit, Uniting Church Australia
- National Safeguarding Office of the Bishops' Conference of Scotland
- New Zealand Catholic Bishops Conference National Office for Professional Standards
- Office of the Children's Guardian (NSW)
- Quality and Safeguarding Unit, The Salvation Army Australia Territory
- St Vincent de Paul Society National Council

## Public communications

As well as personal engagements with stakeholders, CPSL has communicated its work to a wider audience through media releases, newsletters, social media and videos. During this period:

- 10 media releases were issued to publicise the release of audit reports and mark achievements for CPSL
- 128 followers on Twitter and 119 on LinkedIn stayed informed of CPSL's work through social media
- 12 monthly newsletters were sent to more than 2,700 subscribers

## Video resources

CPSL has produced a range of video resources which aim to raise awareness of CPSL's role and the framework for safeguarding children, as well as making expert and targeted content accessible. The *Introducing CPSL* video provides an overview of CPSL's establishment, mission and operational objectives. This video was viewed more than 350 times in this period. Other resources showcased interviews on safeguarding with leading child protection expert Fr Hans Zollner SJ, who spoke to CPSL about accountability within the Church, engaging with survivors, dangers and impact of clericalism, how safeguarding is integral to the Church's mission and the challenges of safeguarding in international contexts. These interviews featuring Fr Hans Zollner SJ on CPSL's YouTube channel were viewed 448 times in this period.

**"I came across Sheree's video on your website... It will be a great tool to support understanding about CPSL. Thank you for providing the resource. Keep up your great work."**

Stakeholder feedback

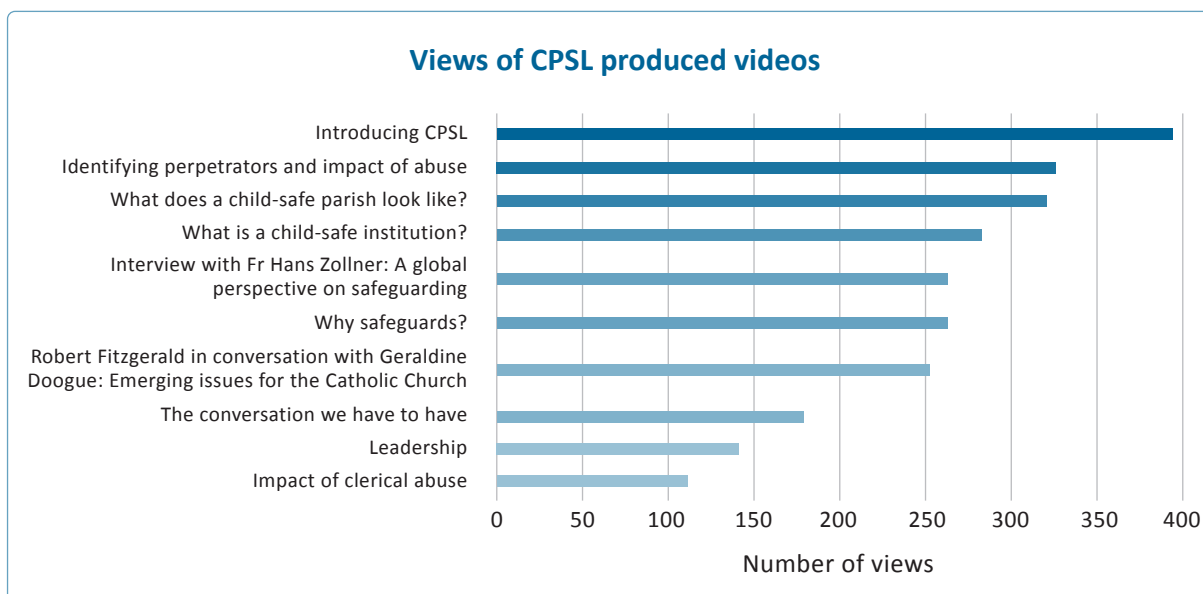


Figure 14: YouTube views of CPSL produced videos

## Newsletter

Monthly editions of CPSL NEWS reach an audience of more than 2,700 subscribers and keep CPSL's many stakeholders up to date with CPSL services as well as disseminating good practice, government and regulatory developments, national and international news. The CPSL NEWS audience increased by 26 per cent from 2,209 in June 2019 to 2,790 in June 2020, with growth attributable to increasing numbers of people attending CPSL training events. Subscribers of CPSL NEWS include heads of Catholic Church entities, safeguarding professionals from a broad range of faith communities, Catholic community members, government regulators and survivors and advocates.

## Communications in focus: CPSL NEWS a useful tool for Church leaders

*Nicki Patten is Director of Standards and Legal at the Institute of Sisters of Mercy Australia and New Guinea (ISMAPNG) and a reader of CPSL NEWS. CPSL spoke to Ms Patten to find out how CPSL's newsletter keeps her and her team informed.*

Responsible for ensuring that the National Catholic Safeguarding Standards are understood and implemented by the 13 independent ministries and religious congregation who make up ISMAPNG, Ms Patten said that CPSL NEWS does a great job of keeping everyone informed.

Each month when CPSL NEWS lands in her inbox, Ms Patten scans the edition to see what is new, find out which Church Authorities have been audited and checks if new training is available before sending the newsletter on to ISMAPNG's safeguarding working group, comprising representatives from each of its ministries. Members of the working group usually then forward on the newsletter to people within their particular ministries, multiplying the reach of the newsletter.

Reading the newsletter, Ms Patten is interested in looking at the audits which have recently been completed and reading the published audit reports to review the process and see if safeguarding gaps have been identified.

*Another active reader of CPSL NEWS is Fr Tom McDonough, Provincial of the Passionists in Australia and one of the two member representatives from Catholic Religious Australia (CRA) who serve in the CPSL company. CPSL asked Fr Tom how the newsletter provides value for him in his dual roles as provincial and a CPSL member representative.*

Fr Tom is one of four Member Representatives appointed by CPSL's Members (owners) - Catholic Religious Australia and the Australian Catholic Bishops Conference. Fr Tom represents Catholic Religious Australia in matters concerning the CPSL Company. As a member representative of the CPSL company, the newsletter is extremely valuable in helping Fr Tom to understand the details of CPSL's work. Gaining insight into the development of the iterations of the NCSS, the training sessions on offer, the audits and regular operations of CPSL assists in being able to make decision or offer advice back to Catholic Religious Australia or on behalf of Catholic Religious Australia to CPSL.

From Fr Tom's other perspective - as a Church Authority (leader of a Religious Institute), CPSL NEWS helps maintain focus on safeguarding responsibilities and is a convenient resource to provide updates to different houses and ministries to keep them alert, stay up to date with training and resources that are available, and point them back to the CPSL website to stay up to date with responsibilities and requirements.

# Members

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The Members (owners) of CPSL are the Australian Catholic Bishops Conference and Catholic Religious Australia. CPSL is governed in accordance with the company's constitution which is available on CPSL's website.

CPSL's mandate is part of the Church leadership's commitment to doing all in its power to ensure that abuse, in any form, should never again occur in the Catholic Church in Australia.

CPSL is a not-for-profit public company limited by guarantee and registered as a charity in Australia.

The Member Representatives met with CPSL Directors once during the 2019-20 financial year.

The Member Representatives for CPSL are:



**Australian Catholic Bishops Conference:**

Most Rev Mark Coleridge, Archbishop of Brisbane

Most Rev William Wright, Bishop of Maitland-Newcastle



**Catholic Religious Australia:**

Sr Clare Nolan RSC, Provincial, Sisters of Charity

Fr Tom McDonough CP, Provincial, Passionist Fathers

# Board of Directors

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CPSL operates as an independent entity with a Board of Directors of lay men and women with professional expertise in governance, law, education, child protection, human services, safeguarding and regulation. Together, they ensure CPSL fulfils the important capacity building and audit services for which it was established and ensures that in this work, CPSL is oriented at all times to exemplifying its values of courage, honesty and compassion.

The CPSL Board met 10 times between July 2019 and June 2020.



**The Hon Geoff Giudice AO (Nov 2016)**

**LLB, BA**

Geoff has a background in industrial relations and labour law having worked in the union movement and the retail industry before commencing legal practice first as a solicitor and subsequently a member of the Victorian Bar. He was appointed to the Federal Court and was president of the Australian Industrial Relations Commission in 1997 and became the inaugural president of Fair Work Australia (now the Fair Work Commission) in 2009, retiring in 2012.

Appointments during the period:

- Chair, Independent Review Panel, Gambling Regulation Act 2003 (Vic)
- Honorary Professorial Fellow, University of Melbourne Law School (Centre for Employment & Labour Relations Law)
- Member, AFL Tribunal
- Consultant, Ashurst Australia (ended June 2020)
- Panel, James Cook University, Investigatory Research, Misconduct (ended June 2020)



### **Deputy Chair Patricia Faulkner AO (Nov 2016)**

#### **MBA, BA (Econ), Dip Ed, HonDLaw**

Patricia is a former secretary of the Department of Human Services in Victoria. In this role, Patricia led portfolios including child protection, youth justice, public hospitals, public housing, disability accommodation and community health services.

Appointments during the period:

- Board Member, Committee for Economic Development of Australia (ended Nov 2019)
- Board Member, First State Super
- Board Member, Melbourne Theatre Company
- Chair, Advisory Panel Commonwealth Bank of Australia
- Chair, Jesuit Social Services
- Chair, Melbourne Academic Centre for Health Council
- Chair, Melbourne Racing Club Foundation
- Chair, St Vincent's Health Australia response to Royal Commission into Aged Care Quality and Safety Committee (ended June 2020)
- Committee Member, Melbourne Racing Club
- Member, Ministerial Advisory Committee on Retail Electricity Regulation



### **Prof The Hon Michael Lavarch AO (Aug 2017)**

#### **LLB**

Michael has had extensive involvement in Australian public life, serving in local government before being elected to Federal Parliament in 1987, serving as attorney general in the Keating Government from 1993-1996.

Appointments during the period:

- Chair, Telecommunications Industry Ombudsman Ltd
- Chair, Way Forward Debts Solutions Ltd
- Chief Adjudicator, Alcohol Beverages Advertising Code Adjudication Panel
- Co-Chair, Path to Treaty Panel
- Review of NSW Branch of Labor Party (ended Nov 2019)





### **Dr Robyn Miller (Aug 2017)**

#### **PhD, MFT, GradDipFT, BSocSc (Social Work)**

Robyn brings over 30 years' experience in community services, local government and child protection sectors, and has practised in both the public and private sectors as a therapist, clinical supervisor, consultant and lecturer.

Appointments during the period:

- Board Member, Catholic Social Services Australia
- Chair, Protective Schools Taskforce (Vic) (ended Nov 2019)
- Chief Executive Officer, MacKillop Family Services
- Member, Expert Advisory Committee (Countering Violence Extremism), Department of Justice & Community Safety (Vic)
- Member, Ministerial Advisory Group (Youth Justice Custodial Facilities Work Group), Department of Justice & Community Safety (Vic)
- Nominated Member, Board, Association of Children's Welfare Agencies
- Member, Academic Board Family Violence (Victoria Police) (ended Nov 2019)



### **Dr Ruth Shean (Feb 2018)**

#### **PhD, MEd**

Ruth has more than 30 years of experience as a former senior public servant in Western Australia including as the Western Australian Commissioner for Public Sector Standards, Director General of the WA Government's Department of Training and Workforce Development, Director General of the Disability Services Commission and Director General of the Department for Community Development.

Appointments during the period:

- Chair and non-executive Director, Cancer Council of Western Australia, and Member Finance Committee
- Chair and non-executive Director, National Centre for Vocational Education Research, and Member Audit and Risk Management Committee
- External Consultant, Department of Communities, Government of Western Australia
- Non-executive Director, Cancer Council of Australia
- Non-executive Director, St Catherine's College, University of Western Australia, and Member Governance Committee
- Trustee, Jon and Barry Brealey Charitable Trust
- Board member, SENSES Australia (ended Dec 2019)



### **Dr Kerrie Tuite (Feb 2018)**

**EdD, Med, BA, Cert Teach**

Kerrie is a leading Queensland educator with more than 30 years' experience working in schools and senior education policy development and curriculum roles. Kerrie is past president of the Catholic Secondary Principals Association Queensland and board director of Catholic Secondary Principals Australia.

Appointments during the period:

- Member, Queensland Catholic Education Commission
- Member, Queensland Curriculum & Assessment Authority Steering Committee for Senior Schooling Review
- President, Association of Catholic Secondary Schools Queensland
- Principal, Mount Alvernia College Brisbane



### **The Hon John Watkins AM (Nov 2016)**

**MA, LLB, DipEd, Hon DLitt**

After 16 years as a teacher in Catholic schools, John served as a member of the NSW Parliament from 1995 until 2008 spending ten years as a Minister in eight portfolios including Education, Police and Transport. After leaving political life, John was the CEO of Alzheimer's Australia NSW until retiring from that position in October 2017.

Appointments during the period:

- Board member, Central Coast Health
- Chair, Catholic Health Australia
- Governing Committee, Neuroscience Research Australia (NeuRA)
- Member, Governing Council Caritas Australia
- Chair, McKell Institute (ended July 2019)
- Chair, Calvary Health Care (ended Dec 2019)
- Chair, Mary MacKillop Today (ended March 2020)



# Staff

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## Current Staff

### Sheree Limbrick

*Chief Executive Officer*

BSocSc (Family Studies), DipMan, DipProject Man

### Tania Stegemann

*Director of Compliance*

MComm, FCA, CIA

### Daniele Donnini

*Director of Safeguarding*

MEd (SCYP), GDDiv, GCRM, GradCertEd (SCYP), BTheol,  
Dip Mgt, DipCommServ

### Narelle McMahon

*Safeguarding Project Officer*

BEd, DipTeach, CertRE, Cert Corp Investigations

### Katherine Beavis

*Manager, Communications & Media*

MIR, BA (Politics)

### Mandy Fielding

*Executive Assistant*

DipMan, DipTeach, Cert IV Training & Assessment

### Genevieve Lown

*Administrative Assistant*

MA Arts Management, BA

### Maree Charnley

*Senior Payroll & Finance Officer*

BSocSc (Family Studies)

## Contractor

### Jurhene Manalili

*Senior Auditor*

BSc (Accountancy), CPA, MBA, CIA

## Secondment

### Laura Lindsay-Cregan

*National Coordinator,*

*National Council of Churches Safe Church Program*

MA (Theological Studies), BSocSc

## Staff who ended their employment in 2019-20

### Luke Whiteside (to Dec 2019)

*Manager, Learning & Development*

GDipEd(Prim), BTheol, AdvDipMin, DipTrainDes&Dev,

DipVocEd&Train, Cert IV

Training & Assessment

# Thank you

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Implementing the National Catholic Safeguarding Standards demonstrates the commitment of a Church entity to strive to be a child safe organisation. Throughout the 2019-20 period, Catholic Church entities have engaged with CPSL by participating in training related to the requirements of the Standards, signing a service agreement with CPSL to undergo a safeguarding audit, or completing an audit in this period.

Apostleship of the Sea	De La Salle Brothers
Archdiocese of Adelaide	Diocese of Armidale
Archdiocese of Brisbane	Diocese of Ballarat
Archdiocese of Hobart	Diocese of Bathurst
Archdiocese of Melbourne	Diocese of Broken Bay
Archdiocese of Perth	Diocese of Broome
Archdiocese of Sydney	Diocese of Darwin
Augustinian Sisters	Diocese of Geraldton
Augustinians	Diocese of Maitland-Newcastle
Australian Catholic Bishops Conference	Diocese of Parramatta
Australian Catholic University	Diocese of Port Pirie
Benedictine Monks - Subiaco	Diocese of Rockhampton
Benedictine Nuns - Jamboree	Diocese of Sale
Blessed Sacrament Fathers	Diocese of Sandhurst
Brigidines	Diocese of Toowoomba
Calvary Ministries Ltd	Diocese of Townsville
Camillians	Diocese of Wagga Wagga
Canossian Sisters	Diocese of Wilcannia-Forbes
Carmelite Friars - Order of Discalced Carmelites	Diocese of Wollongong
Carmelites	Divine Word Missionaries
Catholic Cemeteries	Dominican Education Australia
Catholic Schools NSW	Dominican Sisters of Eastern Australia and the Solomon Islands
Catholic School Parents Australia	Dominican Sisters of Western Australia
Christian Brothers	Dominicans - Order of Preachers
Cistercian Monks	Edmund Rice Education Australia
Cluny Sisters	Eparchy of Maronite Diocese of Saint Maroun
Columban Fathers	Eparchy of Saints Peter and Paul
Community of the Sons & Daughters of God	Eparchy of St Thomas the Apostle of Melbourne of the Syro-Malabar
Daughters of Our Lady of the Sacred Heart (OLSH Sisters)	

Franciscan Missionaries of Mary

Franciscan Sisters of the Heart  
of Jesus

Good Shepherd Sisters

Holy Spirit Sisters

Hospitaller Order of St John of God

Jesus Youth

Institute of Sisters of Mercy of Australia and  
Papua New Guinea (ISMAPNG)

Kildare Education Ministries

Little Company of Mary

Loreto Sisters

Marist Brothers

Marist Fathers

Marist Sisters

Mary Aikenhead Ministries

Missionaries of Charity

Missionaries of God's Love

Missionaries of the Sacred Heart

Missionary Franciscan Sisters

Missionary Sisters of Christ the King

Missionary Sisters of Service

Missionary Sisters of the Sacred Heart of Jesus -  
Cabrini Sisters

Missionary Society of St Paul

National Aboriginal and Torres Strait Islander  
Catholic Council

Oblates of Mary Immaculate

Our Lady of Sion Sisters

Patrician Brothers

Prelature of Opus Dei

Presentation Sisters - Lismore Congregation

Presentation Sisters- Queensland Congregation

Presentation Sisters - Tasmania Congregation

Presentation Sisters - Wagga Wagga Congregation

Priestly Fraternity of St Peter

Redemptorists

Salesians of Don Bosco

Salvatorian Fathers

Scalabrinian Missionaries

Servite Friars

Servite Sisters

Sisters of Charity

Sisters of Charity of St Anne

Sisters of Mercy - North Sydney Congregation Sisters

of Mercy - Parramatta Congregation

Sisters of Nazareth

Sisters of Our Lady of the Missions

Sisters of St John of God

Sisters of St Joseph Lochinvar

Sisters of St Joseph of the Sacred Heart - Josephites

Sisters of the Good Samaritan

Sisters of the Holy Family of Nazareth

Sisters of the Immaculata

Society of Christian Doctrine - Preca Community

Somascans - Order of the Clerics Regular of Somasca

Sophia Ministries

Spiritans

St Vincent de Paul Society - Tasmania

The Australian Association of The Sovereign Military  
Order of Malta

Ursulines of the Roman Union

Verbum Dei Missionary Fraternity -  
Female Branch, Brisbane

Verbum Dei Missionary Fraternity -  
Female Branch, Sydney

Vincentians - Congregation for Mission

# Concise Financials

## Statement of profit or loss and other comprehensive income for the year ended 30 June 2020

	2020	2019
	\$	\$
<b>Income</b>		
Members Contribution/Levy	1,248,151	2,775,731
Service Income	266,352	163,207
Interest Received	576	435
Other Income	158,000	-
<b>Total income</b>	<b>1,673,079</b>	<b>2,939,373</b>
<b>Expenses</b>		
Cost of rendering services	(474,349)	(519,455)
Administration expense	(144,625)	(173,315)
Staff costs	(909,863)	(1,026,881)
Director fees & related costs	(313,818)	(300,544)
Occupancy expense	-	(79,769)
Depreciation and amortisation	(115,875)	(11,042)
Auditor's Remuneration	(6,537)	(12,500)
Finance costs	(846)	(408)
Total expenses	(1,965,913)	(2,123,914)
<b>Surplus/(deficit) for the year</b>	<b>(292,834)</b>	<b>815,459</b>
<b>Other comprehensive income</b>		
Other comprehensive income for the year (net of tax)	-	-
<b>Total comprehensive income for the year</b>	<b>(292,834)</b>	<b>815,459</b>

The above Income Statement should be read in conjunction with the **Financial Statements for the Year Ended 30 June 2020**, including notes to the financial statements, which can be found at [www.cpsltd.org.au/publications-and-reports](http://www.cpsltd.org.au/publications-and-reports)

## Statement of financial position as at 30 June 2020

	2020 \$	2019 \$
<b>Current assets</b>		
Cash and cash equivalents	835,938	1,156,589
Trade and other receivables	94,699	142,581
Other Assets	61,517	58,573
Right-of-use assets	33,711	-
<b>Total current assets</b>	<b>1,025,865</b>	<b>1,357,743</b>
<b>Non-current assets</b>		
Property, plant and equipment	-	-
<b>Total non-current assets</b>	<b>-</b>	<b>-</b>
<b>Total assets</b>	<b>1,025,865</b>	<b>1,357,743</b>
<b>Current liabilities</b>		
Trade and other payables	350,673	451,448
Provisions	60,751	37,396
Lease liabilities	34,951	-
<b>Total current liabilities</b>	<b>446,375</b>	<b>488,844</b>
<b>Non-current liabilities</b>		
Provisions	9,480	3,440
<b>Total non-current liabilities</b>	<b>9,480</b>	<b>3,440</b>
<b>Net assets</b>	<b>570,010</b>	<b>865,459</b>
<b>Equity</b>		
Accumulated funds	570,010	865,459
<b>Total equity</b>	<b>570,010</b>	<b>865,459</b>

The above Balance Sheet should be read in conjunction with the **Financial Statements for the Year Ended 30 June 2020**, including notes to the financial statements, which can be found at [www.cpsltd.org.au/publications-and-reports](http://www.cpsltd.org.au/publications-and-reports)

Level 13, 200 Queen Street, Melbourne VIC 3000

P: 1300 603 411

W: [www.cpsltd.org.au](http://www.cpsltd.org.au)



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