



COMMUNITY COVENANT

We build our work around a common vision and philosophy and we strive to maintain the same heart, even though we are different Maggie's Place homes and workplaces with unique expressions of the Maggie's Place mission. This document is the written expression of how Maggie's Place lives out its Core Values and an overview of the philosophical and theological foundations of our mission.

OVERVIEW

Love

- Catholic Identity and Trust in God
- Community of Prayer and Work

Hospitality

- Generosity of Spirit
- Gratitude and Humility

Community

- Simple Living and Solidarity
- Environment of Healing and Growth

Excellence

- Commitment to Excellence
- Commitment to the Homes
- Affirmation of Life and Human Dignity

LOVE

1. We strive to be instruments of love as evidenced through living the Gospel values in our homes and in our workplaces. In order to live this way, we believe it is necessary to have an ongoing encounter with God who gives us the call and strength to love.
2. Love is both a decision and a way of being; it is both action and contemplation. Our ability to continually make the decision to love is proportional to our ability to persevere in virtue. We believe the ability to be transformed into love comes from transformation in Christ and thus, is dependent on a vibrant and active spiritual life.
3. Maggie's Place creates homes. As such, the people in our lives are members of our family. Love is unconditional, forgiveness is abundant, and relationships are priority. It is in a home where hospitality and safety is offered, community is formed, life is celebrated, and growth takes place. Even in our workplaces, we foster this familial type of relationship and offer loving hospitality to all who enter our door – donors, moms, guests, volunteers, partners, strangers, etc.

Catholic Identity and Trust in God

4. Maggie's Place is rooted in the traditions and teachings of the Roman Catholic faith. As a faith based community, we encourage and embrace participation from individuals of all faith traditions. Maggie's Place lives the delicate balance of having confidence in the truth and beauty of the Catholic faith and having humility to honor and respect others' spiritual journey to God. We welcome non-Catholic Staff and MissionCorps, and we serve the mothers who join the Maggie's Place community regardless of their faith affiliations.
5. Maggie's Place -offers an active spiritual life through our prayer habits, community and personal

retreats, including spirituality into decision-making and spiritual formation. Maggie's Place incorporates Mass into community activities and celebrations as a way of offering thanksgiving and remembering that our work is fully dependent on the grace of God. The community offers a flexible schedule so MissionCorps and Staff members can go to Mass or other church services, have access to the Sacraments, spend time doing spiritual reading, and maintain a personal prayer life. Our spiritual life is dependent on our spiritual health as individuals.

6. Although it may be subtle, we whole heartedly express the character of presenting the message of social justice and living the call of the Gospel including the importance of prayer and sacrificial love. Whenever sharing about the life and work of Maggie's Place, community members are invited to present this philosophy of our work.
7. With both humility and confidence, we rely on the wisdom of Divine Providence to govern the direction of our community. The leadership of Maggie's Place is encouraged to persevere in faith, see the will of God and exercise decisions in courage and prudence. Engaging deeply in the process of learning, applying, and supporting the theological and philosophical foundation of Maggie's Place is central to providing leadership for the Maggie's Place community.

Community of Prayer and Work

8. As a community, we acknowledge and value the importance of daily communal prayer. On one level, prayer builds up unity to continue in our work. On another level, prayer is communication with our Loving Father and an opportunity to receive nourishment, direction, and strength. Maggie's Place communities develop daily prayer habits and all members of the community are invited and welcome. The daily communal prayer of Maggie's Place includes the Liturgy of Hours and the Chaplet of Divine Mercy.
9. In order to live the day-to-day life of Maggie's Place, silence and renewal are necessary. Days off and vacation time are integral to maintaining the health of MissionCorps members and Staff.
10. The Maggie's Place MissionCorps maintains an emphasis on faith development by intellectual formation and putting our beliefs into action. This is accomplished through regular formation and discussion on topics such as Scripture, social justice, forms of prayer, vocation, Church documents, etc.
11. Being a community of prayer and work simultaneously supports the flourishing of individuals and the common good. The unique giftedness of individuals must be given room to develop within the structure of the community. All tasks, even seemingly small, can be a prayer-filled moment of grace.

HOSPITALITY

Gratitude and Humility

12. In the heart of service, there is humility. As we carry out the small and large tasks of community, humility must be a deliberate act. Whether we receive disrespectful comments, abundant compliments, or little recognition, there is humility.
13. In order to encourage gratitude, community members must model gratitude—which may include praying for donors, being genuinely thankful for each contribution, and joyfully and authentically expressing gratitude.
14. With a desire to live simple, communities exercise stewardship of what they have been given. We avoid

wastefulness and carelessness and whenever possible, Maggie's Place seeks donations for our needs rather than purchasing, inviting the wider community to participate in the work of providing for the moms and children.

15. Volunteers, donors, moms, and other people who enter our homes and workplaces each offer a unique opportunity to show love. Those who enter our doors must feel that they are welcome; they should never feel as if they are a burden.
16. While each person is treated with equal dignity, clear authority structures are essential to the health of a community. Loving in truth may mean turning the other cheek and it may mean engaging in a difficult conversation. To be in a position of authority demands humility, authentic concern for the well-being of the other, constant service to others, and living as a role model.

Generosity of Spirit

17. As a community, we strive to continually offer the gift of presence, including time, attention, and making a gift of self. Within our homes, this can be as simple as sitting at the kitchen table, visiting a mom in the hospital, or having a cup of tea on the couch. Within our workplaces, this can be as deliberate as being fully present to a conversation, making small encounters deeply meaningful, and offering small gestures of support. Responding to the "duty of the moment" may mean setting aside the "work" in order to be fully present.
18. Within a community, each person fills different roles and is responsible for different tasks. All roles and tasks are important and serve the community and therefore, strengthen the bond of unity and model the Body of Christ. To promote unity, community members must constantly recognize the unique role that all play in implementing the mission of Maggie's Place.
19. Recognizing legitimate limitations, Maggie's Place communities may extend hospitality to the wider neighborhood whenever possible and appropriate. Examples may include offering donations of baby supplies to neighbors, making contributions to other non-profits, helping a homeless person at our door, or other activities that show respect to our neighbors.
20. Within the homes, the community needs to assess their ability to work and live with moms who are struggling with various issues (e.g. addiction, domestic violence, mental health). Communities must maintain the difficult balance of expanding beyond the comfortable while also acknowledging their limitations. It is necessary for a community to agree on the number of moms to whom they are able to offer hospitality. The need will always be greater than the capacity.
21. Trusting in God's Divine Providence to provide for our needs, Maggie's Place responsibly shares its knowledge, materials, and supplies with others in need. We live in the tension of having bold confidence that God will provide and exercising wise prudence in our planning.

COMMUNITY

22. As a community, we are responsible to and for one another. At Maggie's Place, the MissionCorps members share a fundamental part of their day-to-day life with the mothers—they have a life in common. Building person-to-person relationships, the MissionCorps is creating an environment where they are learning and growing as well as teaching and giving. Genuine community is a mutual encounter.
23. In order for authentic community life to develop within the homes, it must be given time and attention.

Weekly Community Night gatherings, frequent House Outings, and informal time spent together builds the community life of the home.

24. Other staff roles, while not living physically together in community, are also invited to build a sense of community life by sharing in common mealtimes, praying together daily, celebrating and mourning together, building a sense of belonging to one another, and seeking God by offering their gifts to a common mission. We build relationships that are more than simply professional but also respectfully nourish one another emotionally, spiritually and socially.
25. Regular fun activities, occasional retreats, frequent communication and celebration build up the common experience of being in the Maggie's Place community.
26. Community members must be willing to go through the difficult work of making decisions together, dealing with conflict, sharing vulnerabilities and being honest about thoughts and feelings. In addition, we must maintain the balance between the needs of the community and the needs of the individual, allowing both to thrive.

Commitment to Simple Living and Solidarity

27. Within our home and workplace environments, two key principles work hand-in-hand—creation of a dignified space and maintaining a simple lifestyle. When this is done well, the space becomes one in which all feel comfortable.
28. The Catholic Social Teaching of a "preferential option for the poor", is applied to the needs of our community when determining how best to use donations.
29. Maggie's Place strives to provide a just compensation structure while recognizing that those who choose to serve in our community are primarily motivated by a servant's heart.
30. We are in solidarity with the poor in embracing simplicity. We are in solidarity with the mothers we serve in opening our hearts to our own personal growth, in building relationships of mutuality, and in sharing a home and a life with them.
31. We are in solidarity with our fellow community members in other cities and regions, in working in the same mission and having the same communal prayer life. Solidarity exists between community members in working towards the same mission and upholding the same values.
32. Finally, solidarity exists between Maggie's Place and all other communities around the world who strive to love their neighbor and serve those in need.

An Environment of Healing and Growth

33. Within the Maggie's Place community, there are people who have known profound suffering. At times the community may experience tragic events. Without always understanding, we trust that God can use suffering for His glory, that great strength can develop out of pain, and that God longs to provide healing. We must trust in God's presence through all experiences, joyous and painful.
34. In working with the mothers, we focus on the whole person (intellectual, physical, social, emotional, spiritual) and the whole of their life experience (past, present, future).
35. Genuine empowerment allows for subsidiarity*, or the concept that each person doing for themselves as

much as they are capable of within their unique situation. It is strengthened by a sense of solidarity*, that we are all bound together in helping one another to develop.

36. Maggie's Place communities create opportunities for the MissionCorps members to be healthy as individuals and as a community. For individuals as well as a community, spiritual direction and counseling are available resources to facilitate communication around difficult issues, growth, and maintaining a healthy sense of boundaries.
37. As Maggie's Place invites volunteers to participate, we invite a new aspect of ministry into our work. Volunteers may arrive searching, and in need community. In order for volunteers to have a meaningful & successful experience, talents must be matched with appropriate tasks. Mission Corps and Staff members must model humility in completing and delegating tasks – we do not ask a volunteer to do something you would not do.

Specific to the Home Experience

38. In their role as contact people, MissionCorps members encourage the mothers to achieve their goals and to help them understand their gifts and inherent self-worth. The MissionCorps members must foster growth, confidence, and autonomy, rather than dependence, in the mothers. To authentically be in relationship, the MissionCorps members must be prepared to learn and to receive from the mothers.
39. As they begin, and throughout their commitment to the community, MissionCorps members are encouraged to reflect on their personal limitations and boundaries. Through their supervisors, counselors and spiritual directors, members are able to articulate their needs. The community, understanding these needs, is then able to provide accountability and support to the MissionCorps members in maintaining these boundaries in their life.
40. Mothers drive their own self-identified goals. However, as members of the community, the mothers are included in the functioning of the house—chores, work days, office projects, tours, speaking engagements, thank you notes, the planning of activities, etc. These tasks are an expression of living in a family and an opportunity to use and develop their talents.
41. Whenever possible, the mothers of a Maggie's Place community are given opportunities to provide input, make recommendations, and suggest changes to better a situation. With decisions that affect the entire community, the well-being of the mothers is kept at the forefront of discussion.
42. With the structure of each house, there are rights and privileges. Rights are those items necessary for dignity and survival; the mothers are “entitled” to these things – access to food, showers, a bed, safety, etc. Removal of rights should never be threatened or used as punishment. Privileges are special blessings and opportunities, and they are gifts to be given or taken away as appropriate. It is necessary to develop a structure with appropriate discipline and consequences. In the mothers, we invite gratitude and the motivation to change from within, rather than entitlement and fear.

EXCELLENCE

43. Maggie's Place strives to be recognized as an excellent nonprofit agency. The demands of being a successful organization, however, are never to be more important than the demands of loving people. Our love and service to women and their children that define our excellence.
44. Maggie's Place is committed to providing a continuum of care based on best practices.

45. The administrative offices and outreach centers are an extension of our homes and provide services to all Maggie's Place families.
46. The MissionCorps and Staff members of Maggie's Place are in a position of being role models and leaders. As such, they must accept the responsibility of living their lives with integrity. Ongoing efforts for individual and group development and training are necessary to challenge and encourage the MissionCorps and Staff. Regular, honest reviews (from one's self and one's supervisor) are conducted to maintain this focus.
47. MissionCorps and Staff members are empowered to execute an administrative function for the well-being of our mission. Job descriptions outline guidelines, objectives and goals and allow for individuals to bring their strengths to the tasks. As a community that is constantly welcoming new members, we have the ongoing opportunity for new perspectives and ongoing development of our work. In order to maintain wisdom and continuity in our work, individuals should consider the long-term well-being of the role by documenting processes and procedures.
48. Maggie's Place is not afraid or ashamed of failure. This includes our shortcomings as individuals, as well as our organizational learning. As such, we desire to be courageous in the exploration of new ways to fulfill our mission, benefitting from our past experiences and shared knowledge while constantly innovating.
49. We are constantly confronted with challenges to overcome. This comes from our commitment to simple living, our communal lifestyle, and the very essence of our mission. We aim to stay solution- focused, using our Core Values and the Biblical Principles they are built upon as our guideposts.
50. We execute even the smallest of tasks with love and courtesy. From Luke 6:10: "Whoever can be trusted with little can also be trusted with much..."

Commitment to Education

51. Within the Maggie's Place homes and extended community, there are individuals of diverse backgrounds, opinions, ethnicities, faiths, etc. In sharing a common life, individuals are challenged to genuinely exchange ideas and confront stereotypes in word and action.
52. We continuously encourage and support our mom in acquiring skills and gaining knowledge. Believing that education is the root of genuine empowerment, we recognize that the moms may make decisions or hold opinions that we disagree with, and honoring their freedom, we educate in a spirit of offering alternative perspectives and ideas.
53. We affirm the privilege of women, no matter their financial situation, to parent their children and honor the principle that children should be raised in a safe and stable environment. Whenever possible, we bring an awareness of poverty and social justice issues to the wider community. Maggie's Place is an intermediary among the many socioeconomic backgrounds and invites all into an authentic encounter.
54. In order to be effective in our work, Maggie's Place is committed to ongoing professional development and training with MissionCorps and Staff.
55. Maggie's Place provides information and connection to community resources for individual's calling that we cannot serve.

Commitment to the Homes

56. The homes, living in community with the moms we serve, is the core of the Maggie's Place mission. As such, the functioning and health of the community within the homes are our first priority.
57. The MissionCorps members have a unique role in implementing our mission, committing to the challenging work of living in community with the moms. Their service and sacrifice is cause for respect. Life in the homes can be a continual battle for emotional, mental, and physical energy. Staff members must allow their expectations to be compassionate with the reality of the life of a MissionCorps member.

Affirmation of Life and Human Dignity

58. While we recognize the value of ministries that oppose abortion using legal or political means, the work of Maggie's Place is not a legal or political endeavor. As such, we choose to avoid using charged or political language. Although subtle in its language, Maggie's Place is unflinchingly "pro-life" in its actions. We extend a welcoming environment to women who have chosen abortion in the past or who are undecided about the future of their pregnancy. We celebrate the joy of pregnancy even if the related circumstances are painful, complicated, or not ideal.
59. Maggie's Place promotes healthy sexuality according to the teachings of the Catholic Church, therefore we do not encourage the use of contraceptives.
60. Maggie's Place does not accept contributions from organizations whose mission or activities are in direct opposition to our own. We trust that God will provide the resources needed without necessitating obligation or gratitude to organizations that undermine the culture of life.
61. Maggie's Place builds a culture of life by providing a life-giving option and proclaiming the inherent dignity that women and mothers possess. Similarly, a child, no matter the circumstances, is a gift. A child, no matter how cranky or fussy, is a blessing.

