



**CATHOLIC
EDUCATION
MELBOURNE**

Governance of Melbourne Archdiocesan Schools for the Future

The Steering Committee

- Worked through the responses from last year's 12 consultation events
- Determined 7 Threshold Issues.
- First 4 are foundational issues that require stakeholder engagement and discussion and have been worked into 4 discussion papers:
 - Threshold Issue 1: Catholicity
 - Threshold Issue 2: Governance, Management and Leadership
 - Threshold Issue 3: Incorporation
 - Threshold Issue 4: Transfer of Assets and Liability.
- The rest then, are operational, and as such, can be supported in their execution through the services of a Project Management Office (PMO).

Essentials

What will stay the same?

What will change?

The following slides represent proposals that will be articulated in the Discussion Papers being issued prior to the Consultation round in March. They have no approved status and are offered as preparatory material for discussion purposes only.

What will stay the same?

- The Pastor retains canonical responsibility for proclaiming the word of God to those living in the parish ... He is to have particular care for the Catholic education of children and youth Can 528 §1.

What will change?

- The civil governance will be undertaken by a company with a Board where the directors are appointed by the Archbishop as the member of the company.

What will stay the same?

- The Catholicity of the Schools will be retained as the defining feature of school identity and mission.

What will change?

- The Incorporated Board will be responsible for ensuring that policies and delegations support the rights and functions of those whose roles are defined in canon law.

What will stay the same?

- The parish school will remain a vital part of the parish's educational mission.

What will change?

- The Parish Priest will no longer be the employer but his pastoral leadership role must be preserved and safeguarded.

What will stay the same?

- Principals will continue to be responsible for leading their school.

What will change?

- The Incorporated Board must ensure that its delegations support the capacity of Principals to lead their schools.
- Line management responsibility will be to the diocesan education office (CEM) without compromising the significance of the relationship with the Parish Priest and his role in supporting the school's mission.

What will stay the same?

- No change to employment conditions, salary or role of school staff.

What will change?

- Staff will be employed by the CEO of the company, across the archdiocese rather than by the Parish Priest.

What will stay the same?

- The diocesan education office (CEM) will continue to develop policies for all schools with the usual consultation and assist with the implementation on individual sites

What will change?

- CEM will be responsible for ensuring policies are implemented.

What will stay the same?

- School Advisory Committees will be encouraged, educated and supported

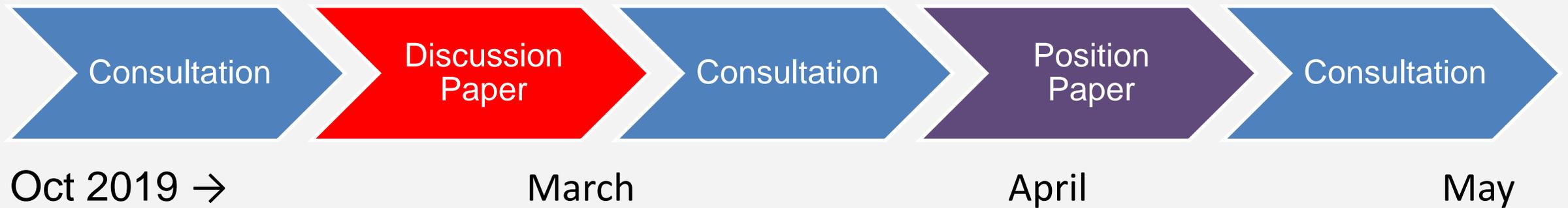
What will change?

- The Incorporated Board may delegate certain functions to a School Advisory Committee for endorsement at the local level.

Clergy and Principal Consultations – March 2020

AFTER:

- The key issues raised will form the basis for finalising the discussion papers into a Position Paper.
- This in turn will be available for consultation in April.



Clergy and Principal Consultations – March 2020

BEFORE:

- The Threshold Papers will be available for Parish Priests and Principals on the Melbourne Governance website <https://governance.melbourne/> to acquaint themselves with the content prior to the March Clergy and Principal Consultation sessions.
- Opportunity will be provided on the website to contribute [feedback](#) on any aspect of the papers of the governance reform in general.
- These will be collated and be presented via a Gallery Walk at the venue of each meeting for all to see.

Clergy and Principal Consultations – March 2020

DURING:

- Throughout these sessions Parish Priests and Principals will work in Jig-Saw discussion groups focusing on each of the Threshold Issues;
 - Threshold Issue 1: Catholicity
 - Threshold Issue 2: Governance, Management and Leadership
 - Threshold Issue 3: Incorporation
 - Threshold Issue 4: Transfer of Assets and Liability
- Parish Priest and Principals will be invited to raise and share the key issues discussed.