

Stewarding the mission

School Governance

Information Session

School Transition Agreement
(STA) & Right to Use Land and
Buildings Agreement (RULBA)



Acknowledgment of Country

In recognition of Aboriginal and Torres Strait Islander people's spiritual and cultural connection to *country*, we acknowledge the traditional custodians of the Kulin Nations. We acknowledge the continued care of the lands and waterways over generations and celebrate the continuation of a living culture that has a unique role in this region.

We pay respects to Elders past, present and emerging, for they hold the memories, traditions, culture and hopes of all Aboriginal and Torres Strait Islander peoples across the nation and hope they will walk with us on our journey.

We also extend that respect to all staff, students and families within the Archdiocese of Melbourne.

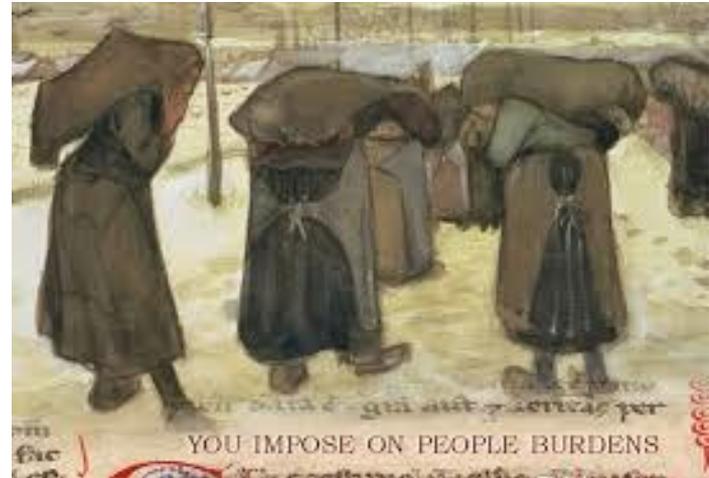
Prayer

Together we draw on the rich vein of thought our tradition brings to our shared ministry of education:

Lord, we gather in our commitment to the mission of Catholic education in our schools and parishes. Open our eyes to the new possibilities emerging in our time and help us to preserve all that is essential from the heritage we have received. May we go to this work humbly seeking the wisdom to proceed forward, faithful to our heritage and the school and the parish communities we serve.

We make this prayer through Christ our Lord.

All: Amen



Purpose of today's meeting

To provide information in relation to:

- An overview of the Governance Project
- Creation of the company – Melbourne Archdiocese Catholic Schools
- The Statement of Mission
- Working together in Mission – the role of the Parish Priest in schools
- The legal documents that will be used for the transition of schools to MACS
- Certain practical issues:
 - custodianship of land and buildings
 - usage fees
 - agreement length
 - dispute resolution
 - future planning

Today's agenda

1. Welcome
2. Acknowledge of Country and Prayer
3. Introduction
4. The governance change
5. Archdiocese response
6. Melbourne Archdiocese Catholic Schools Ltd (MACS)
7. The Constitution and the Statement of Mission
8. The Working Together in Mission Charter
9. Legal agreements and resources available
10. Request for Information process
11. Q&A
12. Meeting close

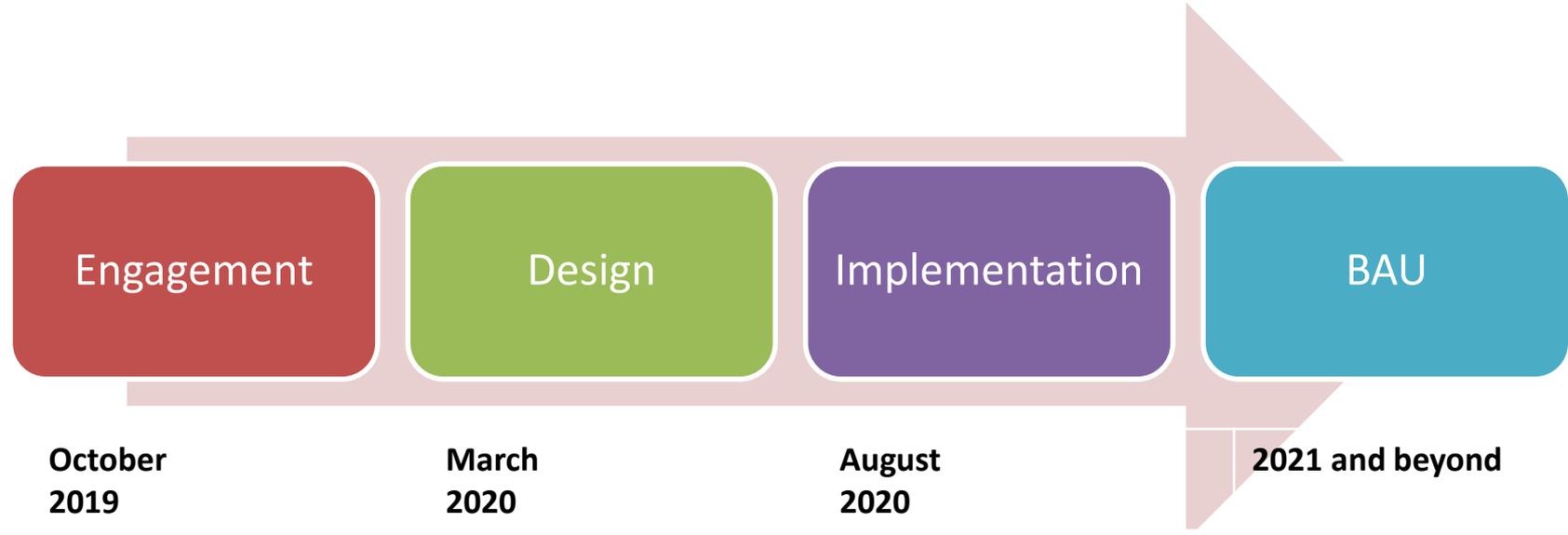
Why the governance change?

- To fulfil the Australian Catholic Bishops Conference (ACBC) acceptance of Recommendation 16.6 from the Royal Commission, for parish priests not to be the employer for principals and teachers in Catholic schools
- To meet Victorian Government requirements for funding - these include a requirement for organisations providing services to children to be appropriately insured and incorporated
- The “sole proprietor” governance model has become increasingly onerous for any individual, particularly given the administration and regulatory compliance surrounding schools
- Relieving parish priests of administration and compliance will free up time for parish priests for pastoral and faith leadership in the school and the broader parish community - critical to ensure the school is faithful to its Catholic life and identity
- Other dioceses have already put this model in place (WA, Sydney, Sale) or are well progressed with a similar governance change process (Ballarat, Sandhurst)

Archdiocese response

- October 2019 – first consultation sessions held with Clergy and Principals to discuss the governance change
- December 2019 – Archbishop Comensoli establishes a Steering Committee to develop, provide and implement an incorporated school governance model for the Catholic primary, regional secondary and diocesan schools in the Archdiocese of Melbourne
- March 2020 – consultation sessions with Clergy and Principals around threshold issues.
- June 2020 – development of Position Paper containing 10 recommendations
- September 2020 – Archbishop Comensoli approves the recommendations
- September 2020 - Melbourne Archdiocese Catholic Schools Ltd (MACS) incorporated

Phases of the Governance Project



Position Paper - 10 recommendations

1. That a company limited by guarantee is created
2. Archbishop of Melbourne establishes Melbourne Archdiocese Catholic Schools (MACS)
3. The Archbishop as sole member of the company
4. **That a constitution be developed for the Company that clearly articulates the purpose and mission of the Company**
5. That the Board of Directors be appointed by the Member in a manner that recognises not only their commitment to the mission and values of Catholic education in the Archdiocese but also the skills necessary for the proper discharge of the required fiduciary duties.

Position Paper - 10 recommendations

6. Development of a strategic plan, operating model and leadership team for MACS
7. That a ***Working Together in Mission*** Charter be developed in partnership with stakeholders to articulate the features of the relationships between parishes and their schools that are essential for fidelity to mission.
8. That a policies and procedures framework, based on the principles of solidarity and subsidiarity, be developed.
9. That ***School Transition Agreements and Right to Use Land and Buildings Agreements*** between the parish and the Company, are developed in consultation with key stakeholders.
10. Continued dialogue between MACS and key partners such as CECV, RI/MPJP schools

Our focus today

4. That a constitution be developed for the Company that clearly articulates the purpose and mission of the Company
7. That a *Working Together in Mission* Charter be developed in partnership with stakeholders to articulate the features of the relationships between parishes and their schools that are essential for fidelity to mission.
9. That *School Transition Agreements* and *Right to Use Land and Buildings Agreements* between the parish and the Company, are developed in consultation with key stakeholders.

Structure of MACS

Melbourne Archdiocese Catholic Schools Ltd (MACS)

Member

Member of the company, created to govern and operate schools belonging to the parishes of the Archdiocese of Melbourne, keeps the board faithful to the mission, which is the purpose of the company



Board

The board of directors of MACS, appointed by the member, is responsible for the overall governance, management and strategic direction of the company and ensuring the objects of Catholic education set forth in the constitution are enacted faithfully and effectively



Management

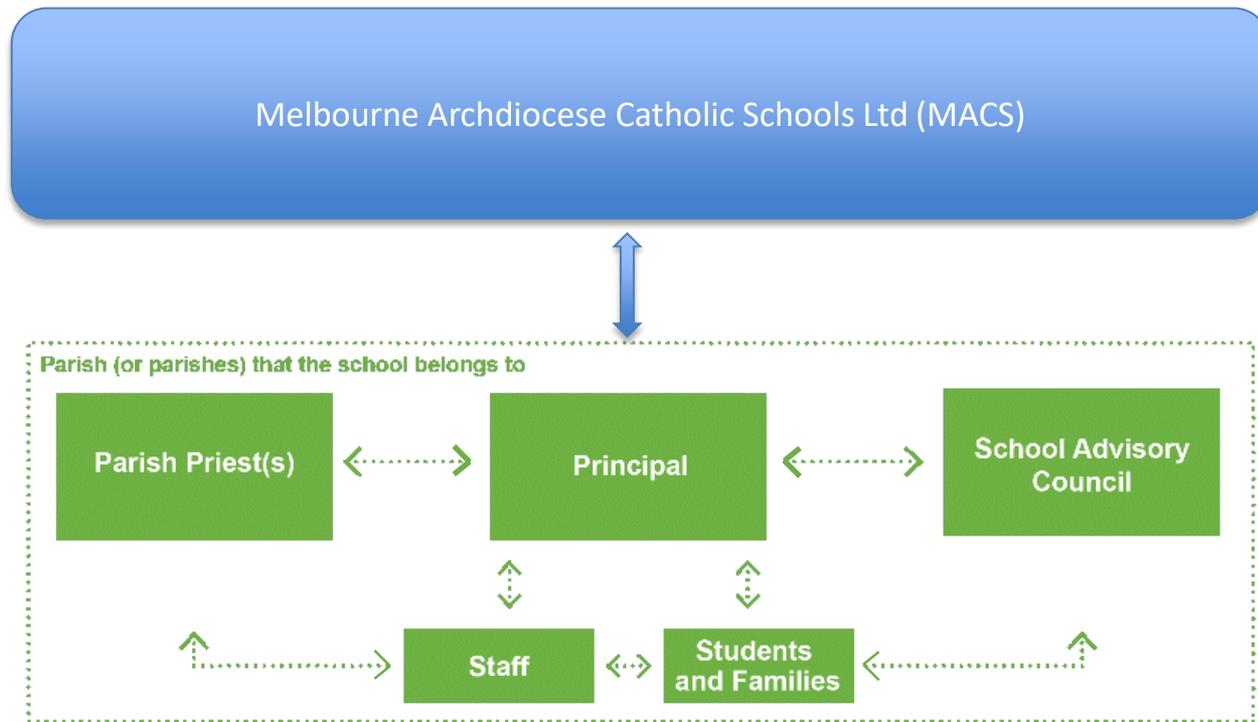
Management of the operation of schools is delegated to the management layer of MACS – under the leadership of MACS' executive director



Schools

Schools will now be governed by MACS building on current operating models appropriate to primary or secondary schools

Local Operating Model



Statement of Mission

Catholic schooling seeks to provide the young with the best kind of education possible, one that fosters a formation of the whole person that is deeply and enduringly humanising.*

*Education is integral to the mission of the Church to proclaim the Good News. First and foremost every Catholic educational institution is a place to encounter the living God who in Jesus Christ reveals his transforming love and truth. This relationship elicits a desire to grow in the knowledge and understanding of Christ and his teaching. In this way those who meet him are drawn by the very power of the Gospel to lead a new life characterised by all that is beautiful, good, and true; a life of Christian witness nurtured and strengthened within the community of our Lord's disciples, the Church.**

With parents and parishes, Catholic schooling seeks to fulfil this mission by providing an environment in which students are enabled to:

- encounter God in Christ and deepen their relationship with him
- pursue wisdom and truth encouraged by a supportive academic culture
- grow in the practice of virtue, responsible freedom and serving the common good.

Statement of Mission (continued)

A Catholic school:

- is actively embedded in the life of the faith communities of the local Church, which in turn is tangibly manifest in the life of each school
- is an essential place for the evangelising of children and young people
- exists to assist students and their families to integrate faith, reason, life and culture*
- is conspicuously Christian in outlook, explicitly Catholic in faith and practice, and intentionally missionary in orientation
- cultivates spiritual, social and emotional growth in a safe and protective environment
- provides a learning environment in which the whole educational community is formed to embrace life in all its fullness (John 10: 10)
- offers a human formation that has the intellectual, practical and moral excellence of learners at its heart
- forms consciences, fosters peace and develops respectful dialogue at the service of intellectual charity
- encourages the discovery of Catholic cultural heritage, especially in art, music, literature and architecture.

Statement of Mission (continued)

*Catholic schools, which always strive to join their work of education with the explicit proclamation of the Gospel, are a most valuable resource for the evangelization of culture.**

The good work of educating the young, undertaken in the light of the Gospel, is a co-responsible task led by every member of the Catholic school community. Modelled by parents, principals and teachers, in prayer and with wisdom, through witness and by example, Catholic schooling is at the service of the integral human formation of children and young people in Christ.

A Catholic school is eucharistic in character. The sacramental and prayer life of the local Church, especially in the gathering of God's People in Sunday Mass, is integral to the mission of a Catholic school and indispensable to its richness. A fruitful sign of the living witness of faith with parents and parishes is the participation of students and families in the life, mission and work of the local faith community, especially in the call to worship God and to serve the poor and marginalised (Acts 2: 42–47).

By cultivating a maturing of faith and the intellectual life through the modelling of good relationships, Catholic school students are prepared for living fruitfully in the world.

Working Together in Mission Charter

Working Together in Mission is a document of foundational importance for Melbourne Archdiocese Catholic Schools Ltd (MACS) as it articulates the roles and responsibilities of those in key leadership roles in parishes and schools – particularly clergy, principals and those associated with school advisory councils.

The Charter therefore is about mission and leadership and it is a foundational document as schools transition into MACS. This is so because *Working Together in Mission* outlines the collaboration and right relationships that lie at the heart of the capacity for parishes and schools to realise their shared mission.

The quality of the relationships between parish priests, principals and the wider school and parish community will in large measure shape what is achieved by schools when it comes to realising their Catholic mission.

The Role of Priests

Working Together in Mission outlines how the Parish Priest has an integral role in the pursuit of MACS' objects as the Custodian of Mission and Apostolic Leader of the Parish and the School.

Consequently he is always a welcome presence within the school community where he leads and is co-responsible for the religious life of the school in collaboration with the Principal.

The Parish Priest is also responsible for the patrimony of the land and buildings of the Parish and those used in the school operations. Parish priests will continue to have a significant role in relation to Catholic schools governed by MACS. This is particularly important in relation to:

- faith education, sacramental life and pastoral care;
- parish's good name and key school appointments; and
- ongoing custodianship of school land and buildings.

School Transition Agreement (STA)

- is a contract developed between each parish and the MACS Board regarding the transfer of the school.
- is relevant for regulators to see that the school operations continue intact and unaffected under a changed governance and management structure.
- will confirm that from the date of transition MACS will be responsible for all liabilities that may arise in relation to the school and will otherwise have the assets that are required to operate the school.

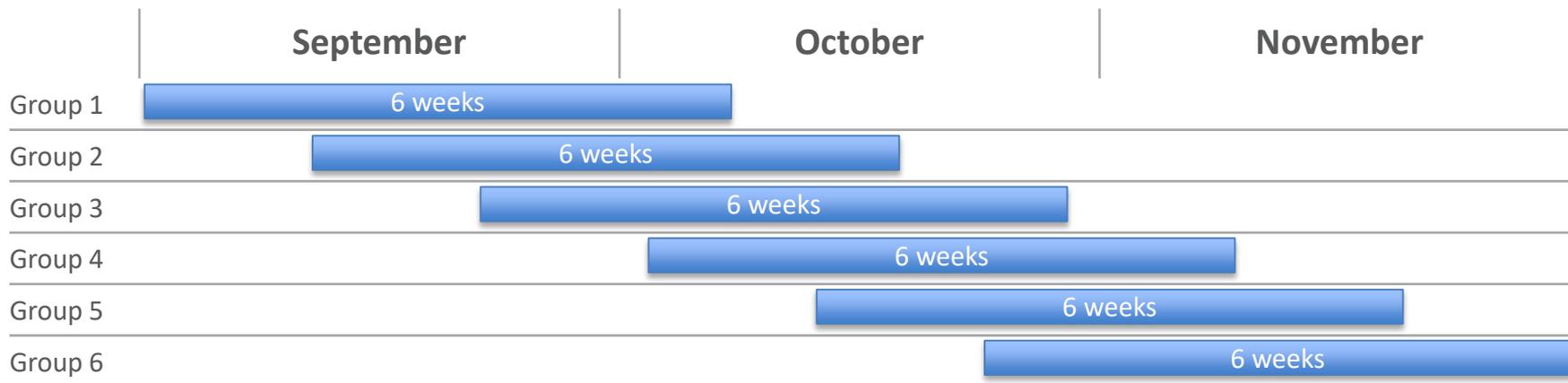
Please note: template copies of these agreements are currently available on the website. They are not for signing. Tailored versions of the agreements to be signed will be mailed to you in the next couple of weeks.

Right to Use Land and Buildings Agreement (RULBA)

- is a long term lease under which the parish (or parishes), as the owner(s) of the land, give MACS exclusive possession of the land and building that relate to the school's operation. MACS welcomes and encourages the regular and consistent presence of the Parish Priest in the school to perform his key pastoral leadership role in the school community. Common areas remain in the possession of the parish and the priest and MACS will agree on suitable arrangements for access and cost sharing.
- is necessary in order for MACS to be able to demonstrate to regulators that it has a long term entitlement to use the land for the provision of Catholic education. This is particularly important for government funding purposes which require this evidence before a school can be supported with capital grants.
- will be formalise arrangements for the use of common areas at each parish and school on a site by site basis.

STA & RULBA Support and Signing Schedule

- Due to the number of parish priests and canonical administrators to be engaged, six groups have been created to allow focused support through the signing process over the next three months. The image below provides an overview of the schedule.



STA & RULBA Support and Signing Schedule

- Each group will have a 6 week period of consultation to support the signing of the agreements



Once the Agreements are signed

Scan/take a photo of the signing page for each agreement and forward the images to governance@cem.edu.au

Sign the hardcopy of the STA and RULBA, and using the stamped pre addressed envelope return to:
Catholic Education Melbourne
Attention: LYBBI STIGSDOTTIR
PO BOX 3
East Melbourne 8002

Please have these agreements forwarded by:

- GROUP 1: Friday 30 October, 2020
- GROUP 2: Friday 6 November, 2020
- GROUP 3: Friday 13 November, 2020
- GROUP 4: Friday 20 November, 2020
- **GROUP 5: Friday 27 November, 2020**
- GROUP 6: Friday 4 December, 2020

Contacts for further enquires

Templates of the STA and RULBA are available on the governance website under

- <https://governance.melbourne/transition-documents/>
- FAQs <https://governance.melbourne/faq/>
- Videos <https://governance.melbourne/>

Please contact the **Governance Helpdesk** if you require further information through:

- Phone: **9267 0320**
- Email: governance@cem.edu.au
- Website: <https://governance.melbourne/contact/>

QUESTIONS?



CATHOLIC ARCHDIOCESE
OF MELBOURNE



CATHOLIC
EDUCATION
MELBOURNE

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