

EREA GENERATION

COMMUNITY UPDATE
MAR 2022 | ISSUE 03

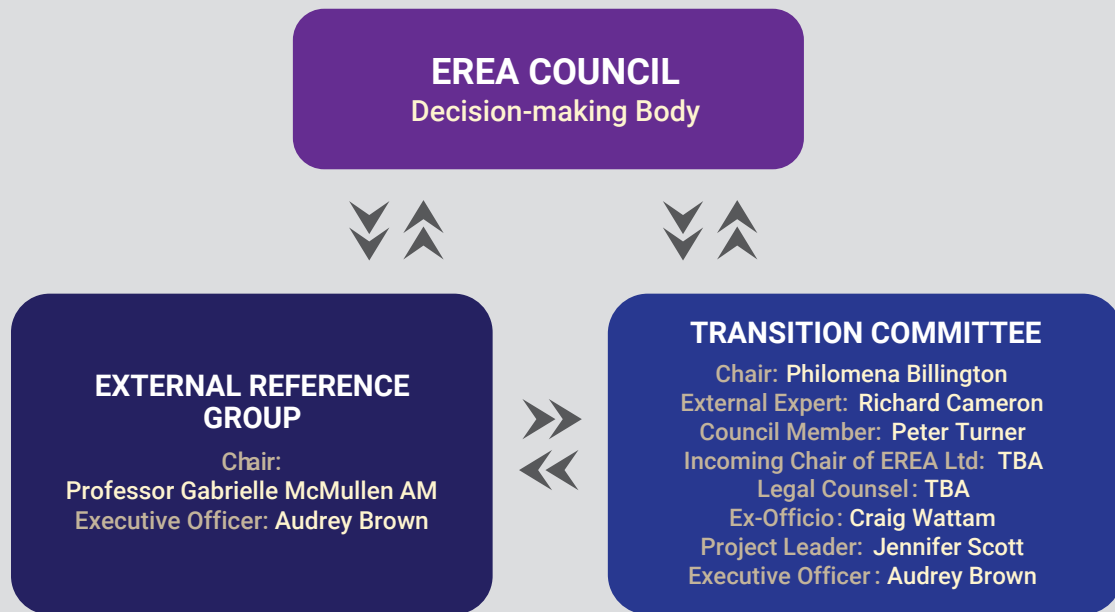
2022 is a time of great change and renewal for EREA.

We will move to an incorporated company ready for 1 January 2023. Our governance will place student safety, wellbeing, faith and learning at the centre of our work. It will be easy to understand, clear and transparent, and provide confidence to the community about the integrity of our organisation, and our support of students, families and school communities inspired by Blessed Edmund Rice.

OBJECTIVES

- Delivering safe, student-centred learning inspired by the charisma of Blessed Edmund Rice
- Developing culture to best serve our students and young people and to live the charisma of Blessed Edmund Rice
- Ensuring that our leaders are clear about their relationships, responsibilities and accountabilities
- Building trust and confidence within ourselves, our schools and our broader community

Council engaged an external reference group that continues to work to find a robust Board shape, to clarify reserve powers and to recommend an appropriate Board Skills Matrix. The appointment of the Inaugural Board Chair is in process and is being facilitated by recruitment firm, Sheldon Harris.



Regeneration brings together the work required to complete the VRQA Enforceable Undertaking, moves us through Incorporation and compels us to examine and improve our culture.

We will define our key relationships, including between our schools and the national office. We are improving operations by building a strong triumvirate of new delegations, reporting framework and financial policies. We will start the process of training in these new delegations and policies in a compelling and involving way.

Dr Craig Wattam | Executive Director, EREA



LETTER FROM EREA Council President Philomena Billington

This is a critical period in the story of EREA established since 2007. The Council of Trustees appointed by the Congregational Leader of the Christian Brothers, is supported in the discernment of the significant decisions that will shape our future by external experts and the wisdom and advice of experienced colleagues from education communities across states and Church entities.

The process of Regeneration is an act of generational change for EREA. Naming and embedding the culture that is critical for our learning community now and into the future both assures the Mission and provides clarity in accountability, informed decisions and incisive leadership. The act of Incorporation normalises EREA's organisational structures, providing the foundations for effective governance.

In making these important decisions, Council has been grateful for the wisdom, rigour and support of the External Reference Group, chaired by Professor Gabrielle McMullen AM. Decisions that need to be made around the incorporation structure, reserve powers, delegations and the recruitment of inaugural company directors are being explored by experienced senior

colleagues, seasoned professionals who understand our ecclesial and educational context and have given Council informed and challenging advice. Their considered recommendations bring confidence to Council's discernment around complex and formidable decisions.

A Transition Committee has been formed tasked with overseeing and tracking the coordination of all aspects of the transition process. The current EREA Board continues to conscientiously fulfil its role in governing EREA schools whilst preparing for a handover of its role when the incorporated governance structure is established. The External Reference Group and the Transition Committee ensure the effective stewardship of the Regeneration process during this time of transition. Our attention is very much on how we move EREA forward for students and families.

May we be inspired by Blessed Edmund who faced such challenges in very different times but who persisted for the sake of young people and their families - *God grant us the courage and compassion of Blessed Edmund as we seek to live lives of love and service.* (Prayer of Thanks for Blessed Edmund)

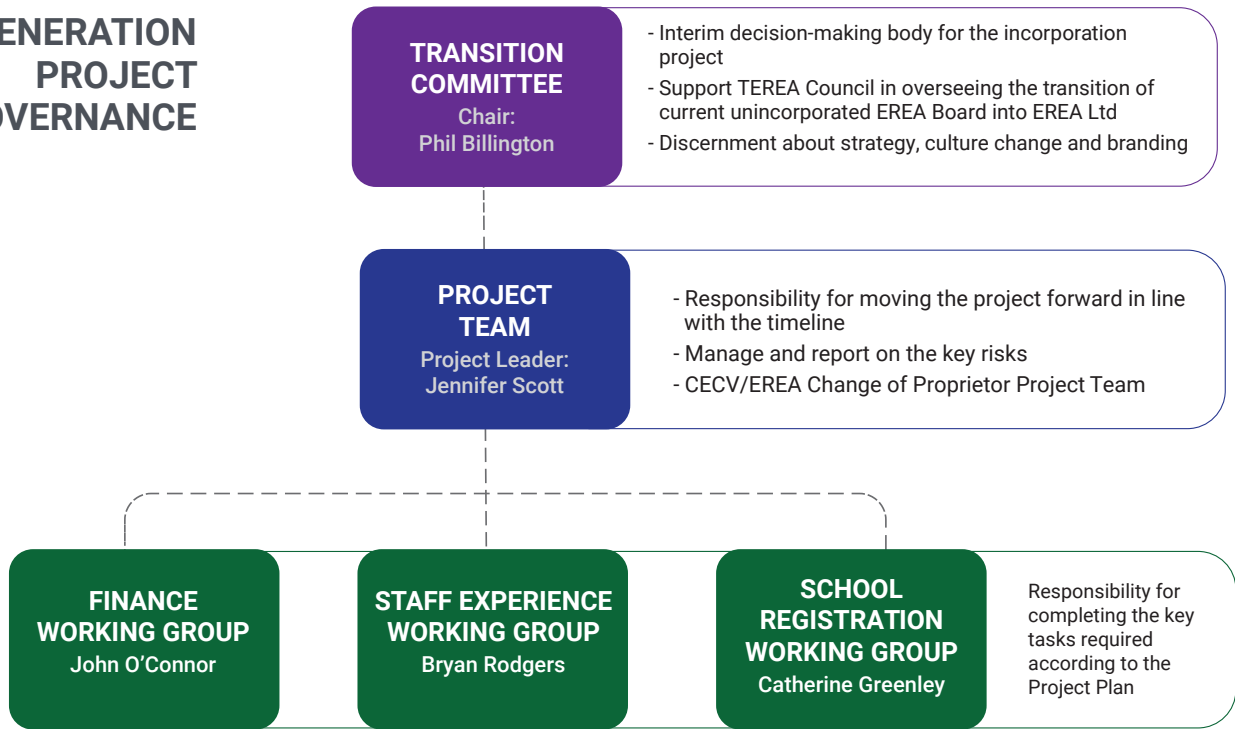
UPDATE BY External Reference Group



The External Reference Group, chaired by Professor Gabrielle McMullen AM (pictured above), has met during December, January and February to research, discuss and recommend the most appropriate incorporated governance model for EREA's future. This work – reflecting the aspiration of the EREA Touchstones, Strategic Directions and charism – has been informed by the guiding principles for effective governance developed for this project and with the assistance of external consultancy group, Grant Thornton. In designing a governance structure, the Reference Group has given consideration to the current and future needs of the broader EREA community and taken account of canonical and civil requirements as well as regulator and community expectations around education governance.

The reserve powers and delegations (to Board/s, Committees and Executive Director) within the proposed governance structure are now being mapped by the Reference Group. This will lead to the drafting of a board skills matrix that will inform the recruitment and appointment of the inaugural company directors. A subcommittee of the Reference Group has been chosen to form an Inaugural Nominations Committee. This group of experienced senior leaders will assist an external recruitment consultant in the process for the selection of the inaugural Board members (who will be appointed by TERE Council). Another working party from within the Reference Group will make recommendations to Council on the Remuneration of board members.

REGENERATION PROJECT GOVERNANCE



PROGRESS TO DATE

On the ground

- Directors of Schools ensuring the registration in their state/s is managed and on track
- CECV and EREA working together to ensure they have all they need to satisfy VRQA requirements
- EY is working with us to define the Reporting Framework, which shows every reporting obligation we have across all schools to every Catholic Education office, State and Commonwealth government, corporate and other requirements all in one place. The Reporting Framework, delegations and policies represent the triumvirate of how we govern. Principals and Business Managers across the group have represented your voices
- Incisive work on delegations and finance policies to ensure that they are aligned
- Project Risks captured

KEY Q1 2022 TIMINGS

19 Jan Reference Group #1
23 Jan Project Team Meeting #1

10 Feb Reference Group #2
Incorporation Structure discussed
Remuneration and Nominations Committees formed

15 Feb Council Meeting to discern structure

16 Feb Transition Committee #1
Project Team meeting biweekly
Project Team Risk meeting

3 Mar Reference Group #3
Finalise Incorporation structure, Reserve Powers and Board Skills Matrix

Transition Committee meeting monthly
Project Team meeting biweekly

January

February

March

INCORPORATION STRUCTURE FINALISED

WITH SCHOOLS:

- Directors of Schools briefed and responsibilities clarified
- Reporting Framework meetings with Principals and Business Managers

Principal Consultations and Regional Business Manager Conferences

- Detailed briefings on Regeneration
- Incorporation dates and state specifics outlined
- Update on BM specifics including Treasury

ENGAGEMENT APPROACH

Through information, guidance, communications, engagement opportunities and support, schools will be supported to continue to contribute to the Regeneration Plan and prepare for improved governance practices through four key principles:

GROUNDED IN TRUST

Build trust and confidence to create buy-in for the change across stakeholder groups.

GENUINE LISTENING

Provide the opportunity to voice opinions, listen genuinely and incorporate these views.

CLARITY OF ACCOUNTABILITIES

Provide clarity of accountabilities for actions across stakeholder groups.

COMMON LANGUAGE

Build a shared and common understanding of the change across all of EREA.



We thank you all for your assistance with the Regeneration Project and your support for ongoing progress.

For further information and support, the Regeneration team can be contacted at regenerationsupport@erea.edu.au

For Principals, your Directors of Schools can provide further information

For Business Managers and HR Leaders, contact Neville Atkinson - neville.atkinson@erea.edu.au

We look forward to continuing to work in partnership with school communities in the spirit of Blessed Edmund Rice, to offer safe and quality education opportunities to young people and families across Australia.

The regeneration of EREA brings tremendous amounts of hard work, yet it also offers us a wonderful opportunity to imagine and shape our future as a hope-filled and high-quality organisation that embraces contemporary and robust governance.

During Lent, we prepare ourselves and our hearts for renewal and conversion. May we be ready to receive God's abundant love through our prayer, fasting and almsgiving and have the courage to renew EREA.