

Uplifting Governance through Regeneration

Issue #2 8 December 2021



EREAs Regeneration Plan

EREAs Regeneration Program is progressing its work on improving governance and preparing for incorporation.

Key to determining the most appropriate incorporation structure is having **expert advice from the external Reference Group**, chaired by Professor Gabrielle McMullen AM FRACI.

The **Reference Group** has met three times and will continue to meet over the next few months to provide expert advice on the incorporated structure and board composition best suited to enable the future governance directions of EREA focused on student safety, wellbeing, and optimal learning.

EREAs Regeneration objectives

- 1 Deliver safe, student-centred learning inspired by the charisma of Blessed Edmund Rice
- 2 Build alignment between the national office and schools
- 3 Restore confidence between EREA and regulatory authorities
- 4 Maintain confidence in the broader community
- 5 Create governance that is viewed as leading

Reference Group Membership

Professor Gabrielle McMullen, Deputy Chancellor, University of Divinity, Emeritus Professor, Australian Catholic University, Trustee Director, Mercy Ministry Companions and Chair, Diocese of Sale Catholic Education Ltd

Emeritus Professor Anne Cummins, Director, Catholic Schools NSW Ltd (NSW)

Kieran McCarthy, Lawyer, Company Director and Deputy Chair, Mercy Partners (QLD)

Nicki Patten, Lawyer and Executive Director, Jesuit Education Australia (VIC)

Sr Mary Wright IBVM, Consultant and Canon Lawyer

Michael Cutri, Partner, BDO and Member, Edmund Rice Ministries Oceania Finance Committee (QLD)

James Coyne, General Counsel, GPT Group and Chair, College Advisory Council, St Patrick's College Strathfield (NSW)

Natalie McDonald, Chief Executive Officer CFA Victoria and Member, College Advisory Council, St Kevin's College Toorak (VIC)

Progress Update

EREAs has continued its progress through the Regeneration Program to improve governance by:

- ✓ **Briefing Principals and Business Managers** about Regeneration and Incorporation Plans.
- ✓ Undertaking **extensive consultation** with leaders pivotal to recently incorporated Catholic entities, who have provided key information from which we are learning.
- ✓ **Mapping the registration requirements** and timelines in each state and territory in readiness to commence the process to re-register schools.
- ✓ Involving representative Business Managers and Principals in **developing and refining the new EREA Delegations**. Thanks to all who have participated.
- ✓ **Consulting Principals** on improvements to Policy Framework and Policy Connect platform.
- ✓ Board approving **seven Victorian child safeguarding policies** for 2022 implementation
- ✓ Providing **regular communications** (twice per term), briefings on Incorporation and governance uplifts. Two-way communication mechanisms and ongoing support and information for schools is being planned.
- ✓ **In early 2022**, Working Groups for Principals, Business Managers and other key people will be established to support Incorporation planning and decision making.

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Timing

- The Regeneration Program aims to establish EREA Ltd (new incorporated entity) on 1 July 2022.
- We will transition towards the new governance structure being implemented by 1 January 2023.

Our Engagement approach

Our Regeneration program is supported by a **comprehensive and thoughtful Engagement Approach**. Through information, guidance, communications, and engagement opportunities, schools will be supported to contribute to the Regeneration Plan and prepare for improved governance practices. The Engagement approach is underpinned by four key principles:

Engagement Plan Principles



Grounded in trust

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



Clarity of accountabilities

Provide clarity of accountabilities for actions across stakeholder groups.



Genuine listening

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



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 Program over the last six months and your support for ongoing progress in 2022.

For further information and support, the Regeneration team can be contacted at regenerationsupport@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. We wish everyone the blessings of the Christ-child during this Advent and Christmas season and a peace-filled time of rest and renewal with loved ones.

Craig Wattam

Executive Director EREA

Philomena Billington

President EREA Council of Trustees
Chair of the EREA Ltd Steering Committee