



# Regeneration

Issue 04  
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**EDMUND RICE EDUCATION  
AUSTRALIA**

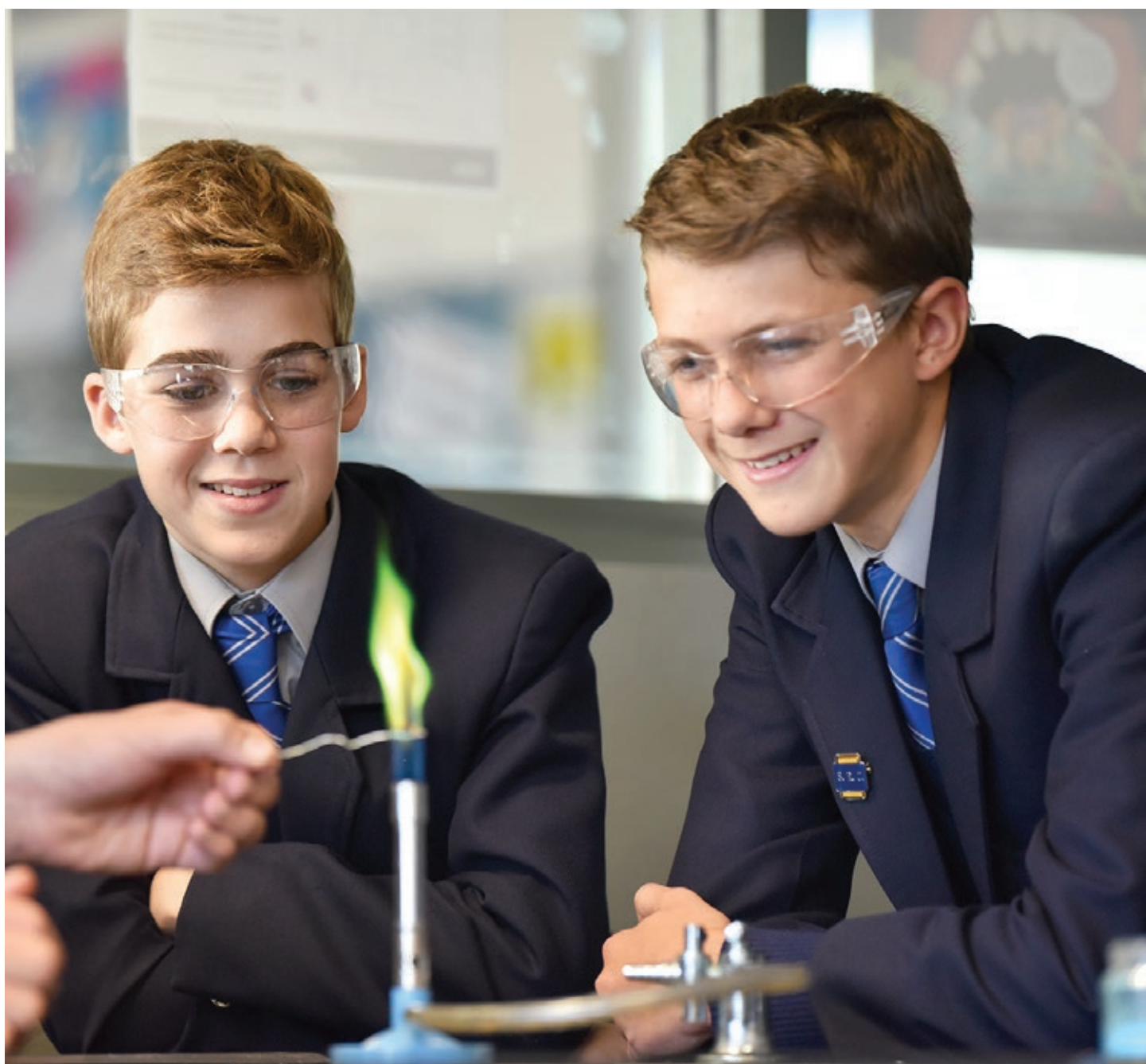


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Today we announce  
our new structure.

In this issue, we will:

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# President of EREA



Philomena Billington  
Chair of the Council  
of Trustees

Pope Francis has wisely reminded us on many occasions that we are encountering a 'Change of Era'. This is indeed true for Edmund Rice Education Australia as we adopt a new incorporated governance structure – to be called EREA Ltd – which heralds a transformation of the organisation for a new era with students at the heart of what we do.

As we encounter this change of era we are ever grateful for the Christian Brothers and many lay women and men who have ministered prior to us. I pay tribute to Dr Craig Wattam, Jennifer Scott (National Director Stewardship & Project Leader), the EREA Executive Team and many others for their diligence as we continue to engage in the important work of establishing and then implementing these governance structures and processes.

We 'remember the past with gratitude, live the present with enthusiasm and look to the future with confidence' (Novo Millennio Ineunte 2001:1) trusting in our God to guide us.

I am also delighted to announce the appointment of the Inaugural Chair of EREA Ltd, **Adjunct Professor Iyla Davies OAM**, a distinguished law academic, respected community leader and experienced company director and Chair. Her broad expertise and remarkable professional experience will be critical in the establishment and shaping of EREA Ltd.



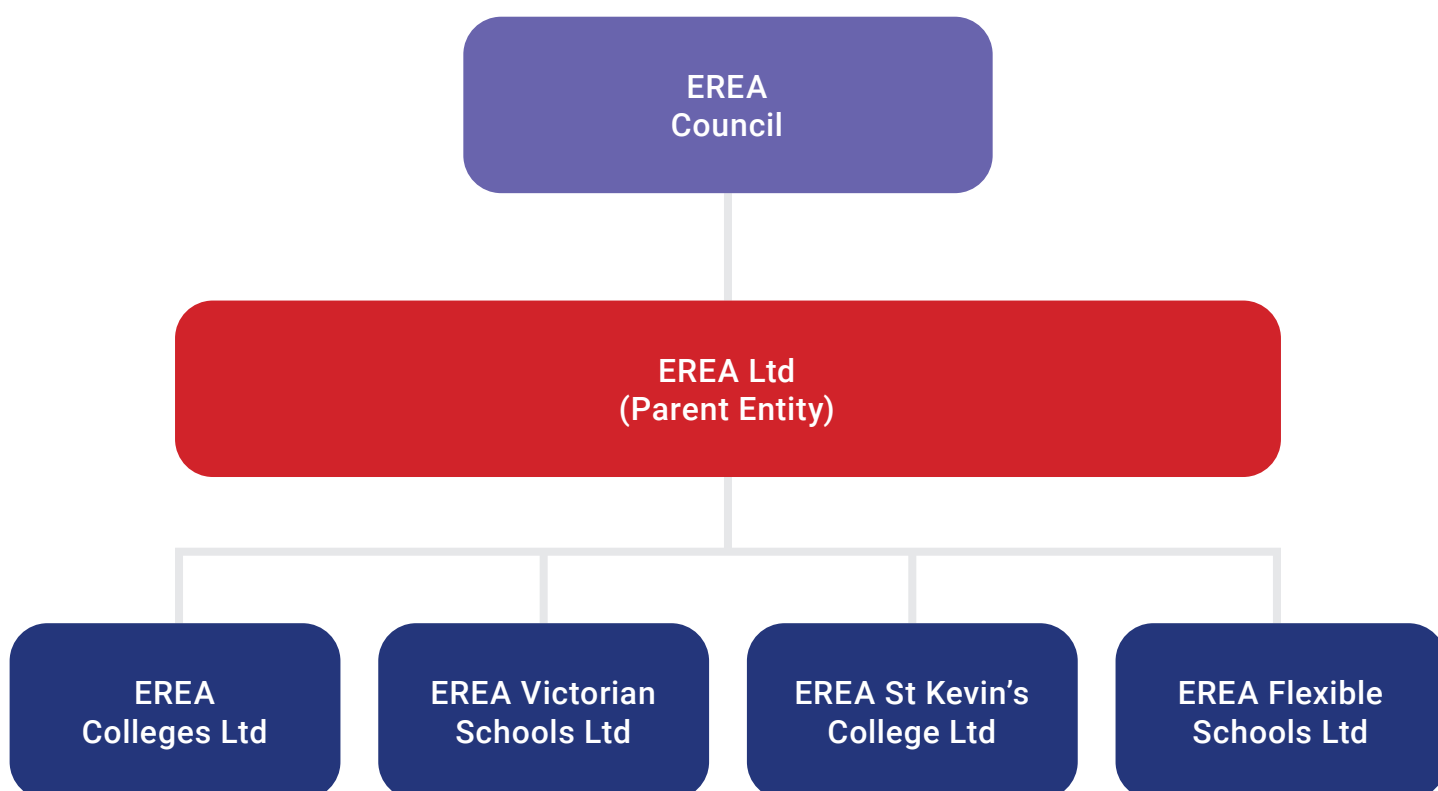
Adj. Prof Iyla Davies OAM  
LLB(Hons) LL.M, FAICD  
Inaugural Chair, EREA Ltd  
Parent Entity Board

*"I am looking forward to joining because I see the regeneration as an opportunity to build on the charism of the Blessed Edmund Rice by creating new structures that will better support the work of EREA and most importantly benefit our students."*



# Announcing our New Structure

It is with great pleasure that we announce the new EREA structure today. It has been created in response to a renewed commitment to governance that continues to place the over 40,000 students of our diverse learning communities at the heart of all we do with clear lines of accountability and transparency.



## The details of the new structure in summary are:

- EREA Ltd (Parent Entity) will be a company limited by guarantee with four subsidiaries.
- Together, EREA Ltd and its subsidiaries will be responsible for the continuation of the mission of a Catholic education in the Edmund Rice tradition.
- The four subsidiary entities reflect the breadth of EREA's education ministries, with each entity having a very distinct function and a Board of Directors with specific expertise:
  - EREA Flexible Schools Ltd will oversee 21 flexible learning centres across metropolitan, regional, and rural Australia. These schools serve some of the most marginalised young people, who yearn for another chance at education, and who may have been excluded from or have felt excluded from education.
  - EREA Colleges Ltd will oversee the mainstream colleges and early learning centres across Australia outside Victoria.
  - EREA Victorian Schools Ltd will govern 5 Victorian colleges and one Flexible Learning School to ensure that the specific regulatory requirements of Victoria are met in a targeted manner.
  - EREA St Kevin's College Ltd will provide local governance oversight to St Kevin's College, Melbourne, strengthening specific governance and accountability requirements.

# Executive Director



**Dr Craig Wattam**  
Executive Director

Today marks an important occasion in the life of EREA. On the one hand, the incorporation of EREA represents a modernizing of our governance structures so that we can incisively and transparently lead and serve the young people in our schools, but on another level entirely, what this speaks to is our commitment to continuous improvement.

I offer my grateful thanks to members of the External Reference Group who provided expert advice to the Trustees, and also pay tribute to our President Phil Billington and members of the Council for their tremendous work. I am very confident that EREA Ltd and its subsidiary boards will be well placed to provide excellent, targeted advice, leadership, and governance of our schools, and particularly in promoting the mission of our schools in the tradition of Blessed Edmund Rice. Students in our flexible learning schools, early learning and our colleges will be very well supported by these new structures. In addition, our schools in Victoria will be well served by the additional layer of dedicated governance.

I have recently visited many of our schools, and I am constantly buoyed by, and proud of, the work I see taking place every day. I was fortunate to visit St Brendan's College in Yeppoon and in my discussion with members of the leadership team, we discussed some of the innovative projects and partnerships they have engaged with community organisations. A representative from a local manufacturing company was also present so that we could all better understand the need in the industry for high-quality, skilled workers to come and join their team, and these were being proactively sought through training, real-work simulation environments at the school, and through nomination of possible employees to come and enjoy some work experience at the manufacturing plant. One young man was cited for his initiative on the job and for the remarkable learning curve he has experienced in the workplace, producing impressive technical drawing and 3D design skills. His skill base had exponentially improved during his time in the workplace, and he had impressed the company directors.

St Brendan's also runs a project in sustainability that is based on lean principles. Students at the school are so articulate in describing what "lean" looks like, how these principles have been employed to reduce waste at the College, and why it works. What it speaks to ultimately, is an unwavering commitment to continuous improvement, and to College staff doing their very best by, and with, their students.

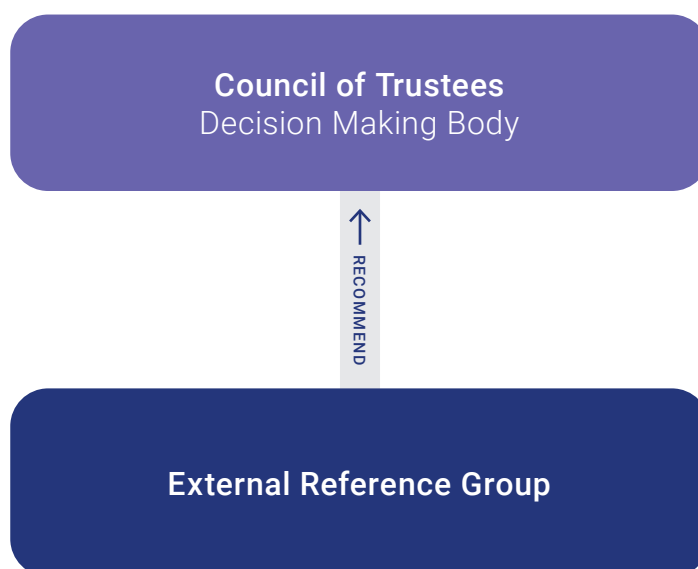
Our broader commitment to our students right around the country must be equally as focused. Primarily, our fundamental responsibility is to child safety and wellbeing. In creating a parent entity Board, with subsidiary Boards for our Mainstream schools and early learning centres, our Flexible Learning Schools, and for our Victorian schools, we are providing a more bespoke governance structure that allocates resources and expertise to not just satisfy our obligations with our stakeholders and regulators, but also to improve how we serve, lead, govern and steward our schools and therefore our students into the future.

Our new governance structures will see expertise deployed to each sector of our work, so that we provide clear lines of accountability and transparency to our schools. I commend the announcement today and endorse and support Council in the decisions that have been taken. I look forward to working with the newly appointed Board Chair, Iyla Davies in the transformation of EREA for a new era.



# Incorporation

The external Reference Group recommended to the Council of Trustees of Edmund Rice Education Australia the new incorporated structure.



## External Reference Group

The external Reference Group was chaired by Professor Gabrielle McMullen AM and included esteemed Catholic governance thought leaders and three School Advisory Council members.

### Leadership

Professor Gabrielle McMullen AM  
Independent Chair  
External Reference Group

Audrey Brown  
Executive Officer  
External Reference Group

### Members

MPJP & RI Senior Leaders  
Education Ministries

Emeritus Professor Anne Cummins  
Director & Deputy Chair  
Catholic Schools NSW Ltd

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

Nicki Patten  
Lawyer & Executive Director  
Jesuit Education Australia (VIC)

### External Experts

Sr Mary Wright IBVM  
Consultant  
Canon Lawyer

Michael Cutri  
Finance/Audit  
Edmund Rice Ministries  
Oceania Finance Committee (QLD)

James Coyne  
Civil Law: Chair  
College Advisory Council  
St Patrick's College Strathfield (NSW)

Natalie MacDonald  
CEO, Country Fire Authority  
College Advisory Council  
St Kevin's College Toorak (VIC)

# Regeneration Plan Next Steps

- 01 EREA Ltd Board Chair, Iyla Davies, joins Transition Committee and begins her role
- 02 Board Chairs appointed to all subsidiaries
- 03 New Boards are formed, target date is by the end of July / August
- 04 New Flexible Schools Leader position recruited
- 05 Continued work on Incorporation
- 06 Delegations consulted and finalised
- 07 School engagement commences in June

## Our Engagement Approach

*We look forward to engaging with you. Here is how.*

Our Regeneration program is supported by a comprehensive and thoughtful engagement approach. Through information, guidance, communications, engagement opportunities and support, 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:

### 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 discern these views.

### Common language

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

# The Incorporation Project Continues

- ✓ Constitution drafting underway
- ✓ Financial architecture ready for consultation with regulators
- ✓ Queensland ABN migration planning underway
- ✓ New EREA Ltd Board Chair recruited
- ✓ Nomination committee to finalise shortlist of Board of Directors for interview by end of May
- ✓ Commenced submission of re-registration documents to CECV (VIC registration)
- ✓ Preparing for continued engagement with schools

## Key Term 2 Events & Timings



### April

- 14** New EREA Ltd Board Chair appointed
- 20** Transition Committee meeting
- 27** Incorporation structure announcement
- 28** Onwards – Directors of Schools meeting with regulators, Catholic Education offices & unions
- 30** New entities registered with ASIC

### May

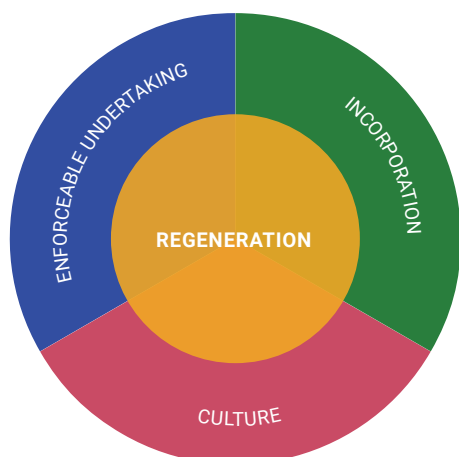
- 3** Business Manager Working Group delegations review
- 5** Child Safety M01359 briefing (VIC)
- 6** Principal Working Group delegations review
- 16** Director of Schools delegations review
- 18** Principal & BM conference
- 23** National Directors delegations review

### Ongoing

- Weekly meeting with CECV on re-registration
- School engagement commences, prioritising child safety
- Bi-weekly project status update meeting
- CECV documents submitted
- Australian state regulator documents submitted
- School registered under new structure



# Regeneration Objectives



Regeneration brings together the work required to complete the Enforceable Undertaking in Victoria, moves us through Incorporation and gives us the opportunity to examine our culture. We will continue to define our key relationships, including between our schools and the national office.

This requires new delegations, reporting frameworks and financial policies. We will start the process of training in these new delegations and policies in a compelling and engaging way.

- 01** Deliver safe, student-centred learning inspired by the Charism of Blessed Edmund Rice.
- 02** Building culture to best serve our students and young people and to live the Charism of the Blessed Edmund Rice.
- 03** Create trustworthy governance that is respected by our peers.
- 04** Ensure that our leaders are clear about their relationships, responsibilities and accountabilities.
- 05** Build trust and confidence within ourselves, our schools and our broader community.

# Further Information

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



**EDMUND RICE EDUCATION  
AUSTRALIA**

For further information and support, the Regeneration team can be contacted at [regenerationsupport@erea.edu.au](mailto:regenerationsupport@erea.edu.au)

For **Principals**, your Directors of Schools can provide further information. For **Business Managers** support is provided by Incorporation consultant.

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, preserving the best of our history while embracing contemporary and robust governance.

As we continue in this season of Easter, we look with great optimism towards the future.

