

**CHA Leader Formation Taskforce  
Meeting Summary  
12 August 2013**

**1. Opening Prayer**

The meeting opened with a prayer led by Susan and is included in the Meeting Report. Martin welcomed and thanked those present for agreeing to contribute to the work of the Taskforce and in particular Jennifer Stratton for assuming the role of Chair. He acknowledged the significance of the work being undertaken.

**2. Present, apologies and introductions**

Invited

Jennifer Stratton

Kevin Mercer

Sr Anne Hetherington

Helen Clarke rsc,

Brigid Tracey

Steven Cornelissen

Jan Horsnell

Cath Garner

Rev Dr Joe Parkinson

Rev Dr Gerard Arbuckle SM

Dr Tony Baker

Martin Laverty (Staff)

Susan Sullivan (Staff)

Members added some further information to the profiles circulated in the papers. The diversity of backgrounds represented and the range of perspectives this will provide was acknowledged. A sense of excitement was expressed at the opportunity to work with likeminded and committed people. The taskforce is mindful that it will need to invite health and aged care services to engage with the vision. Formal consultation will be combined with regular communication - 'telling the story' of the strategy - to enable the CHA membership to keep abreast of developments and make a contribution to planning and implementation. This will also enable cross-ministry participation and challenge silos. At the same time the Taskforce must be mindful of and accommodate different expressions of Catholic ministry and avoid a 'one-size-fits-all' approach. The opportunity to contribute to organic growth within the sector as well as to specific outcomes was affirmed. Given everyone is asking the same questions, there is the possibility of something genuinely new emerging.

An effective recruitment and formation strategy will best engage the breadth of the Catholic sector, from tertiary institutions through to schools. While health and aged care is CHA's focus, consultation with other ministries may strengthen strategy outcomes. Together we must do the deeper thinking necessary towards an articulation of an ecclesiology and theology of ministry which is responsive to the emerging social, political and economic context of Catholic service delivery. It is this rapidly changing context which underpins the necessity for better communication and collaboration among ministries.

**3. Background to Taskforce establishment**

Susan summarised the history and background to the establishment of the Leader Formation Taskforce. This is captured in the Discussion Paper prepared for the CHA Governance Conference in April and re-capped in the Directions Paper circulated for this meeting. Susan explained the anticipated outcomes likely to be observed as a result of the Leader Formation Strategy.

**4. Terms of Reference**

Following clarification and discussion these were adopted by the meeting.

#### **5. Consideration of priorities and early goals**

Members commented on the need to develop and communicate a common language for formation, to identify the effective programs already in existence and the gaps that need to be addressed. This mapping exercise will be an important first step.

The question of the vision underpinning Catholic ministry was discussed. The CHA Shared Purpose Statement was acknowledged as a vision that was held in common and should guide future meetings.

A vision for leadership is also necessary. The soon-to-be launched *CHA Continuing the Mission* document (leadership profile) would be a valuable resource to guide for this task. The next meeting will examine it.

Workforce data gathering and defining scope and practice for key roles were considered critical to enable the necessary forward planning for formation. Some documents are already in existence which could inform role definitions. Evaluating the impact of formation is also essential in order to enhance our understanding of what is most effective and guide development of new initiatives.

The next meeting will enable a closer analysis and articulation of priorities.

#### **6. Summary and next steps**

It was agreed the broad focus for the Taskforce would be addressing four phases: data gathering, gap analysis, consideration of the resources needed in light of the gaps and finally, co-ordination of strategies for development of new resources. By August 2014 the results of consideration of these four phases will be communicated back to members in the form of an information paper articulating key milestones and a communications plan.

Members will undertake to promote the work of the Taskforce within their own organisations with the aim of building connection and enthusiasm as well as gathering a sense of how it is being received.

CHA will write to the Chair of the Bishops Commission for Health and Community Services and the President of CRA to provide an update on the work of the Taskforce.

#### **7. Future meeting dates**

Those attending the CHA National Conference will meet on Sunday evening, August 25. Susan will arrange the next meeting in person via Meet-O-Matic for early October.

#### **8. Close**

The meeting closed at 2:00pm.

**New beginnings - Isaiah 43: 16 -21**

*This is what the LORD says,*

*He who made a way through the sea,*

*A path through the mighty waters....*

“Forget the former things;

Do not dwell on the past.

See, I am doing a new thing!

Now it springs up; do you not perceive it?

I am making a way in the desert

And streams in the wasteland.

Because I provide water in the desert

And streams in the wasteland,

To give drink to my people, my chosen

The people I formed for myself

That may proclaim my name”.

**PAUSE to reflect on our own experience of new beginnings...what we notice of**

*ambivalence* about what is not yet clear, and

*reservation* about what might actually be demanded

combined with

a sense of *anticipation* and *expectation* about what will emerge

and a sense of *hope and confidence* in the

*commitment and wisdom* we share as fellow travellers.

So we ask our God of new beginnings -

Be our Guide and Source and Energy

today ... and each time we meet.

As we share this gift of new beginnings

with colleagues from across the ministry

we accept wholeheartedly the challenge of

building a new foundation for leadership of our ministries.

Amen.