

**CHA Leader Formation Taskforce
Meeting Summary
5 December 2013**

1. Opening Prayer

The meeting opened with a prayer led by Susan seeking openness to the work of the Spirit in our planning for the future.

2. Present, apologies and introductions

Invited

Jennifer Stratton

Kevin Mercer

Sr Anne Hetherington

Helen Clarke rsc,

Brigid Tracey

Stephen Cornelissen

Jan Horsnell

Cath Garner

Rev Dr Joe Parkinson

Rev Dr Gerard Arbuckle SM

Dr Tony Baker

Martin Lavery (Staff)

Susan Sullivan (Staff)

3. Summary of previous meeting

Accepted.

4. Pathways Survey of Project Priorities

After consideration of the aim of the survey, the Taskforce agreed the survey would be distributed to the 77 CHA Members. Members will be encouraged to nominate one person to undertake consultation within their organisation and provide one response on behalf of their various governance and leadership levels. Data should be identifiable and 1 March was agreed as the end of survey period.

The Taskforce agreed the survey should be accompanied by a covering letter reminding members of the key messages about the background and purpose of Pathways. These key themes should be re-iterated throughout the survey where appropriate and be reinforced at every possible upcoming point of communication.

Gavin will work with Susan to reword the Priorities Matrix to make it clearer for those who may not presently have a detailed working knowledge of Pathways.

5. Pathways Taskforce - Member areas of interest, focus

Taskforce members were invited to indicate areas to which they might wish to contribute particular effort in the coming months and years, through the resources of their own organisation. The Taskforce may assign some projects to an individual member organisation for initial work-up. This work would then be reviewed and endorsed by the Taskforce and made available to all CHA members.

Preliminary expressions of interest were identified. These will be reviewed at the April face-to-face meeting when the survey results are available and all Taskforce members have had further time to consider:

Stephen Cornelissen: Workforce planning (#1) and both Recruitment projects (#4,5).

Jennifer Stratton: Tools for assessment of formation needs (#4) and Current approaches and availability of formation opportunities (#7)

Sr Anne Hetherington: Mission leader support (#3)

Cath Garner: Enhance ethics expertise for key leaders (#8)

This strategy for implementing projects raises questions about the implications for organisations in adopting the work of others as their own, given there is presently some resistance to using collectively developed resources rather than those specifically tailored by an organisation. At the next meeting the Taskforce will discuss the mechanics of encouraging member participation in Pathways initiatives and resources.

Some data gathering for the Workforce Planning project could commence before the survey closes. If a workforce data survey is circulated soon it would contribute to the ongoing communication needed to maintain member engagement in Pathways. All communication and requests for feedback and data should go via Susan, be accompanied by a statement of the key messages and be identified as being sent under the auspices of the person's Taskforce role.

6. Pathways Project implementation – possible strategies, models

The variety of ways the various projects could be developed and implemented was briefly discussed and specifics for each project will be determined when the survey is completed.

7. Taskforce communication channels

A key role of Taskforce members is facilitation of communication, liaison and feedback within their own organisations. Jennifer includes a report on Pathways in her Board reports. SJOGHC trustees have discussed the initiative and are interested and enthusiastic.

Taskforce members were invited to encourage their Trustees, Boards and Executive Teams to show the Pathways webcast so the initiative is widely known and understood.

The potential for Pathways to eventually impact on/support formation across other Catholic sectors was discussed noting formation doesn't presently have the same priority among the social services at least.

The resources of the CHA Mission Committee will be engaged to keep active communication going within CHA member organisations.

8. CHA Contemporary Catholic Governance Course

The Taskforce will foster support for the Governance Course when 2014 dates are known.

9. MLC Proposal for a 2014 cohort

Progress on liaison with Ministry Leadership Centre was noted. Larry O'Connell has offered a modified approach to trialling the model and will provide empirical data to support the claimed outcomes by mid-December. The MLC model is viewed favourably by Taskforce members especially given its less academic approach to that of the ACU GCLCC. The MLC model would be more appealing to trustees and boards though the main intended participants are those in executive roles. The means to achieving something similar to the MLC model in Australia needs to be explored in light of the ongoing conversation with the four groups who expressed interest after the CHA Conference. It is intended that if agreed, the model would eventually be delivered entirely in Australia though its establishment may require some visits to Sacramento by the first cohort. Consideration could perhaps be given to sending one or two people as observers in 2014.

10. General Business

2014 Meeting dates were confirmed as:

Wednesday 19 February, 1:30 – 3:30 AEDT (By Teleconference)

Friday 11 April (Face-to-face, Canberra)

Wednesday 11 June (Face-to-face, Sydney)

Thursday 13 August, 1:30 – 3:30 AEDT (By teleconference)

Thursday 23 October (Face-to-face, Sydney)

Wednesday 3 December (By teleconference)

11. Close

The meeting closed at 5:00pm.