

Concerned Catholics Canberra
Goulburn Webinar
The Light from the Southern Cross

Presenter: Ms Virginia Bourke
22 October, 5.00 – 6.30pm

A source of
hope.....

THE LIGHT FROM THE SOUTHERN CROSS



Promoting
Co-Responsible
Governance in
the Catholic
Church in
Australia



APRA



Royal Commission
into Aged Care Quality and Safety

Royal Commission
into Misconduct in the Banking, Superannuation
and Financial Services Industry



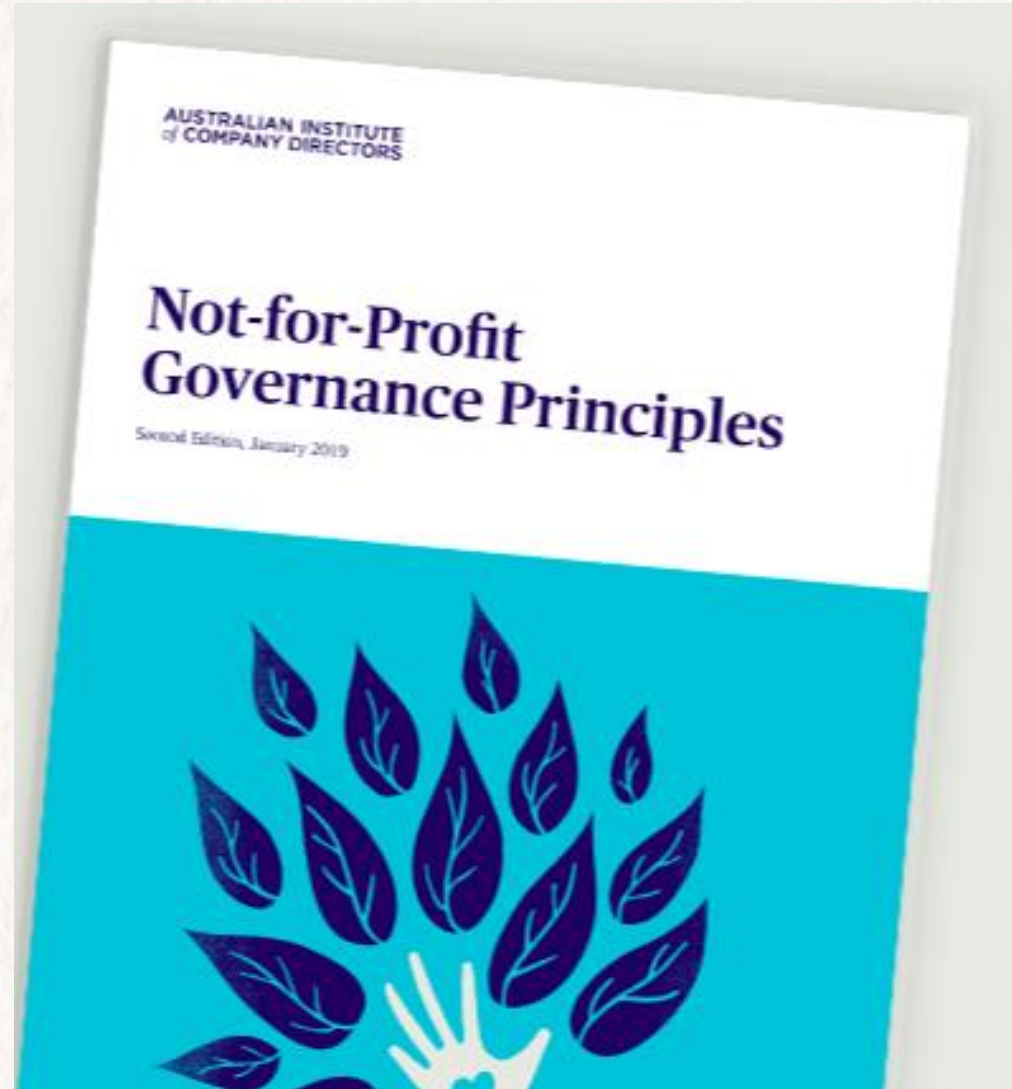
'That the principle of inclusion of all the People of God underpin practice in diocesan appointments and to that end: the appointment of lay women and men to senior decision making bodies and agencies be accelerated.'

Recommendation 15.1

“many Catholic men and women experience pain at the failure of the Church to enable the fuller participation of women. The most visible indicator of the barriers to full participation is that the hierarchy of the Catholic Church...remains exclusively male”

p 72 The Light from the Southern Cross

AICD Not for Profit
Good Governance
Principles





Principle 1

Purpose & Strategy

(Mission)

- Define a common understanding of purpose/mission/vision
- Develop a diocesan profile and strategic plan
- Periodically review strategy and purpose



Principle 2

Roles & Responsibilities

*(Synodality,
Accountability)*

- Develop Terms of Reference for Diocesan Pastoral Council
- Clearly defined roles for DPC members including position descriptions
- Develop org charts



Principle 3

Board Composition

(Synodality)

- Transparent process for appointments to DPC (and other entities)
- Use Nomination Committee or Boards Appointment Committee to advise Bishop on appointments.
- Use a Skills Matrix
- Set a gender diversity target 50%
- Invite applications from parishes
- Create a diversity policy



Principle 4

Board Effectiveness

*(Synodality,
Discernment)*

- DPC needs effective Chair, sound agenda and papers, regular meetings (1-2 meetings not enough), discernment in decision making
- Formation of DPC/diocesan leaders - look to existing highly developed formation programs in health, education, community services ministries
- Regular reflection by DPC on whether it is enacting/modelling synodality in its decision making.



Principle 5

Risk Management

*(Discernment,
Accountability)*

- Adopt strong risk management practices (RM framework, risk register)
- Role of DFC in risk management (akin to Finance Risk & Audit Committee)



Principle 6

Performance

(Accountability)

- Is there an appropriate use of resources? Aligned to strategy of diocese?
- Both DFC and DPC should have input into budget.
- How are we performing against our strategy?



Principle 7

Transparency & Accountability

(Accountability)

- Provide Annual Report
- Provide annual financial reports
- Run an Annual Meeting, allow questions
- Publish key governance documents including org charts
- Review website for currency & relevance of information



Principle 8

Stakeholder Engagement

*(Dialogue,
Accountability,
Subsidiarity)*

- How do we maintain strong relationships with our stakeholders?
- Do we know who they are?
- Do we have a process for complaints and feedback?
- How do we respond to complaints and feedback?
- How do we protect and work with vulnerable people?



Conduct & Compliance

*(Integrity,
Accountability,
Morality)*

- Ensure expectations for behaviour are clearly understood
- Code of Conduct and Policy Framework in place
- Compliance program in place (safeguarding, WH&S)
- Program for investigating misconduct?



Principle 10

Culture

(Integrity, Morality)

- Underpins all of the principles
- How do we model and work to instill a culture that supports our mission?
- Can we measure it?
- Does our culture reflect a high level of trust between our people?