Roundtable Summary

GOVERNING FOR SUSTAINABLE HUMAN DEVELOPMENT AND THE COMMON GOOD

Immersion Tour and Roundtable

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Definition of Governance

Governance is not a board or committee. It is the framework of rules, relationships, systems and processes within and by which authority is exercised and controlled (ASX Justice Owen)

Sustainable governance's focus is to drive good cultures, support good leadership and build trust in the institution. It allows the institutions purpose to be fulfilled responsibly, having regard to Church and societal expectations (Roundtable Definition for Sustainable Governance)

Review of Assisi

St Francis was renowned for his love, simplicity and practice of poverty and preference for the poor. By choosing this way of life, St Francis led the Franciscan Order to become a movement of governance reform in the Church.

His foundational concepts of integral ecology and care for creation may inform how we govern Catholic Ministries today.

Towards a Stewardship Model

Faith and good practice can and must align to achieve good outcomes. Through good stewardship, appropriate selection of dedicated and talented people, ongoing training and formation of leaders and a strong commitment to Christian mission – faith and good practice should be inseparable.

Governance for the common good is an enabler of the fulfilment of the mission of the Church. It is intrinsically relational, creating relationships between people, and between people and processes, to achieve a desired end within an institutional and societal context of norms, values and rules.

Summarised Notes from Final Discussion

- We must see ourselves together as one

- Is there a need for new structures to achieve mission / funding structures?

- Clearly articulate how we realise our mission

- Prophetic dialogue (community) / Bi-directional dialogue

- We must build much broader relationships

- Mission – revisit, realisation

- BAU versus change

- Decision making and asking "in whose interest are you acting"

- What are our indicators of success?

- What is our relationship between Board / Management / Ownership?

- Canon law and civil gap for governors

We are not living in an era of change, but a change of era….

A change of era requires a focus on building organisational resilience

Trust is the most critical component of organisational resilience

Figure 1: Concepts of organisational resilience

Shape the environment

Ability to change and adapt

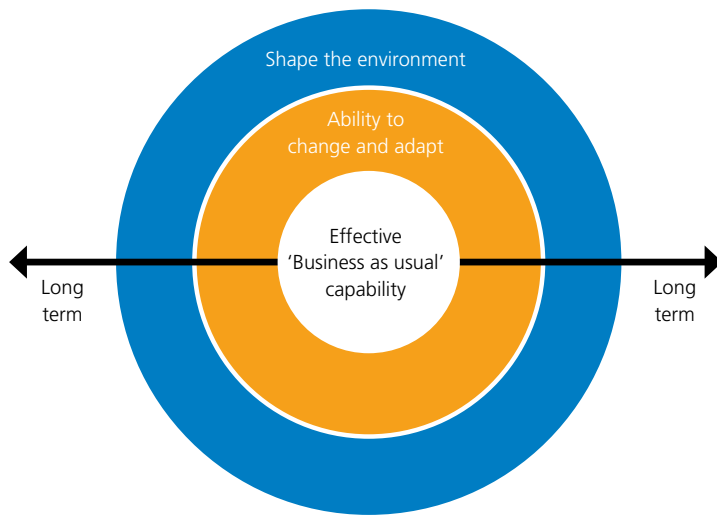Effective 'Business as usual' capability

Long term ← → Long term

Figure 2: Cultural characteristics important to organisational resilience

Legend:
- Public sector (orange)
- Private sector (blue)

Categories (top to bottom):
- Trust
- Staff committed and engaged
- Culture of responsibility and accountability
- Openness
- Empowerment
- Responsive to environment
- Diversity of view
- Positive learning culture
- Authenticity
- Health and happiness
- Values
- Courage