

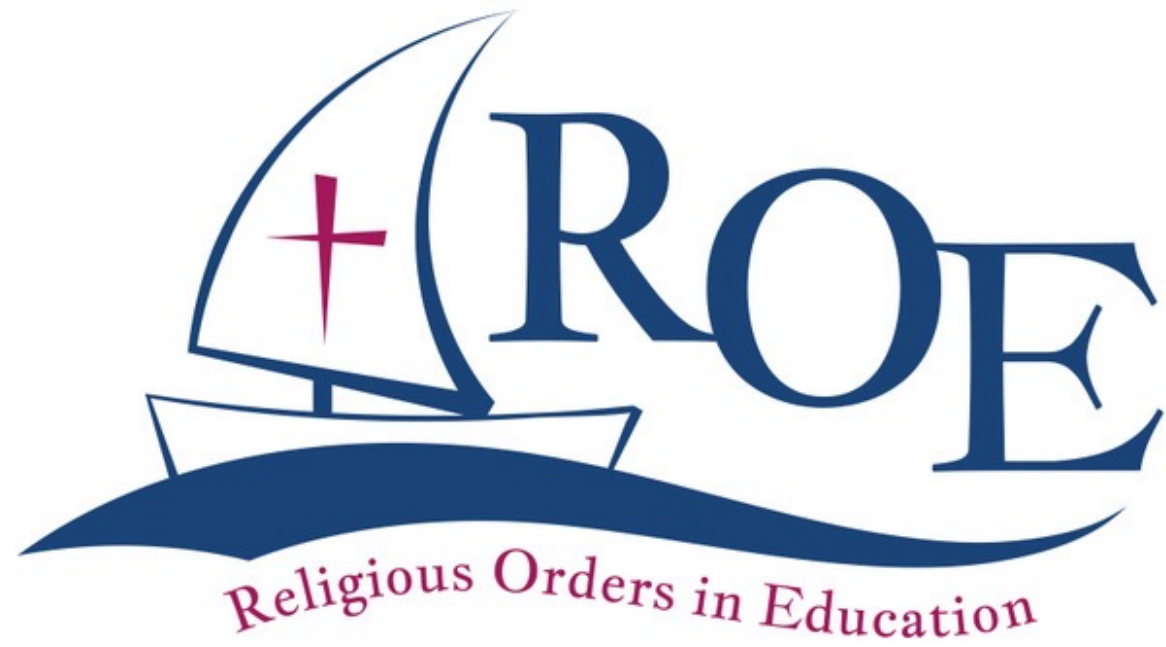


RELIGIOUS ORDERS IN EDUCATION PLENARY
13TH JULY 2022
10.30 – 12.30

Online conference

Working as an online group - Feedback

- Chat – will be collated during the meeting
- Break out rooms – time for discussions in a smaller group
- Reflections after the meeting – email contacts
- Please keep your microphone on mute
- Please make sure that your name can be seen on the screen –
do you need to rename so that we know who you are and which religious order you represent?
- Technical support



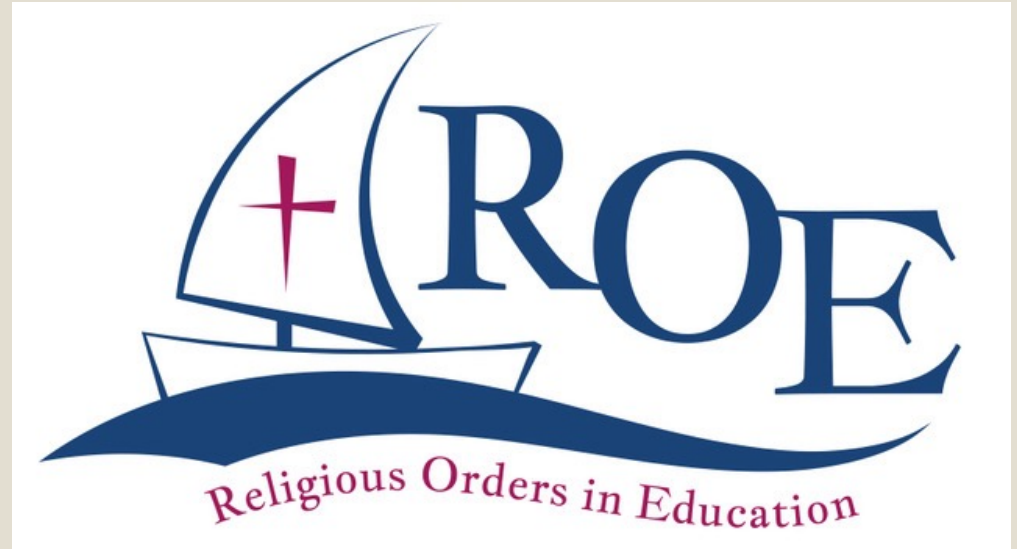
INTRODUCTION

BRENDA FCJ

Reflection and Opening Prayer

Caroline Braggs

FCJ Educational Trust



Here in stillness
Here as you breathe in deeply
Let the presence of God unknot you
And fill you with longing
Like the beauty of rain quenching a parched land
Like the sunlight's warming brightness after the dampness
of the shadow....



opening imperceptibly...

the stars again when you thought they no longer shone.

Feel again the truth of God's life flowing in and out
Like love unseen, unheard, undeserved expanding your heart
Broadening your world
Christ rising in you
The tomb becoming the place of resurrection



Let me Hear John Philip Newell

Let me hear, let me hear,
what you will speak
When I turn to you
in my heart.

Let me hear, let me hear,
what you will speak
When I turn to you
in my heart. Ps. 85:8



ROE - AGM

10.40 - 11.10

- Executive members
- Protocol
- Model Articles of Association
- Sustainable funding for the future

Review of ROE's Year

11.15 – 12.20

- Charism 11.10 - 11.30
- The Gaudete Trust 11.30 – 11.40
- Laetare CAT 11.40 – 11.50

Break out sessions will be included to enable opportunities for questions

11.50 – 12.20

A look ahead and closing prayer

12.20 - 12.30

Today's Plenary – ROE AGM

Sr Brenda FCJ

ROE AGM

Executive members

Protocol

Articles of Association

Finances

ROE –
collaboration
in spirit and
action

Brenda FCJ

Executive Committee

Brenda Wallace FCJ

Patricia Goodstadt IBVM

Maureen Mee Loreto Trust

Margaret O'Reilly LSU

Mary Kenefick SMG

Roisin Maguire Edmund Rice Trust

Ben Hanlon DLS

July 2022 to July 2025

OUR MISSION AND PURPOSE

The main purpose of the ROE Association is to enrich Catholic education in England and Wales by supporting religious orders in their mission as trustees or founders of schools and colleges. To this end we celebrate and build on the rich heritage of religious orders in education and support them in continuing to articulate and develop their particular charisms.

Building on our Rich Heritage

Networking for the Common good

Supporting Charism Development

Enabling Active Trusteeship

Formation for Trustees, Governors and Staff.

ROE –
what
are we
doing?

Brenda FCJ

Protocol

***Mutual Relations between Religious Orders, Dioceses and the
CES in the Service of Catholic Education***

Model Articles of Association for RO schools

Model Church supplemental agreement

Model Single Funding Agreement

Letter for Solicitors

ROE – what
has been
happening ?

Brenda FCJ

Protocol

Mutual Relations between Religious Orders, Dioceses and the CES in the Service of Catholic Education

ROE – what
has been
happening ?

Brenda FCJ

The Protocol

Mutual consultation

**Mutual respect, trust and care
of each other**

...the Catholic education system in England and Wales has grown out of the apostolic works of both Religious Orders and dioceses. These various and unique contributions to Catholic education are complementary, two pathways offering different gifts that encourage each other to flourish in their own particular way.

In all matters, therefore, Dioceses and Religious Orders are to proceed by way of mutual consultation and collaboration that springs from a mutual respect, trust and care of each other.

Bishops are to support and protect these charisms and, although Religious are also subject to their authority in respect of those works of the apostolate, Bishops must proceed by way of mutual consultation.

The Protocol

The Role of Trustees in Catholic Education: Diocesan and Religious Order

The Role of the Bishop

The overall responsibility for fostering the Christian life in the diocese belongs to the Bishop – the ‘overseer’. As works of the apostolate, all Catholic schools are subject to his jurisdiction. A Religious Order needs his consent to establish a school. The Bishop has the right of supervision, visitation and inspection of Catholic schools in his diocese, including those established or directed by Religious Orders. He also has the right to issue directives concerning the general regulation of Catholic schools, **after consultation with the superiors of any Religious Orders whose schools are to be included in any directive.**

The Protocol

The Role of Trustees in Catholic Education: Diocesan and Religious Order

The Role of the Governing Body

In schools within the charism of a Religious Order, there is a responsibility and expectation that the governors and school leaders will inform themselves of, promote, and put into practice in the everyday life of the school, the particular charism of the Religious Order; and that they will be held accountable for this in visitations and inspections.

The Protocol

The Role of Trustees in Catholic Education: Diocesan and Religious Order

The Relationship between Religious Orders and the CES

CES has two principal tasks: representing the views of the Catholic Church in England and Wales collectively to the governments and other national agencies; and supporting dioceses and Religious Orders in carrying out their educational functions.

The CES's representative function is carried out directly on behalf of the Bishops' Conference.

The Protocol

The Role of Trustees in Catholic Education: Diocesan and Religious Order

The Relationship between Religious Orders and the Dioceses

Dioceses with schools in Religious Order Trusteeship will maintain an ongoing dialogue with those Religious Orders with schools in the diocese to discuss matters of mutual concern. This will include any specific concerns about a particular Religious Order School. Recognising that the primary accountability within the Church for school standards in a Religious Order School rests with the Religious Order, the diocese will consult the Religious Superior before taking any action, which will, ideally, be an agreed course of action. Dioceses will seek to ensure that adequate representation from Religious Orders is included, where appropriate, on diocesan working groups and other forums.

The Protocol

The Role of Trustees in Catholic Education: Diocesan and Religious Order

The Relationship between Religious Orders and the Dioceses

Dioceses will ensure that Religious Orders receive copies of all communications sent to its schools, no later than when the schools receive them. Diocese will communicate to Religious Orders all other information that comes to their attention that will affect schools in Religious Order Trusteeship.

Role of Trustees

Some Responsibilities of Trusteeship

The Articles of Association;

Supplemental Church Agreement;

Single Funding Agreement.

Advice from CES

FINANCES OF ROE

24-09-2020

To

04-07-2022

Income £47,116.23.00

Donations from Congregations: £41,250.00

Charism Workshops: £5,866.00

Expenses £31,540.00

ROE : Plenaries £10,427.68

ROE: Charism £4,012.73

ROE: Collaborative Trust £17,100.00

Balance £15,575.82

FINANCES FOR ROE

01-01-2023

To

31-12-2025

Balance £15,575.82

Sustainable Funding for ROE?



CHARISM WORKING GROUP

Summary of our
work –

Patricia Goodstadt
IBVM &

Ann Nichols,
Edmund Rice
Network.

Members

- Caroline Braggs, Assistant FCJ Education Officer
- Ann Clynych, Loreto Education Officer
- Sr Kathleen Coleman PSMG
- Joe Gilson De La Salle Director of Mission
- Sr Patricia Goodstadt IBVM (chair)
- Bro James Hayes FICP
- Sr Mary Kenefick PSMG
- Ann Nichols, Edmund Rice Education Network
- Sr Margaret Mattison SP
- Fr David O'Malley SDB
- Hilary Thompson, Sacred Heart Schools Network
- Sr Brenda Wallace FCJ



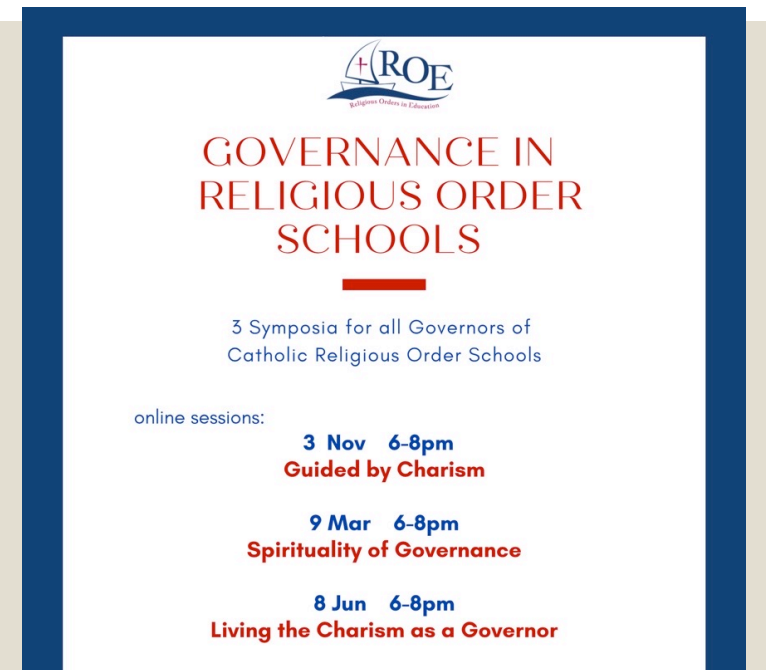
Academic Year 2021-22

focus: Governance

New sessions in Leadership Symposia
Governance in Religious Order Schools

Nov 2021 March 2022 June 2022

Responding to need and requests
Charism group meets every 2 weeks



The poster features the ROE logo at the top, which includes a stylized cross and the text 'ROE' and 'Religious Order in Education'. Below the logo, the title 'GOVERNANCE IN RELIGIOUS ORDER SCHOOLS' is written in red. A red horizontal line separates the title from the text '3 Symposia for all Governors of Catholic Religious Order Schools'. Underneath, it says 'online sessions:'. The first session is '3 Nov 6-8pm Guided by Charism'. The second is '9 Mar 6-8pm Spirituality of Governance'. The third is '8 Jun 6-8pm Living the Charism as a Governor'.


Religious Order in Education

**GOVERNANCE IN
RELIGIOUS ORDER
SCHOOLS**

—

3 Symposia for all Governors of
Catholic Religious Order Schools

online sessions:

3 Nov 6-8pm
Guided by Charism

9 Mar 6-8pm
Spirituality of Governance

8 Jun 6-8pm
Living the Charism as a Governor

CHARISM
WORKING
GROUP

Governance in Religious Order schools Symposia



 At each 40+ participants

 Themes:

1. Guided by Charism
2. Spirituality of Governance
3. Living the Charism as a Governor

 6-8 pm sessions on Zoom

Governance in Religious Order schools Symposia 2021-2



 Explored the Role of Governors as upholders of Mission

 Guest speakers

 Explored meaning of Catholic & RO Spirituality in current context for Governors

 Applying Ofsted framework from a Charism perspective & the role of Charism when negotiating major change

 Practical Case Studies

 Discussions & further stimulus materials

Charism, Mission, Governance and Policy in Religious Order schools – Materials & Resources

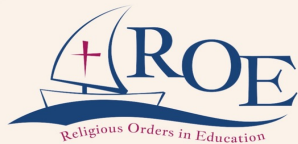
Spirituality of Governance



Symposium #2
Weds March 9 2022

6.00- 8.00pm

Accompanying Document



Booklets

 **Symposium for Governors & Senior Leaders**
#3 Living the Charism
Weds 8 June 6-8pm
Participant Handout

Part I.
Living the Charism: Being the Gospel as a Governor
A Video by Fr David O'Malley
Understanding Charism in a school Context - A Video, Fr Richard Leonard, SJ

Residual 1

- Identify a story, phrase or an event from the Gospel that resonates with you. We share and that keeps coming back to you.
- Show part of the Gospel that you read and if you wish say why it's important to you.

Part II.
Living the Charism: Doing the Gospel as a Governor
Case Studies & Gospel Values - both case studies will be discussed and examined in the breakout groups

Case Study 1
Maths Teacher

You are a member of the Standards Committee. The Head of Maths has presented his department's self-assessment report to you. It is clear that this is a very strong and high achieving department where the teachers go the extra mile for the students. You acknowledge and praise these strengths. You ask how far the department supports the Catholic ethos of the school. He replies: 'This is Maths not RC'. How might the conversation proceed?

Case Study 2
The Staffing Committee

How do governors balance the needs of the school and requests from full time staff to go part-time?
You are being asked to approve changes to the staffing structure for a new academic year. Most things are relying on with a few new appointments to fill the gaps.
The only change recommended by SLT is the movement a young teacher from year seven history and geography to full time RE teaching. The teacher has relatively agreed once they have completed the Catholic teacher certificate but also declared a 'serious discernment' with church for unfulfilled personal reasons.
The SLT have been to make this move since it will free up funding for a chaplain. The head of RE is unhappy to be working with a reluctant non-specialist. The SLT argue that the financial opportunity to introduce a chaplain will only come in the coming financial year. They want to group that opportunity especially in the light of the presence of chaplaincy in the new inspection framework. What more does this mean?

Part III.
 Living the Charism: A Treasure We Share
In Living the Charism we share a common vision, a common inspiration & common values.
It is not easy to be together in different ways. There is a real need for each other. It is not easy to be one and the same. It is not easy to be one and the same. It is not easy to be one and the same.

Handouts

ROE Governance Symposia
Resources on Governance and Charism

Symposium 2 Spirituality & Governance Session recording and feedback

Recording of Session 2
 **Spirituality of Governance**
Video: ROE Governance Symposium - Spirituality of Governance

Feedback from session 2
 **Feedback ROE Governance Symposium**

Symposium 2 Spirituality & Governance Session resources

Script to accompany Fr David's Video
 **Script for Short Video on Spirituality**

Video Fr David O'Malley: Spirituality in Schools
Video - 05:13
4259AF8B-4791-48EC-995D-D1A44D7C4D1

FCJ Booklet Governance
 **FCJ Governance booklet: Zest, governance for reading online**

Accompanying Booklet


Mission Statements from some RO English schools' websites

A word document with some of the mission / ethos statements found on RO schools websites
 **Home RO schools Mission Statements from websites**
You may find these useful to compare and contrast how mission is publicly presented by some of our schools.

Symposium 2 Spirituality & Governance wider reading

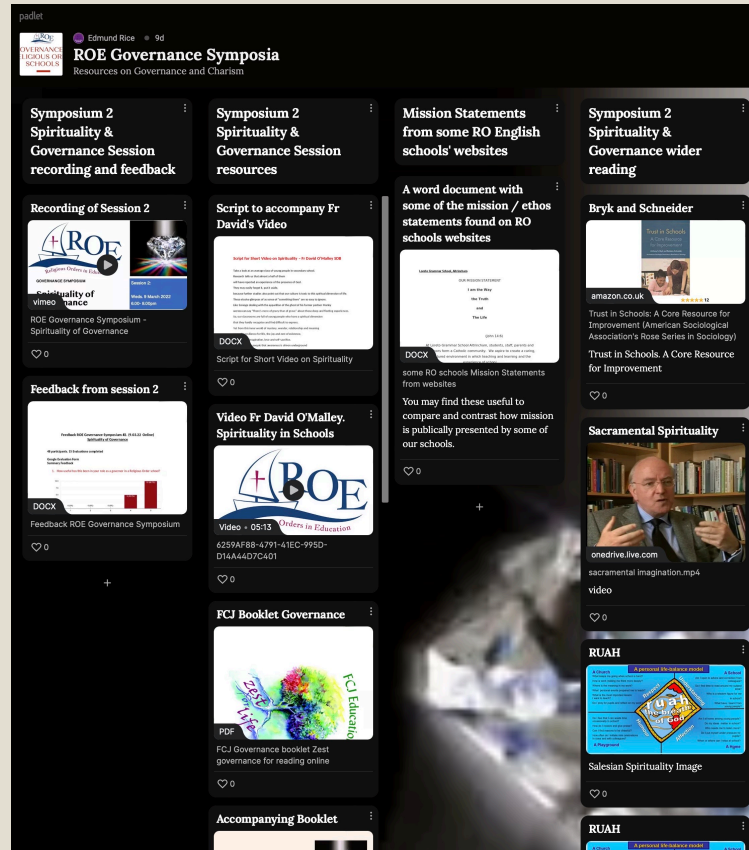
Bryk and Schneider
 **amazon.co.uk**
Trust in Schools: A Core Resource for Improvement
Trust in Schools: A Core Resource for Improvement

Sacramental Spirituality
 **creative live.com**
Sacramental Imagination.mp4
Video

RUAH
 **RUAH**
Rahel's Spirituality Image
RUAH

Padlet page

Padlet Page



 Easy to update & access

 Themed columns

 Documents, links & videos can be viewed or downloaded

 Items can be commented upon by users

 Linked to ROE website

Feedback from Governors this year

- I enjoyed thinking about what the big questions are that we need to ask to keep the charism alive in school today
- There is need for more formation around Charism and Spirituality for Governors
- I realise the importance of the charism in any school development plan
- The challenge is for us Governors to ensure that our charism is reflected in our decision making
- Importance of everyone knowing, understanding and living the charism of the religious order of the school
- Good to explore the role of governors in taking forward the Order's Charism
- That we are doing well, but always there is room for improvement

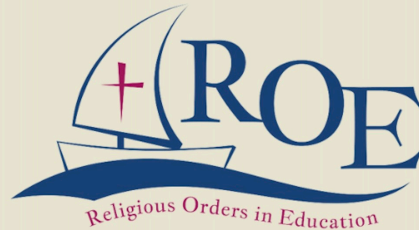
MATs discussion- some of the questions submitted:

- How to deal with Diocesan Pressures?
- What could a future MAT look like?
- What would be the Role of RO in selection of leadership of a Trust?
- What would be the changes to Governing Bodies?
- Is academy status a better safeguard of RO Identity?
- What about 'top slicing'?
- Will schools lose their identity?
- What are the advantages of the Gaudete trust model?

MATs, ACADEMISATION & what it means for RELIGIOUS ORDER SCHOOLS

a discussion

Tuesday 15th March 6.00pm by Zoom



What is the Future for the Charism Group?

-  Some new personnel to welcome
-  Face-to-face planning early September
-  Re-focus on our sharing, collaboration and understanding how we can best support our schools as a group
-  Ensure we plan support around the new Framework
-  2022-3 Staff focus: Chaplains

Get involved

 Do you receive the newsletter and ROE Charism group Communications? Contact Patricia or Ann to be put onto the mailing list.

 Have you accessed the website? <https://roe-uk.co.uk/>

 Have you used the Padlet or Google Drive?

 Do you follow us on twitter? @Charism_Roe

CHARISM
WORKING
GROUP

1. How involved have you, your Order and your schools been in the Charism Group's opportunities?
(& how can this be better?)

1. Any comments on the work done to date?

2. How can the Charism group best support schools and staff in the future – what would you like us to provide?

Discuss and answer in breakout groups for 5 minutes and when you return to the main group add the answers into the Chat facility.

Breakout
session to
discuss the
work of the
Charism
group



Chat feedback

Are there any areas or topics you would particularly like the Charism Group to focus on in the coming year?



COLLABORATIVE TRUST WORKING GROUP

Update on The
Gaudete Trust
Developments–
Brenda FCJ

The Gaudete Trust

God rejoices in you

The Gaudete Trust will provide a service to Religious Orders by exercising those legal, financial and inspirational responsibilities of educational trusteeship that were formerly their responsibility.

The Gaudete Trust

God rejoices in you

Good news!

**The Bishops' Conference has
approved the Constitution and
Charter of the Gaudete Trust.**

The Trust is now recognized as a Public Juridic Body in canon law and the Members have appointed the first five foundation charity trustees. More will be appointed in the coming months.

Now need to finalise the details of how the Trust will be funded and agree a Memorandum of Agreement with each of the five founding Religious Orders.

Then application will be made to the Charities' Commission and once their approval is obtained (can take up to six months) – the Trust will be launched.

The Gaudete Trust - update

Sr Brenda FCJ

Currently 5 congregations with potentially 18 schools will join the Trust:

- Christian Brothers
- The Sisters of Charity of St Paul the Apostle
- De La Mennais Brothers
- The Faithful Companions of Jesus
- La Sainte Union

If you feel your congregation might also benefit from joining The Gaudete Trust please let us know by contacting:

brendawallacefcj.roe@gmail.com

Gaudete Trust Founding Congregations

Sr Brenda FCJ

We are delighted that the Bishops have recognised that the Gaudete Trust, in continuing the work of Religious Orders over many centuries in Catholic education, is part of the Catholic Church's educational mission.

The mainspring of the Gaudete Trust is the desire of Religious Orders to continue to put their charisms at the service of the Church.

By adopting a collaborative approach to trusteeship, we will offer those Religious Orders who have found the responsibilities of educational trusteeship increasingly difficult to carry, an alternative way of continuing to serve Catholic education

We look forward to continuing to assist the Church's mission of making Christ known to all people and so honouring our mission:

The
Gaudete
Trust

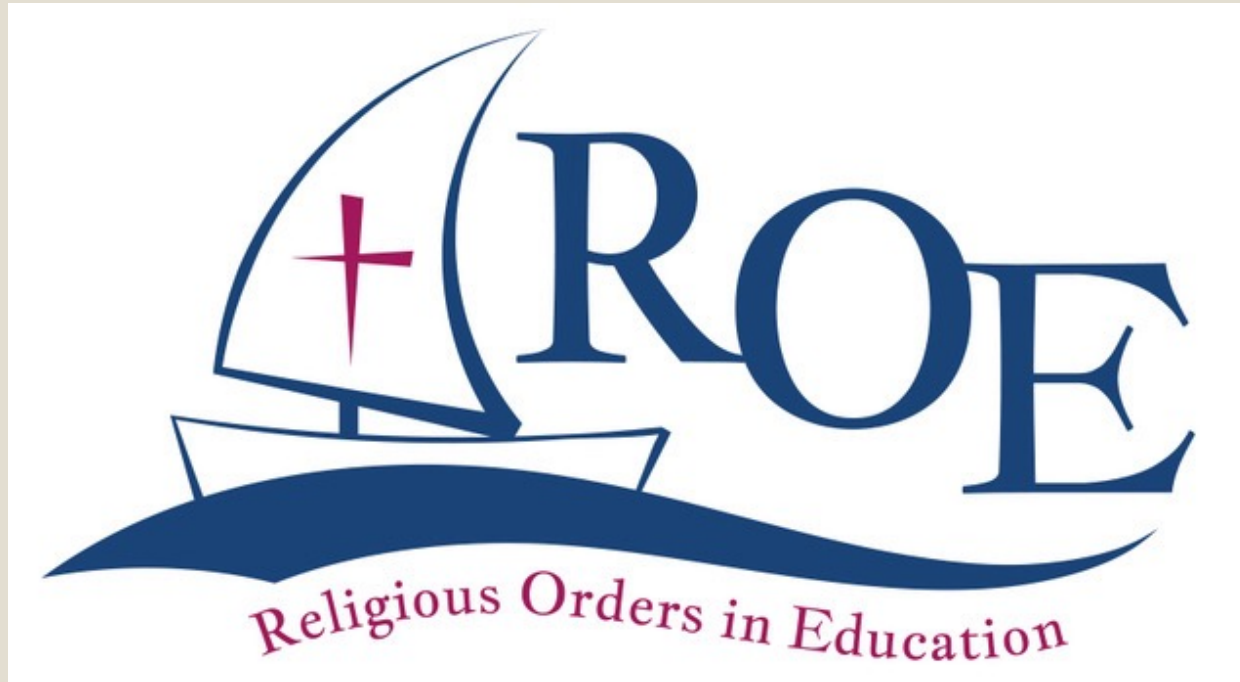
“to support a family of schools and colleges which is animated by the distinctive charisms of the founding Religious Orders and shares a vision rooted in the values of the gospel.”

The Gaudete Trust - mission

Sr Brenda FCJ

Collaborative Trust working Group

- The work of this group is now coming to an end and future developments will be driven by Members and Trustees of The Gaudete Trust
- Well done and thanks to all concerned!



Developing the Laetare Catholic Academy Trust - update

Gillian Cawley - facilitator

Remit of the Laetare MAT steering group

Working collaboratively, develop and establish the Laetare CAT reflecting the spirit of The Gaudete Trust's Vision of Education

Andy Bridson, De La Salle Network,
Fr. Gerry Briody, SDB,
Stephen Byrne, (FCJ schools rep)
Sr Bridget Halligan, FCJ
David Hayes, De La Mennais schools rep
Sr Patricia Goodstadt, IBVM
Stephen Horsman, DLS schools rep
Roisin Maguire, Edmund Rice Trust (chair)
Maureen Mee, Loreto Education Trust
Stephen Morris, Edmund Rice schools rep
Sr. Margaret O'Reilly, LSU
James Rouse, LSU schools rep
Fr. Michael Holman, SJ schools rep
John Stoer, education officer, Jesuits
Sr. Therese Browne, CP
Bro. Dominic Sassi, CFC
Sr. Brenda Wallace, FCJ
Gillian Cawley (facilitator)

Laetare CAT steering group

Religious Orders and
schools working together

Laetare Catholic Academy Trust (formerly Gaudete MAT)

Driven by vision

the Educational Statement and culture of the Laetare CAT will flow from The Gaudete Trust's Vision of Education

Laetare CAT

A change of name but
the vision, principles and
values remain the same

Collaboration:

- Laetare CAT, in its very essence, will be a **collaborative** MAT
- academies in the Laetare CAT will belong to different trusteeships and a defining principle is that of collaboration of these academies within the CAT.
- We also recognise our responsibility to work for the common good not just of the academies (belonging to the Laetare CAT) but to the wider Gaudete Family of voluntary aided and independent schools ensuring mutual benefit.
- Collaboration will extend too to diocesan families of schools.

Laetare CAT

Non negotiable principles

Honouring each school's unique identity...

we are committed to a *governance model* which:

- allows the individual charisms of each school's founder to be promoted and developed
- recognises and empowers the individual differences of schools.

We value both the **unity** that flows from the common vision and the **diversity** of its expression in individual schools.

Alignment rather than standardisation

Laetare MAT

Non negotiable principles

- The Laetare CAT steering group has met monthly this year and further meetings are planned for the new academic year
- Meetings since January have included headteacher or governor representation for each religious order's family of schools

A MAT for Religious Order schools –

Laetare CAT Steering group progress so far

Phase 1- Nov 2021 – July 2022



What?

- Articulate case for establishing a new MAT – **“educational statement and values”**
- Identify and engage with potential schools and academies to join Laetare CAT – **“hearts and minds”**
- Agree **governance** model, scheme of delegation, Trust members/ directors
- Agree **performance and accountability** model eg CEO role?
- Agree **school improvement model and vision for workforce** of the MAT's schools
- Agree sustainable **financial arrangements** for the MAT
- Due diligence

Who?

- Laetare CAT steering group
- Gaudete ROs and potential CAT schools and academies
- Financial adviser
- ESFA guidance



Next steps for Laetare CAT

- Begin discussions with CES, Dioceses and DfE
- “Hearts and Minds” and engaging more widely with potential members of the CAT
- Further work on funding models

Laetare Catholic Academy Trust – conference 30th November 2022

An opportunity for Religious Order schools who might be interested in the Laetare CAT to:

- learn more
- meet others
- be part of shaping of this new and unique Catholic Academy Trust

Break out Groups

Facilitators (Julie Rose SHJM, Brenda Wallace FCJ, Patricia Goodstadt IBVM and Therese Browne CP) will lead the discussions and take notes.

You will have the opportunity to feedback your individual thoughts via chat at the end of the discussion.

In your group, we would like you to address the following:

What are your thoughts, concerns, reflections or questions arising from what you have heard so far?

- **The Gaudete Trust?**
- **ROE developments and finance?**
- **The Laetare CAT?**

Individual feedback from your breakout session via chat

- Reflections ?
- Further questions?

Feedback from groups

Facilitated by Gillian Cawley

Facilitators –

is there anything different/additional you would want to highlight from the discussion in your group?



Any Other
Business?



Closing Reflection and Prayer

Caroline Braggs

FCJ Educational Trust

We are blessed to know that all have something good to give and all can receive something good in return.

We are blessed in the diversity of charisms and gifts that the Holy Spirit brings to the Church: a great resource for unity and harmony.

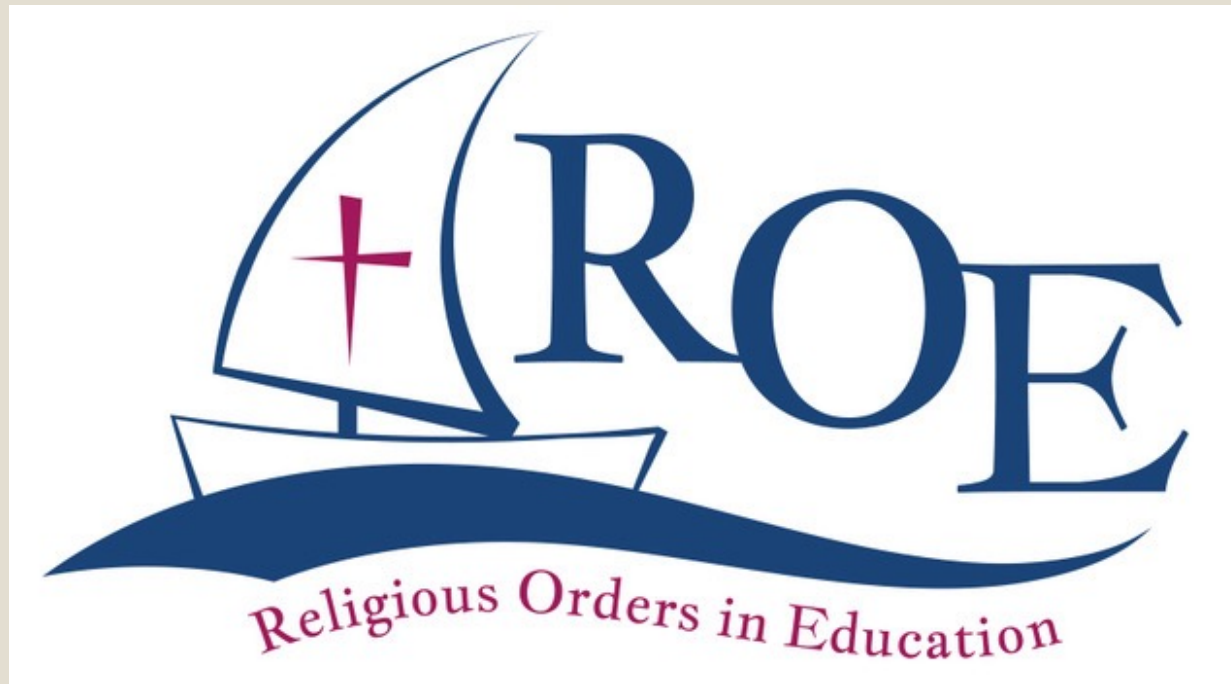
We are blessed to have the opportunity to create and construct a culture of encounter and collaboration.

**We are blessed that when we face Challenges together, we are strong:
We discover resources we did not know we had.**

We are blessed by God's surprises giving us the courage to strike out along new paths that the Holy Spirit sets before us

**We are blessed that even now, in this moment,
God is making all things new; the Holy Spirit
Is transforming us and through us wants
To transform the world.**





RELIGIOUS ORDERS IN EDUCATION
NEXT PLENARY MEETING
DECEMBER 2022 TBC

THANK YOU FOR YOUR ATTENDANCE AND WE LOOK FORWARD TO SEEING YOU IN DECEMBER