

**A Guide for Boards, CEOs, Principals, Senior Leadership teams and others with responsibilities for Mission effectiveness to accompany the recording of the seminar “Exploring frameworks and strategies for embedding Mission evaluation” August 13, 2021.**

This Resource Guide is provided to assist Boards, CEOs, Deputies, Leadership teams and others with responsibility for mission effectiveness, to enhance their ability to embed mission evaluation into their practice. The resources can be used by small groups (e.g. as part of a Board meeting or a Leadership team meeting) or as a self-paced governance formation opportunity for people currently in these mission-related roles or those aspiring to them.

**The recording of the August 13 seminar can be considered in four (4) parts.** The contents of each Part are summarized below:

**Part 1:**

(approx. 19 mins)

Following an Acknowledgement of Country, Annette Schneider rsm introduces Karon Donnellon rsm and Amanda Robertson, each of whom draws on relevant experience to explore the seminar topic. The words and music to “*I will make this day my prayer*” can be used at the start of the session.

Karon provides a context for the seminar and addresses the following:

1. Embedding mission evaluation is based on ensuring the organization is living its vision, values and mission.
2. Regular review is important. This is often done as part of reviewing a Strategic Plan.
3. Key concepts are noted on the ppt slides.

A Small group conversation follows, with its focus question “*How is the vision, values and mission embedded in your organization?*” Some responses are shared from small groups.

**Part 2:**

(approx. 33 mins, view from 00:19:10)

Amanda Robertson set the context for looking at a Case Study of the approach taken by MacKillop Family Services to engage in mission evaluation.

Amanda addresses the following points:

1. A brief history of MacKillop Family Services
2. The framework developed by MacKillop for mission evaluation.
3. MacKillop’s Ethos and Living Heritage Policy
4. A ‘mind map’ of the key components of MacKillop’s approach to mission integration.

Small group conversation explores these questions:

1. How does your organization touch all areas?
2. What is the best way to embed mission in a contemporary context?
3. How are you listening?
4. Where might you need to spend time in review?

Some feedback is given from the small group conversations.

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**Part 3:**

(approx. 40 mins, view from 00:52:28)

Amanda provides an overview of the Ethos and Culture Indicators for Board Reporting developed by MacKillop Family Services, addressing the following aspects:

1. The Ethos and Culture Leader role
2. Board Report
3. Ethos and Culture Indicators

Small group conversation focuses on the question: “How do you as a Board/CEO know the behaviour and culture of the ministry reflects the values, vision and mission?”

Participants are then invited to reflect on the small group conversation – not so much on what was said but on taking the time to reflect and share with others with similar responsibilities.

**Part 4:**

(approx. 23 mins, view from 01:32:10)

Karon speaks to the importance of “discerned decision-making” and of including in Board meetings a review of decision-making in light of mission. Points highlighted include:

- ✚ The need for the Board and CEO to ensure all decisions are made within the context of vision and values to serve the mission of the organization.
- ✚ Some decisions are made over days, weeks or months while some may need to be made ‘on the spot’.
- ✚ Taking time to adopt a reflective stance, even for the ‘on the spot decisions’, can be very powerful.

Karon poses some questions for the beginning and conclusion of a Board or Leadership team meeting in order to bring mission evaluation into focus:

1. **Framing question**
  - a) **At the beginning of the meeting:** does our Agenda reflect our vision and governance responsibilities equally?
  - b) **End of meeting:** Have we stayed true to our vision, values and mission in all our decisions taken at this meeting?
2. **Do our decisions reflect:**
  - a) Comprehensive discussion
  - b) Authentic listening and optimum participation
  - c) Balanced consideration of the competing needs?

There is then time for a general discussion on the ways reflection on decision-making could be embedded into meetings.

The seminar concludes with some quiet reflection focusing on a quote from Pope Francis and on a video clip of Miriam Rose Ungunmerr Baumann - Dadirri

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**Resources included in this Resource package are:**

- ✚ [Vimeo recording of the seminar](#)
- ✚ MacKillop Family Services: “[Ethos and Living Heritage Policy Statement](#)”.
- ✚ Ministry Governance Unit: “[A Resource to assist in embedding a mission-focused review of decision making into each Board meeting.](#)”
- ✚ This Resource Guide

**Using Part 1**

- ✚ View the first part of the video presentation where Karon outlines the context.
- ✚ Either in a small group or individually, give time to reflection on the question posed. The question can be found on a slide in the video recording and in this Resource Guide.
- ✚ Where possible, share some insights emerging from the conversations.

**Using Part 2**

- ✚ Take time to read the background document developed by MacKillop Family Services - the “[Ethos and Living Heritage Policy Statement](#)”.
- ✚ View Part 2 of the video clip, taking time to invite conversation about the 4 questions posed for the Breakout Room conversation. These questions can be found on a slide in the video recording and in this Resource Guide.
- ✚ Where possible, share some insights emerging from the conversations.
- ✚ Consider the points made in the feedback and relate them to your ministry context.

**Using Part 3**

- ✚ Refer again to MacKillop’s “[Ethos and Living Heritage Policy Statement](#)”.
- ✚ View the video clip where Amanda is outlining the Ethos and Culture Indicators developed by MacKillop for Board reporting.
- ✚ Either in a small group or individually, give time to reflection on the question posed. The question can be found on a slide in the video recording and in this Resource Guide.
- ✚ Consider the points made in the feedback and relate them to your ministry context.

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**Using Part 4**

- ✚ Refer to the 2 page document “*A Resource to assist in embedding a mission-focused review of decision making into each Board meeting.*”
- ✚ View the video clip where Karon speaks about the importance of discerned decision making and the need for a structure to be established to enable it to happen regularly at Board meetings.
- ✚ Either in a small group or individually, give time to reflection on the questions posed for the beginning and the end of meetings. The questions can be found on a slide in the video recording and in this Resource Guide.
- ✚ Consider the points made in the feedback and relate them to your ministry context.
- ✚ Either individually or in a small group, take time to engage with the 2 reflective resources with which the seminar concludes – the words of Pope Francis and the video clip of Miriam Rose.

**Concluding remarks**

The Ministry Governance Unit hopes this Resource Guide which focuses on “***Exploring frameworks and strategies for embedding Mission evaluation***” is helpful and would appreciate any feedback you can provide which would make the resource even more effective.

If you would value further assistance with the ongoing formation of Board members, CEOs, Leadership teams and those in designated leadership roles within your ministry, you are most welcome to contact me at [annette.schneider@ismapng.org.au](mailto:annette.schneider@ismapng.org.au)

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August 19, 2021.