



Dan Tighe
CPCO Interim Executive Director

Succession & Transition

Robert Burns had it right.

“The best laid plans of mice and men often go awry.”

As I write this article, it is a balmy Saturday in early November. I am surrounded by a sea of file boxes and recycling bins. The carefully crafted plan of the executive council to appoint a deputy director for two years to learn the role of executive director is now a fading memory. The transition to interim executive director allowed for just nine business days. It would have been easy to cry, “The sky is falling!” The truth is, however, that it did not and would not. You see, if I peer over the boxes and through the inner window of the executive director’s office, I take great solace in the knowledge that CPCO’s sky, is held aloft by many hands. The succession of the executive director has been relatively seamless due to the outstanding work of our professional staff and support workers. Lest their many talents go unheralded, my gift to them this Christmas season is a well-deserved thank you.

To Joan Duckitt, CPCO president: Joan, thank you for living the mission of CPCO and being such a clear voice for the Catholic principals and vice-principals that you have been elected to serve. You have done a great job ensuring that our advocacy efforts have not missed a step during this transition period.

To Gaby Aloï, office supervisor: Gaby, thank you for your tireless commitment and unwavering loyalty to our members. You are my right hand.

To Barbara McMorrow, professional learning director: Barb, beyond your obvious passion for professional learning, thank you for your insight and vision as to how CPCO may continue to grow.

To Patty Orecchio, program director: Patty, thank you for the long days and your efforts to build the bridge between service, advocacy and learning so that our members will be better served in the years to come.

To Nelly Kelders, member services director: Nelly, thank you for engaging our members and recognizing that service starts with one member at a time.

To Ania Czupajlo, senior graphic designer: Ania, thank you for your efforts in making this magazine an award winner and for ensuring that the CPCO brand is synonymous with such a high level of professionalism.

To Vanessa Kellow, professional learning assistant: Vanessa, thank you for your valuable contributions to the many professional learning initiatives that have become our hallmark.

To Maria Cortez, administrative assistant: Maria, thank you for your willingness to take on any project that comes your way with professionalism and a smile.

To Nicole White, receptionist: Nicole, thank you for being the front line and creating such a positive first impression for CPCO.

To Chris Jung, IT supervisor: Chris, thank you for bringing CPCO into the 21st century. Our members will be well served by your website redesign next year.

To Jay Jung, IT support: Jay, thank you for your understanding that there are no stupid questions as you keep us up and running.

An often-overused adage is that with every challenge comes opportunity. The executive council and staff of CPCO understand clearly that succession planning and strategic planning go hand in hand. The months to come will provide an opportune time to reassess our vision for the future. The challenge will be in maintaining service as usual knowing that we cannot continue business as usual. To that end, the executive council has appointed a new deputy director to report in September 2009. This person will work with me for up to one year to gain a full understanding and appreciation for the complexity of the executive director role. To further ensure that member service is uninterrupted, we have also extended the secondment of the current member service director for one year. The incoming deputy director, who will accede to the position of executive director, can focus on the roles and responsibilities that accompany that office.

The furthest room that I can see from the executive director’s desk is our boardroom. This is where you the members, who have volunteered to engage as part of our committees or working teams, come to meet and plan for our future. It is you, the members that truly keep our sky from falling. Ultimately our members bring us accolades and credibility. It is ultimately you who deserve my thanks. Have a happy, safe and holy Christmas.

A Christmas Prayer

*We thank you for this place in which we dwell,
 for the love that unites us,
 for the peace accorded us this day,
 for the hope with which we expect the morrow,
 for the work, the health, the food
 and bright skies which make our lives
 delightful for our friends in all parts of the earth.*

Robert Louis Stevenson