



Performance Appraisal Frameworks for clergy and church workers

(Royal Commission Recommendation 16.44)

Venue: St James Hall, Level 1, 169-171 Phillip Street, Sydney

Coffee/tea upon arrival from 9:30am

Discussion topic: The NCCA Assembly Roundtable will look at current performance appraisal tools that incorporate recommendations of the Royal Commission relating to Child Safe Standard 5: *that people working with children are suitable and supported and that supervision and people management have a child safety focus.*

Time		Presenters
10:00 am:	Opening Prayer/Reflection	
10:15-11:15am	Theological input and discussion <ul style="list-style-type: none"> Theological underpinning and reflection on management and oversight 	<p>Rev Dr Geoff Broughton</p> <p>James de Vries</p> <p>CASE STUDY Rev Gary O'Brien Director of Ministry, Training and Development for the Sydney Anglican Diocese</p>
11.15am	Morning Tea	
11:35-12:45pm	<p>Recommendation 16.44 <i>Consistent with Child Safe Standard 5: each religious institution should ensure that all people in religious or pastoral ministry, including religious leaders, are subject to effective management and oversight and undertake annual performance appraisals.</i></p> <ul style="list-style-type: none"> sharing examples of what is working with clergy and church workers sharing experience of overcoming resistance to the fact that "I have a vocation and not a job"; how to implement a Performance Appraisal Framework that emphasises an opportunity for learning, for spiritual growth, good discipleship <p>CASE STUDY pastoral performance appraisal framework: developed and implemented across Sydney Anglican churches</p>	
12:45pm	Lunch Break	

Time		Facilitator
1:30-2:30pm	Focus group discussions	Helen Blake
2:30-2:55pm	Re-form larger group to talk about implementation	
3:00pm	Close	

Registrations can be made online at - <https://www.trybooking.com/YBYE>

Presenters

REV DR GEOFF BROUGHTON

Senior lecturer of St Marks National Theological Centre, Rector of Paddington Anglican Church, Lecturer in Practical Theology, Charles Sturt University
DipYthMin, MTheol, ThM, PhD



Geoff Broughton is a research scholar for the Public and Contextual Theology Research Centre and senior lecturer in Practical Theology at St Mark's National Theological Centre, within Charles Sturt University. His research interests include the connections between Jesus Christ and justice (see *Restorative Christ: Jesus, justice and discipleship*, 2014) and between Christian theology, Aboriginal land and culture. Geoff co-leads an annual "Spirit Journey" in Central Australia with East Arrernte traditional owner and healer John Cavanagh.

Through St Mark's Geoff is involved in clergy training, formation and supervision for a number of Anglican dioceses across Australia. Geoff delivers Masters level theological training in pastoral supervision (Moore College and Ridley College as well as through CSU). He is married to Jackie.

JAMES DE VRIES

Principal Director Strategy, Second Road – an Accenture Strategy company

*BA Des, Visual Comm, SydCoA
BA Vis Comm, UTS*



James de Vries is currently working with clients to co-design visionary futures, to re-imagine their organisations and to create new value in their businesses. For the last eight years, he has worked as a Design Leader at the intersection of design, strategy and innovation.

Previously he was Creative Director at Harvard Business Review Group where he worked to transition HBR from a traditional heritage brand to a dynamic digital media business. James was also the founder and director of de Luxe & Associates, an Australian-based design consultancy that worked with media and editorial clients globally on design and positioning projects.

James is driven by a belief in the power of Design, Human-Centred, Strategic and Form-giving, to help transform businesses and the ways people work together for the better.

Facilitator

HELEN BLAKE

Counsellor, Supervisor, Educator and Facilitator

*BA DipEd, Dip Bibl Stud B Couns, Grad
Dip EFT M Min, PACFA Reg Clinical
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Helen is a counsellor and therapist in private practice in Sydney, working with individuals and couples. Her experience and practice includes supervision of counsellors, training, professional presentations and consultations. She lectures in the Master of Pastoral Counselling at St Mark's National Theological Centre in Canberra. Helen has substantial experience in Professional Standards training and serves on an Anglican Professional Standards body. She is currently completing a Doctor of Ministry with research into the role of shame in relationships.

Helen is married with 4 adult children and 4 grandchildren.