

Diocesan Leadership Professional Development Modules for 2019

In accordance with the Diocesan Requirements, each person who is in a leadership position, including all clergy, in the Diocese of Wollongong is required to undertake 10 units per year of professional development in the areas safeguarding and professional standards. This is one example of how the Diocese is fostering our commitment to the Royal Commission's Child Safe Standard 1 that 'Child Safety is embedded in institutional leadership, governance and culture'.

The Diocesan professional development model allows individuals to self-select into modules that would be most beneficial to their needs and/or interests. The expectation is that all persons who are new to positions of leadership or who are new to the Diocese will undertake the Building Foundations course first, which is a full day introductory course before enrolling in any elective modules. With respect to the electives there are a variety of topics available, they account for 5 units and are 3.5 hours in duration. Please note, the 10 unit requirement per year is a minimum requirement and individuals are welcome to enrol in as many modules as would benefit them.

If you have a role with *Catholic Education Diocese of Wollongong* (CEDoW) or *CatholicCare* and have completed the full day Child Protection and Professional Conduct training in 2019 with CEDoW you will be credited the 10 units of your training requirement for 2019.

Following is a list of module topics and available dates and times. To register for a module please send an email to training@dow.org.au with your full name, role, phone number, email address and the relevant modules you would like to register for. Registration for each module will close 2 weeks before the scheduled date or once the venue capacity has been reached. Once you have registered, you will receive an email confirmation prior to the scheduled date to outline the venue and module details.

If you are seeking an exemption from training due to attendance at prior professional development training, please complete the attached "*Credit and Recognition of Prior Professional Development*" form and include any relevant documentation, and email it to training@dow.org.au

If you have any questions, please email Joanna Laba or Caitlin Moore at training@dow.org.au

Persons in Positions of Leadership

These are the groups of people that the ministries/agencies have determined to be required to attend the mandatory leadership professional development program:

PASTORAL SECTOR

- Bishop
- Vicar General
- All clergy
- Religious
- Staff of the Office of the Bishop
- Agency Directors, Managers and Coordinators
- The Bishop and Vicar General can also elect to require other persons to attend

WELFARE SECTOR

- Director
- Executive Managers
- Managers
- Coordinators
- Team Leaders

EDUCATION SECTOR

- Director of Schools
- CEO Leadership Team / Heads of Service
- Child Protection and Professional Conduct Professional Officers
- Principals
- Assistant Principals
- Principals can also elect to require various members of their Leadership Team to attend
- Heads of Service can also elect to require various members of their Team to attend

Calendar

DATE	TIME	VENUE	PRESENTER	TOPIC	UNITS
5 April 2019	11am – 2:30pm	McCabe Room (Xavier Conference Centre)	Michelle Scobie	Investigations in Practice	5
28 May 2019	2pm – 5:30pm	McCabe Room (Xavier Conference Centre)	Fr Bernard Gordon	Where Pastoral meets Professional	5
4 June 2019	2pm – 5:30pm	McCabe Room (Xavier Conference Centre)	Paul Davis, Sr Moya Hanlen, Bishop Brian Mascord and Anne Walker	Changing Landscape of Ministry	5
18 June 2019	2pm – 5:30pm	McCabe Room (Xavier Conference Centre)	Linda Valenta	Children Displaying Sexually Harmful Behaviour	5
25 June 2019	10am – 1:30pm	McCabe Room (Xavier Conference Centre)	SAMSN	Walking with Survivors	5
	2:30 – 6:00pm	McCabe Room (Xavier Conference Centre)	Bravehearts	Vicarious trauma: Recognising early, prevention and leading by example	5
24 July 2019	2pm – 5:30pm	McCabe Room (Xavier Conference Centre)	Cathy McClellan	Responding to High Risk Behaviours in Adults	5
3 October 2019	2pm – 5:30pm	McCabe Room (Xavier Conference Centre)	Tricia Casey	Challenging Conversations	5
17 October 2019	10am – 5:00pm	Café Essay & Conference	Asante Viswasam	Building Foundations	10
24 October 2019	2pm – 5:30pm	Café Essay & Conference	Stephen Lancken	Conflict Resolution	5
8 November 2019	11am – 2:30pm	TBA	Child Wise	Listen up when kids speak up	5
14 November 2019	10am – 1:30pm	McCabe Room (Xavier Conference Centre)	Cathy McClellan	Trauma informed: Working with children and families subjected to domestic violence	5
21 November 2019	2pm – 5:30pm	McCabe Room (Xavier Conference Centre)	Leonie Menzies	Resilience in Ministry	5

Course details & descriptions

Investigations in Practice

Friday, 5 April 2019
11:00 – 14:30

This module will look at the investigation process through case studies and active problem-solving. It considers the role of the various leaders in an investigation process and the relevant boundary considerations that are necessary to ensure the integrity of the process. This module will examine some of the impacts an investigation has on the people involved and known practices that can assist to reduce the impact.

PROFESSIONAL DEVELOPMENT UNITS: 5

Where Pastoral Meets Professional Standards

Tuesday, 28 May 2019
14:00 – 17:30

It is often thought that pastoral ministry and professional standards are mutually exclusive in their approaches to managing challenging situations. This module provides participants the opportunity to discuss how the two exist together to create the most effective approach to undertaking our work in Safeguarding and our ministry in the context of the Catholic Church.

PROFESSIONAL DEVELOPMENT UNITS: 5

Changing Landscape of Ministry

Tuesday, 4 June 2019
14:00 – 17:30pm

In the ever-changing landscape of societal expectations and legislative requirements, there are many challenges facing Diocesan workers in their efforts to carry out their roles, ministry and vocations. This session will provide an opportunity to hear from a panel of professionals who face these challenges and will follow with an open forum for active discussion and problem-solving of current challenges facing participants.

PROFESSIONAL DEVELOPMENT UNITS: 5

Children Displaying Sexually Harmful Behaviour

Tuesday, 18 June 2019
14:00 – 17:30

This module will focus on what is considered developmentally appropriate for the various age ranges and the reasons why children display sexualised behaviour. The session will also seek to provide guidance for responding to children with problematic and harmful sexual behaviours, whose behaviour may indicate a risk to themselves, a risk of harm to others and also may adversely impact on the service delivery.

PROFESSIONAL DEVELOPMENT UNITS: 5

Walking with Survivors

Tuesday, 25 June 2019
10:00 – 13:30

This module will be presented by SAMSN, a not-for-profit organisation that facilitates support groups for male survivors. The session will provide information on how to engage with a trauma-informed approach to walking with survivors from the point of disclosure onwards. This module will also provide content that assists in building an understanding of the long-term impacts of trauma.

PROFESSIONAL DEVELOPMENT UNITS: 5

Vicarious Trauma

Tuesday, 25 June 2019
14:30 – 18:00

This module is focused on defining vicarious trauma and recognizing the early signs and risk factors. There will be specific attention on how it impacts professionals who care for others and are seeking to facilitate a self-care culture. This module has been tailored-designed for the Diocese of Wollongong by Bravehearts and will include their videos and strategies which have come from their extensive work with children and agencies.

PROFESSIONAL DEVELOPMENT UNITS: 5

Responding to High Risk Behaviours in Adults

Wednesday, 24 July 2019
14:00 – 17:30

A safe environment for children, other vulnerable people and workers relies on establishing and maintaining adherence to professional boundaries. In order to prevent harm due to inappropriate adult behaviour it is important to intervene early when high risk behaviour is first identified. This module is aimed to support leaders to identify and respond to early indicators of high risk behaviours displayed by adults in the agency so as to reduce the risk of serious allegations, investigations, abuse and harm to those in our care including our employees and volunteers. This session addresses the challenge to leaders when “good people” behave badly.

PROFESSIONAL DEVELOPMENT UNITS: 5

Challenging Conversations

Thursday, 3 October 2019
14:00 – 17:30

The importance of having challenging conversations when the need arises is necessary to establishing and maintaining a fair and accountable culture. It is a critical skill to have in responding to early indicators of high risk conduct in others. However, it can be very difficult to do, especially when you work with the person, they are well liked or reputed. This module provides specific strategies on how to initiate and follow through with challenging conversations to address the concern in a manner that achieves the required result and treats the person with dignity.

PROFESSIONAL DEVELOPMENT UNITS: 5

Building Foundations

Thursday, 17 October 2018
10:00 – 17:00

Prior to developing specialised skills in the area of child protection and safeguarding, it is first important to ensure that a sound understanding of the foundational principles is achieved. This module will provide an overview of the legislative obligations and Diocesan requirements expected of those in ministry. Anyone in leadership who is new to the Diocese of Wollongong is required to complete this module. This module is also appropriate for anyone who would like a refresher of the basic child protection principles and associated Diocesan Policies.

PROFESSIONAL DEVELOPMENT UNITS: 10

Conflict Resolution

Thursday, 24 October 2019
14:00 – 17:30

This module will look at best practice in conflict resolution so that you can be an agent in supporting others to have difficult conversations and reach a solution effectively. You will explore the art and skill of conflict resolution so as to assist the parties to have the conversations most likely to allow them to solve their own problems, without the risk of escalation.

PROFESSIONAL DEVELOPMENT UNITS: 5

Listen Up When Kids Speak Up

Friday, 8 November 2019

11:00 – 14:30

This program aims to help you empower children and young people to speak up about what makes them feel safe or unsafe in an organization. This training aims to unpack Standard 2: Children's participation and empowerment of the 10 Child Safe Standards recommended by the Royal Commission, and help you implement it in your organization. Children that are more assertive and vocal in expressing their opinions are less vulnerable to abuse. The module will also work through how to respond to disclosures of abuse from children or young people who may be experiencing harm.

PROFESSIONAL DEVELOPMENT UNITS: 5

Trauma Informed: Working with Children and Families Subjected to Domestic Violence

Thursday, 14 November 2019

10:00 – 13:30

This module will provide information and strategies on how to respond to family members who are experiencing domestic abuse/violence. To respond to domestic abuse/violence, it is critical that leaders in the Diocese understand the dynamics of domestic violence, know how to respond to a person in crisis and provide resources and information about service to those who need it. The church may be the first place that family may seek help, consequently, it is important to be equipped to manage and assist families in need.

PROFESSIONAL DEVELOPMENT UNITS: 5

Resilience in Ministry

Thursday, 21 November 2019

14:00 – 17:30

Our ability to cope well with high levels of ongoing disruptive change is important in our ministry roles as we face each day with its different challenges. There is a need to sustain good health and energy when under pressure, learning to bound back easily from setbacks or adversities and learning to respond to change when the 'old way is no longer possible.' This module seeks to explore the 'art of resiliency' in ministry and learn how to safeguard ourselves so that we are better in embedding safeguarding in our ministries.

PROFESSIONAL DEVELOPMENT UNITS: 5

Presenter Biographies

Michelle Scobie

Integroe Partners
Partner

Michelle is an experienced LEADR mediator who has been engaged in the management of complex disputes in community and government sectors for more than a decade. Michelle brings senior management experience and vast knowledge of public sector systems and processes to her conflict management assignments. Michelle's background in health administration, child protection and disability service management contributes to her capacity to analyse complex issues related to challenging disputes. Michelle successfully tailors conflict management processes to meet the needs of her clients. Her outstanding negotiation skills regularly achieve positive outcomes for all involved.

Fr Bernard Gordon

Catholic Diocese of Wollongong
Vicar General

Fr Bernard Gordon is the current Vicar General of the Diocese of Wollongong, as well as the principal advisor on the Council of Priests and the College of Consultors. He was ordained a priest of the Diocese of Wollongong in 1994. He completed his licentiate by 2003 in Rome, and upon his return he served in the Picton Parish for four years before being appointed director of first year seminarians at the Seminary of the Good Shepherd in Homebush, NSW. Fr Bernard then returned to the Diocese in 2017 where he was the administrator of the Oaks Parish.

Bishop Brian Mascord

Catholic Diocese of Wollongong
Bishop

Bishop Brian Mascord was ordained a priest for the Diocese of Maitland-Newcastle in 1992. From 1993 to 1996 he worked as an assistant priest and administrator at the parishes of Taree, Hamilton and Stockton. From 1997 he served as parish priest at the parishes of Cardiff, East Maitland and Morpeth, Maitland, and Lochinvar and Rutherford. From 2007 to 2018 he was the vocations director for the Diocese of Maitland-Newcastle. During this time has also served as administrator at the parishes of Nelson Bay, Mayfield and Mayfield West, and parish priest of the MacKillop Parish. He was a long-standing member of the Council of Priests, a member of the diocesan Clergy Life and Ministry Team, and the Australian Council for Clergy Life and Ministry. From 2012 to 2018 he was the vicar general of the Diocese of Maitland-Newcastle.

Anne Walker

Catholic Religious Australia
National Executive Director

Anne commenced as National Executive Director of Catholic Religious Australia (CRA) in August 2017. She was employed to lead the transition from state conferences of religious to a stronger, more effective national peak body. Anne started her career in corporate law, then moved to family law before commencing her ministry of working for the church, in 2001. Most recently, Anne was Chancellor and the Director of the Office of Chancery Services at the Diocese of Broken Bay, where her responsibilities included the clergy of the Diocese, together with safeguarding. Prior to that, Anne was Special Counsel at the Catholic Commission for Employment Relations.

Sr Moya Hanlen FDNSC

Our Lady of the Sacred Heart
Leader

Sr Moya is a Daughter of Our Lady of the Sacred Heart and has ministered in secondary education and in the formation of young women and men in the initial stages of religious life, and in more recent years in Canon Law. She was privileged to serve her Congregation as Provincial Councilor and then as Provincial Leader. In 2005, she joined the Office of the Bishop, Wollongong, initially as Canonical Consultant and then, as Chancellor and the Bishop's delegate for Child Protection. She returned to Sydney in 2015 to assume a leadership role within her congregation. Sr Moya continues her work in Canon Law and is also a member of a number of councils for Catholic bodies including the Executive Committee for the Plenary Council 2020. In 2014 Pope Francis bestowed on her the Cross of Honour "In recognition of distinguished service to the Church and to the Pope."

Paul Davis

Integroe Partners
Director

Paul Davis is an experienced employment lawyer, having acquired admission into the Supreme Court of NSW in 1993. He is an experienced LEADR accredited mediator who has managed the resolution of many complex disputes over many years. He is regularly engaged to co-ordinate sensitive workplace investigations and advise on complex professional standards matters. Paul has extensive experience in leading organization change through the delivery of effective planning, policy development and training services. He brings significant governance experience to consultations relating to organizational review processes and advice on sponsorship. Paul is an experienced adult educator and leadership mentor. He facilitates strategic planning and discernment processes in a variety of organisational contexts.

Linda Valenta

Founder and Principal Therapist
*SAIFF – Support, Assessment
and Intervention for Families*

Linda Valenta holds a Masters in Social Work, and has over 20 years experience working with youth and families. Linda is one of the longest standing professionals in Australia, known for her work with children and youth who sexually harm since 1994. She is an expert in the assessment and treatment of children and young people who engage in problematic sexual behaviours. Linda founded SAIFF, an organization which aids families in stopping problematic and abusive sexual behavior and creating safe and abuse-free homes and relationships, and in minimizing the harm that can result from such abuse. SAIFF is also at the forefront of training professionals in the prevention of sexual abuse, healthy sexual development and in the assessment, treatment and management of children with sexual behaviours.

Survivors & Mates Support Network (SAMSN)

Survivors & Mates Support Network (SAMSN) is a not-for-profit organisation working to increase public awareness of the effects that childhood sexual abuse can have on men in their adult lives. SAMSN employs psychologists and social workers who have experience working with male survivors to facilitate support groups for men and their families and supporters.

Bravehearts

Bravehearts was founded in 1997 by Hetty Johnston following her young daughter's disclosure of sexual assault. Bravehearts now employs over 65 people across Australia providing world-class child protection training and education initiatives; specialist child sexual assault counselling and support services; as well as research and reform campaigns to work holistically to prevent child sexual assault in our society.

Cathy McClellan

Dioceses of Parramatta and Broken Bay
Healing and Support Coordinator

Cathy has worked in the child protection field for over 30 years in government and non-government roles. She has a degree in Social Sciences, Masters in Social Policy, a Certificate 4: Workplace Training and Assess, and a qualification in Mediation. She started in Child Protection as a child sexual assault counsellor and worked for the Department of Family and Community Services for approximately 18 years.

Tricia Casey

Integroe Partners
Practice Manager

Tricia Casey has a background in education, management, counselling and facilitation. She has been a leadership consultant for 15 years, providing supervision, coaching, mediation and training services to a range of organisation in the corporate, government and not-for-profit sectors. She has a depth of experience in developing expertise in multiple aspects of Catholic church ministries and organisations.

Asante Viswasam

Catholic Diocese of Wollongong
Director Professional Standards and Safeguarding

Asante is the current Director, Professional Standards and Safeguarding for the Diocese of Wollongong. Previously, Asante was the A/Manager of the Office for Safeguarding and Professional Standards at the Diocese of Parramatta. Asante has managed the development and implementation of the training and education program for the Diocese of Parramatta for several years. Prior to this, Asante held management roles in the NSW Office of the Children's Guardian in the Working With Children Operations Team. Asante's tertiary qualifications include a Master of Human Rights and a Master of Criminology.

Stephen Lancken

Negocio Resolutions
Accredited Specialist in Commercial Litigation and Mediation; NMAS Accredited Mediator; and Graded Arbitrator

Stephen (Steve) Lancken is internationally regarded as a mediator and consultant in the fields of conflict management and negotiation. Over 30 years' experience in mediation and litigation has give Steven a unique set of skills and insights into the world of facilitation and dispute resolution. Steve's practice is based on supporting people to have conversations that are constructive, especially in the midst of conflict, so that information can be exchanged and advice given that leads to sound commercial and personal decision making.

Child Wise

Established in 1991, Child Wise has over 25 years of pioneering experience in keeping children and young people safe from harm, specializing in preventing, and responding to, child abuse. In Australia, Child Wise pioneered the use of Child Safety Standards within organisations where children and young people spend time. Based on the principles of capacity building and prevention, Child Wise continues to work with organisations to create and maintain a culture where child safety is front of mind.

Leonie Menzies

Catholic Diocese of Parramatta
Professional Officer, Office for Safeguarding and Professional Standards

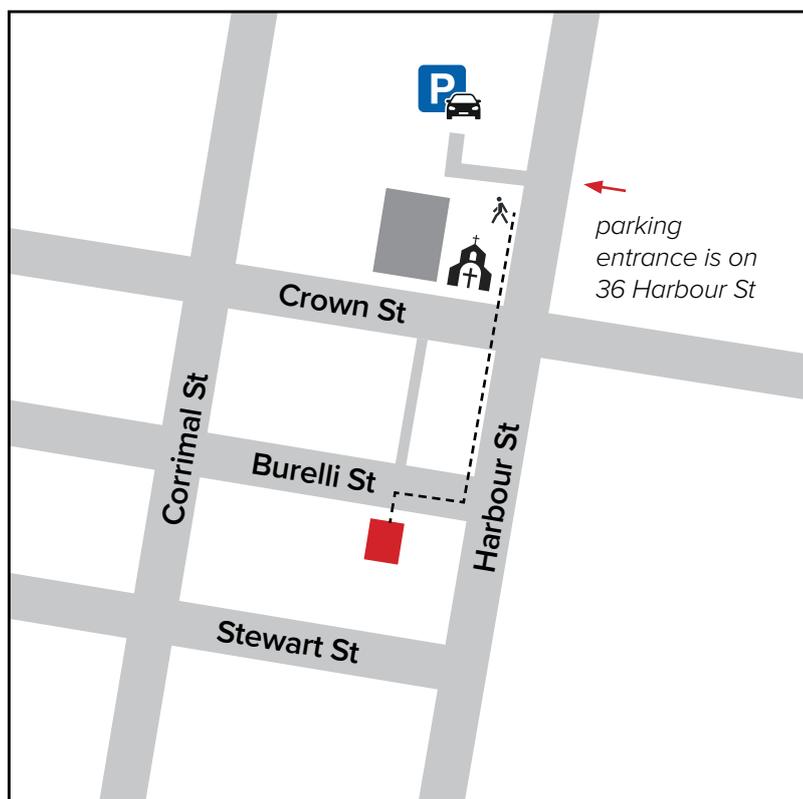
Leonie Menzies is currently a Professional Officer with the Office for Safeguarding and Professional Standards, Diocese of Parramatta where she focuses on investigations under the reportable conduct scheme, providing training to leadership in the Diocese and engaging in research for best practice in embedding safeguarding in the church. Prior to working with the Office, Leonie worked in statutory child protection for nine years with NSW Department of Family and Community Services where the resilience of front-line workers as they engaged with traumatised children and their families brought to focus her prior work experience overseas in Bolivia, Uruguay and Zambia with vulnerable families. Whilst working with vulnerable families, Leonie continued post-graduate research to build her understanding of the nature of resilience and apply the learnings to the front-line work of ministry in the church.

Locations



Xavier Conference Centre

38 Harbour Street,
Wollongong, NSW 2500



Café Essay & Conference

11/13 Burelli Street,
Wollongong, NSW 2530

*parking available at
Xavier conference centre
+ 5 min walk*