

Senior GCO and Regional Staff Performance Reviews

Origin:

1. What is the issue?

We believe God/Jesus/Holy Spirit is calling us to:

- be leaders in the area of human relations, accountability, transparency and workplace justice
- engage the topic of assisting employees in personal and professional self-development
- respond to the challenge of the separation of the vision and mission of the church from the employment conditions of the senior staff
- ensure a transparent process that is absent of unconscious bias and is accountable to the whole church on a regular basis
- to exercise accountability to employees, members, partner agencies, and the public as a registered charity
- to use recognized best practices Full Circle (360°)* performance reviews for GCO and Regional staff

2. Why is this issue important?

For example:

- James 2:1-7 instructs the church to engage in justice and to do the best possible to mitigate biases.
- the church is an institution that is privileged to be given charitable status by the Government of Canada and Provincial Governments and it is incumbent upon it to respect this status by utilizing the best practices in evaluation of the interaction of its staff with employees, members, partner agencies, and the public.
- without a Full Circle review embedded, unconscious biases in evaluation and staff development could emerge/continue; systemic power imbalances can allow abuses to emerge/continue. The absence of a Full Circle review continues a lack of transparency regarding institutional systems and inter-faith/agency relationships.

3. How does this proposal help us to live into our church's commitments on equity?

Engaging in the Full Circle process gives voice to those who may have been silenced in the past.

- adopting the Full Circle performance review gives voice to First Nations partner agencies/organizations to participate in the performance reviews of those people representing the church who interact with them.
- adopting the Full Circle performance review will empower ministries and personnel by engaging in the review process of those who interact with them most closely, including: indigenous partners, the sexual and gender oppressed,

* The term is called a "360 review" because performance feedback is solicited from all directions in the organization. The objective of the feedback is to give the employee the opportunity to understand how their work is viewed in the total organization by coworkers in any position.

various cultures, ethnicities, heritages, races,
differing physical, mental and intellectual abilities,
Francophone
differing classes

- adopting the Full Circle review will be one additional step to mitigating discrimination, intentional and enculturated, individual and systemic by engaging individuals and partner organizations/agencies who represent a variety of races, ethnicities and heritages.

Parish and community ministry personnel, academics, students, and lay members of the church representing both French and English, seniors and youth, gender diversity and those who have various physical, mental and cognitive abilities have spoken informally and in various support groups to develop this proposal. The impact of the proposal would be to mitigate personal and systemic biases within the church and its oversight personnel. It reduces power inequities and enhances the identification of strengths and developmental needs for individual employees and for systems.

4. How might the General Council respond to the issue?

The (regional council) proposes that the General Council could:

Adopt a policy that the United Church of Canada will engage in Full Circle (360°) performance review for its GCO and Regional Office staff that is to be no less frequent than biennial.

A Full Circle review process is not static. The General Council should engage skilled representatives from labour and industrial relations to work with those responsible for overseeing performance reviews to develop Full Circle performance assessment tools that respond to the variety of individuals, positions and environments in which people perform their ministries.