

Graeme Nicholas

480 Rattletrack Road,
R.D. 4, Christchurch, 7674,
New Zealand

Phone +64 3 974 3133
Mobile +64 27 208 7314
email: graeme@tikouka.co.nz
url: www.tikouka.co.nz/graeme.html

Trevor Graeme Nicholas, BSc, BD, MTheol

Key Attributes

- Well regarded **Strategic and Systems Thinker**
- Skilled and experienced **Facilitator**
- Experienced and trained **Professional Supervisor**
- Creative and successful **Organisational Consultant**
- Extensive experience in **Leadership Development and Training**
- Trusted **Policy Advisor** and **Project Manager**

Current

2003 - **Ti Kouka Consulting : Graeme Nicholas and Associates** **Principal and Consultant**

Trading as *Ti Kouka Consulting* Graeme offers **Organisation Development consultancy, facilitation, strategic planning, professional supervision, executive mentoring, training, stakeholder consultation, and policy development.**

Associated experience and services include small business administration and website development.

Contracts have included:

- Design for stakeholder engagement on Environment New Zealand 2007 for Ministry for the Environment.
- Designing and carrying out for Lincoln Ventures Limited a review of stakeholder experience as part of the Selwyn Water Allocation research project (a FoRST project).
- Design and facilitation of workshops for Toi te Taiao: the Bioethics Council, Ministry for the Environment; framing for public deliberation on pre-birth testing.
- Design and facilitation of courses on adult learning, working with conflict and classroom techniques for Airways New Zealand.
- Facilitating training for Building and Construction Industry Training Organisation on achieving prompt payment and debt recovery.
- Design and facilitation of future-watch workshop for *The Navigator Network* as part of their scanning project contracted to the Ministry of Research, Science and Technology (MoRST).
- Community development study contracted to Family and Community Division, Anglican Care Canterbury
- Research associate for the Agribusiness Economic Research Unit, Lincoln University (AERU) contract with Department of Labour on Minimum Wages
- Design and facilitation for the NZ Institute of Forestry, Canterbury. Involved consultation for a government discussion document on climate

change.

- Strategic planning design and facilitation, and governance capacity building with a variety of community organisations
- Facilitation of community dialogue on contemporary attitudes to the place of the Treaty of Waitangi – contracted to State Services Commission, NZ Government
- Dialogue design and facilitation engaging molecular scientists with community anti-genetic modification advocates: part of a research project funded by Ministry of Research Science and Technology (MoRST), *Hands Across the Water*
- Dialogue design and facilitation on *Human Genes in Other Organisms*, Christchurch 2004
- Dialogue design and facilitation on aspects of Anglican Church response to homosexuality in its leadership, Christchurch, 2004, 2005
- Transition consultant to Anglican Church Distance Education and Formation Training Unit
- Policy, Charter and Profile development for Tertiary Education Commission for a Private Training Establishment, 2003, 2004, 2005, 2006
- Strategic planning facilitation (design and facilitation), CWS (aid and development NGO)
- Professional development review, Anglican Bishop of Christchurch, 2004
- Community facilitation, Rolleston; part of a community development project, 2003
- Formation and Training provider for Anglican Church ordination studies programme, Christchurch, 2003 – 2008
- Leadership development training seminars delivered through CHIT (an accredited Christchurch Private Training Establishment).

2007 - Lukey Training Resources / SmartNet

SmartNet Associate

Collaboration in marketing, training and consultancy through Lukey Training Resources and SmartNet, offering facilitation and in-house consultancy to build capacity in organisations and businesses.

2001 - Own Business – BG Growers Ltd

Joint Owner, Director and Manager

An entrepreneurial venture at an early stage of a new industry (walnut growing) requiring detailed **project management** and proficiency and learning in both **business systems** and specialist tree cropping **knowledge**.

- Purchase and husbandry of land, plant and trees
- Establishing business plan, budgets and financial models
- Developing and maintaining company account systems and records
- Management decisions: financial and operational
- Industry networking and learning

1994 - Private Practice

Professional Supervisor

- Offering client colleagues skilled assistance to reflect on their professional experience, to enhance learning and competence

Professional Memberships and Accreditation

New Zealand Association for Training and Development

Financial member since 2000

Society for Organisational Learning (Australia) Ltd

Financial member since 2005

Cognitive Edge Pte Ltd: Accredited Practitioner

Methods and approaches for sense making in complex systems. (see www.cognitive-edge.com)

Earlier Professional Experience

1999 - 2003 Presbyterian Church of Aotearoa New Zealand

Mission Resource Team Co-director, Northern South Island

A **knowledge worker** position requiring high levels of **relationship management, self management** and **initiative**. Essentially the role was to be an in-house consultant offering **leadership development, organisational development** and **policy advice**.

- Facilitation, Training, Consultancy and Advisory services to congregations and church leaders throughout Nelson, Marlborough, West Coast and Canterbury
- Strategic Thinking and Policy Advice for national church policy groups and national 'Service Team'
- Budget Management
- Project Leadership for national training initiative, *Equip5000*
- Trainer for Transition Ministry – training church leaders in change management (five week-long intensives taught, 1999 – 2002)
- Consultancy and Strategic Planning with *Te Aka Puaho*, the Maori Synod of the Presbyterian Church
- Web page development and management
- Electronic networking and promotion of learning opportunities for church leaders
- Ecumenical liaison and working with educator and resourcing colleagues from Anglican and Methodist churches
- Membership of Rural Ministry Unit
- Board Member of Ecumenical Board for Theological Studies

1993 – 1999 Anglican Diocese of Dunedin

Diocesan Ministry Educator

- Organisation, co-ordination and supervision of ministry training for ordination candidates in the Diocese of Dunedin.
- Stimulating, supporting and resourcing development and change of ministry paradigms among worshipping communities in Otago and Southland.
- Regular and occasional learning group design and leadership for both lay and ordained adults.
- Stimulating, supporting and resourcing clergy in-service education.

- Administration of budgets for lay and clergy ministry/theology education in Dunedin Diocese.
- Parish consultancy on matters of ministry options, conflict resolution, parish as emotional system, structural change.

**Governance
Experience**

2003 - **Christian World Service**

Board Member

- Governance of a New Zealand NGO aid and development agency

2000 - **College House Institute of Theology
(Theology House)**

Board Member

- Governance
- Planning, marketing and strategy: developing strategic thinking and planning for the Institute through a board subcommittee and working with the director; significant input to marketing and presentation strategies for the Institute's publication *God's Never Ending Story*.

2001 - 2007 **NZ Association for Training and Development**

Branch President and member National Executive

- Arranging branch meetings
- Strategic development of the organisation at national and regional levels
- Membership communications and recruitment

**Other Boards,
Committees and
Community
Experience**

- Member of Board, Ecumenical Board for Theological Studies (2002 - 03)
- Member of Christchurch Diocesan Committee on Supervision and Spiritual Direction, (2002 -)
- Chair of the Board of Management, Otago Church Bookstore, (OC Books) (1987-1999)
- Member of the Board of Governors, Selwyn College, Dunedin, (1993-1999)
- Member of Peace Action Dunedin, (1990-1999)
- Budget Adviser, Patients' and Prisoners' Aid Society, (1988-1992)
- Group Scout Leader, North East Valley Scout Group, (1987-1992)
- Member of Dunedin Diocesan Ministry Council (1994 -1999)
- Member of Tikanga Pakeha Ministry Board (1993 - 1997)
- Member of Dunedin Diocesan Bicultural Education Committee, (1996-1999)
- Member of Dunedin Diocesan Ministry Ethics Committee, (1992-1999)
- Member of Tikanga Pakeha Ministry Board Ethics Steering Committee, (1995-1999)
- Participant in Anglican Ministry Educators' Network, (1993-1999)
- Member of ecumenical Clergy Supervision Committee, (1996-1999)
- Member of Diocesan Board for the Development of Ministry (1990-1994)
- Member of Provincial Board for Ministry (1991-93) and P.B.M. secretariat.
- Member of the Provincial International Peace and Justice Unit, 1990-1992.
- Consultation on Theological Education, Auckland, 1992

- Member of Diocesan Retreats Committee, (1974-1977, 1990-96)
- Member of Diocesan Board for Christian Education (Dunedin Diocese) 1975-1986; five years as chairperson
- Diocesan representative at Provincial Board for Christian Education for three years, (early 1980s)

Ordination

Anglican Church of Aotearoa, New Zealand and Polynesia

- Ordained Deacon, 1977
- Ordained Priest, 1978

Positions Held as Ordained Minister

Anglican Diocese of Christchurch

- Diocesan Ordination Training Programme Co-ordinator (Diocese of Christchurch): 2003 –
- Acting Diocesan Ministry Educator: 2004
- Officiating Minister: 1999 – 2003

Anglican Diocese of Dunedin

- Diocesan Ministry Educator: 1993 – 1999
- Ministry Facilitator, Holy Cross, St Kilda: 1992
- Priest in Charge, North East Valley: 1986 - 1993
- Vicar of Waimea Plains: 1983 - 1986
- Vicar of Wyndham: 1979 - 1983
- Curacy in Gore: 1977 - 1979

Education

UNITEC, Auckland

- Papers toward Graduate Diploma in Not-for-Profit Management, 2002 - present

University of Otago

- Master of Theology, 1990
- Bachelor of Divinity, 1978
- Bachelor of Science, 1975

Continuing Education

Psychotherapy

- Six seminars in Self Psychology: ANZAP, Christchurch, 2002
- Theory of Psychotherapy, three year course for professional training offered by Ashburn Hall, Dunedin. Completed 1997

Systems Thinking, Facilitation and Organisation Development

- “Making Sense of Complexity”, the **Cognitive Edge** accreditation and practitioner workshops run by the Cognitive Edge (formerly Cynefin Centre) and Society for Organisational Learning (Australia) Ltd: Brisbane, June 2006
- “Process Facilitation and Action Research” training workshop; Society for Organisational Learning (Australia), presented by Bob Dick, Melbourne 2005
- “Systems Thinking and Complexity Science: Insights for Action”: the 11th ANZSYS Systems Thinking Conference, Christchurch 2005
- Tenth National Conference of the NZ Organisation Development Network, Auckland, December 2003 – paper presented

- *Four Quadrant Leadership Seminar*: presented by Wilfred Jarvis. 2004
- “Systems in Action”: the 9th ANZSYS Systems Thinking Conference, Melbourne, 2003
- Enhancing Performance through Collective Learning: a six week study leave project. An integration of thinking from the fields of appreciative inquiry, self psychology, systems thinking, dialogue theory and learning organisations for use in church and community groups. 2002
- Appreciative Inquiry Practitioners’ Symposium, Christchurch, 2002
- National Conference of the NZ Organisation Development Network, Auckland, 2002
- National Conference of the NZ Organisation Development Network, Wellington, 2001
- International Conference on Systems Thinking in Management, Geelong, Australia, 2000 – peer reviewed paper presented
- Appreciative Inquiry Training, 2000
- International Systems Conference, *Systems Thinking for the Next Millennium*, Wellington, 1999
- Models of Consultancy and Facilitating Change: one month in 1996 and two months in 1997. Courses, consultation and reading in USA and Canada on themes of Total (Mutual) Ministry facilitation, adult learning, parish consultancy, organisational development, learning organisations and systems analysis
- Graduate of *Leadership Academy for New Directions (LAND)*, a 15 day residential training programme by the Episcopal Church of the United States of America to train those working with forms of Total Ministry; San Antonio, Texas. 1996, 1997
- Church Consultants course, *The Difference is the Model*; a five day residential training for church consultants using systems theory and change theory, and introducing tools to analyse church life in relation to mission; run by the Center for Parish Development, Chicago. 1997

Other Training

- Marae Kawa, residential training event, Rehua Marae, Christchurch, 2004
- “Funding and Entrepreneurship”, paper as part of the *Graduate Diploma in Management in the Not-for-profit Sector*, UNITEC, 2003
- “Culture and Values of the Not-for-profit sector”, paper as part of the *Graduate Diploma in Management in the Not-for-profit Sector*, UNITEC, 2002
- Graduate of the Intentional Interim Ministry course; systems thinking and change management for church leaders, 2000
- Maori Language Course, four day intensive course offered by Ecumenical Board for Theological Studies and College House Institute of Theology, Christchurch, 1996
- Seminar offered by the New Zealand Medical Council on Sexual Misconduct by Therapists, Doctors and Clergy, led by Dr Gary Schoener, Christchurch, 1996
- Seminar, “Professional Misconduct - Sexual Abuse in the Ministerial Relationship” by Marie Fortune, International Consultant and Educator
- Trained Education for Ministry mentor
- Workshop on Violence Against Women and Children in the Church Community, (Project Anna, Centre Against Sexual Assault, Melbourne),

1992

- Dr Max Clayton's (Melbourne) Group Work Training Workshop (4 days), offering experience in group therapy, observation skills, leadership skills and group process skills. Dunedin 1987
- National Council of Churches Anti-racism workshop, 1986
- Southland Community College, *Taha Maori Wananga*, 1985
- Professional 'Clinical Supervision' group course, 1978

Publications and Presentations

- Conference paper: *Inter-community Dialogue: An Appreciative Inquiry Application*, Tenth National Conference of the NZ Organisation Development Network, Auckland, December 2003
- "New Direction Together", Christchurch Diocesan *Forward Planning Event*, Pudding Hill (2001)
- Conference paper (peer reviewed): *Future Planning Methodology – Liberative Consultancy with Community Organisations*, International Conference on Systems Thinking in Management, Geelong, Australia, 2000
- Conference paper: *Growing Organic Ministry in Rural New Zealand: the next stage*, Ecotheology Conference, Christchurch, 2000
- "Education and Ministry" (PAST 206/306) *Ministry as Reflective Practice*, University of Otago, Department of Theology and Religious Studies – Co-designed and taught with Susan Jones, 1998
- *Anglican Ministry Enabling New Directions* (AMEND), an intensive eight day residential training programme for those facilitating and supporting Total (Mutual) Ministry – Designed and presented in team with two others, 1998
- Studies on *Euthanasia*, prepared by the Otago Bioethics Research Centre – Design consultant and guest facilitator, 1996
- "Interpersonal dynamics in caring relationships", a workshop for University Halls of Residence welfare staff, 1996
- Design and presentation of workshops for ordination candidates and lay leaders: e.g. funerals and grief, group work, clergy ethics, clergy role, self-care, addiction, images of God, unhealthy introjects, use of Scripture ... 1993 -
- "Appropriate Boundaries in Pastoral Relationships" - Co-designer and presenter of workshops for clergy and lay ministers, 1993, 1995
- Liturgy and the experience of abused persons; a workshop presented at the Australia and New Zealand Association of Theological Studies - Co-designer and leader; Adelaide, 1994
- Four papers on the future of ministry; Diocese of Nelson Clergy School, 1985
- "Christian responses to apartheid", "Studies on new human reproduction technologies", "Christian responses to violence", "Studies in priesthood" – author and co-author of commissioned diocesan study materials, 1982 – 1998
- "Church Task and Church Shape" – paper presented and published at the conference *'Unlocking the Church'*, Balclutha, 1992
- Design and presentation of numerous parish and regional days for learning and planning, 1993 –

Summary of Skills

- Knowledge Management through skilled use of human systems and electronic information systems
- Group facilitation and workshop design and leadership
- Policy development, advice and implementation
- Process and organisational advice
- Congregational consultancy
- Strategic Planning
- Group study resource preparation
- Research and writing
- Personal and group theological reflection
- Leadership development and training
- Counselling, Collegial/Professional Supervision
- Systems and Organisational analysis and facilitation
- Adult community based education
- Working with others in leadership

Interests

Jazz, Barbershop singing, walnut orcharding, photography, computers, philosophy

Personal

Date of birth: 27 November 1953

10 November, 2008