

Report for
31st Queensland Synod
October 2014



Report from
**Governance Nomination
Remuneration Committee**

Context:

The governance functions of the Governance Nomination Remuneration Committee (GNRC), which are set out in by-law Q14.9.6(a), are:

- Work with the governing bodies to understand governance, nominations and remuneration practices and policies and the extent to which they can be made more consistent
- Develop policies relating to governing bodies' composition and conduct of meetings, decisions and performance evaluations, for recommendation to the governing bodies
- Provide advice and non-financial support (on request by a governing body) to assist the governing body to modify, adopt and/or implement all such policies recommended by the GNRC from time to time

Responses to our Priority Directions since last Synod

Enabling a demonstrated commitment to the shared Call and Vision

Since the 30th Synod, the GNRC has worked closely with the Board for Christian Formation in the formulation and consideration of various proposals to improve financial assistance to ministerial candidates.

Working towards our Priority Directions in the future

Upon implementation of the new financial assistance model, the GNRC intends to work further with the Board for Christian Formation to formulate incentives for potential candidates to make it easier for them to heed the call of God.

Responses to our Priority Directions since last Synod

Developing sustainable mission orientated organisation (way of being) for the Church in Queensland

The GNRC's main focus since the 30th Synod has been to ensure the sustainability of the activities of the Church.

To enable this, the following reviews have been completed:

- Ministerial stipend review
- Ministerial housing allowing review
- Annual lay staff salary review
- General Secretary remuneration review
- UCQ Board remuneration review
- Trinity College Queensland Director remuneration review
- Ministerial manse policy review

and two new policies approved:

- Housing allowance for couples
- Synod wide Conflicts Policy

In addition, the GNRC has worked closely with the Schools' Commission in relation to improving governance in schools and establishing a suitable governance framework for the Shalom Christian College board.

Working towards our Priority Directions in the future

The GNRC will continue to review the nominations principles for boards, committees and commissions of the Queensland Synod. The GNRC intends to make further recommendations to the SSC aimed at continuing to improve the process and enable improved contributions to the life of the Church by the Synod's boards, committees and commissions.

Responses to our Priority Directions since last Synod

Facilitating renewal of leadership for the mission of the Church

Since the 30th Synod, the GNRC has assisted with facilitating the renewal of leadership of the Church through 4 key activities:

- Assisting UnitingCare Queensland in the selection and appointment of its new Chair
- Leadership of the Synod Roles, Responsibilities and Leadership review, particularly in relation to the review of the roles of the Moderator and General Secretary
- Reviewing the composition of the Synod Standing Committee
- Reviewing and reflecting upon the new nominations process introduced at the 30th Synod and implementation of an adjusted nominations process for the 31st Synod

Both Ms Nottle and Mr Robertson the two newest, and youngest, members of the GNRC have been intrinsically involved in all of these activities.

Working towards our Priority Directions in the future

The GNRC will continue to work towards upskilling our people for the future as well as building a network of people to serve on boards, committees and commissions. The continuation of governance fellowship events focused on specific development and networking opportunities will assist with this.

Responses to our Priority Directions since last Synod

Engaging in opportunities for intentional, open community connections and partnerships

Since the 30th Synod, the GNRC has continued to facilitate engagement between the Boards, Committees and Commissions of the Synod, and the development of their skills and knowledge through the hosting of further Governance Fellowship Events:

- August 2013 – Fundraising
- June 2014 – Strategic Planning Workshop
- Fundraising in the Health Sector – to be rescheduled

Key achievements/initiatives

Implementation of various processes to achieve 100% compliance by the Queensland Synod with the registration and lodgement requirements of the Australian Charities and Not-for-profits Commission (ACNC).

This achievement has also resulted in the improved understanding of the various activities of the Queensland Synod, as well as provided valuable information for presbyteries and the Synod office which will be input into the Synod's new customer relationship management system.

Challenges/risks as we progress:

Maintaining the currency of the information collected for ACNC compliance.

Finding sufficient and suitable people with the right skill sets and availability of time to serve as volunteers on our boards, committees and commissions.

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