



# #realunitingchurch

Report from

## **Governance Nomination Remuneration Committee**

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### Context

The Governance Nomination Remuneration Committee (GNRC) provides governance support and performs an advisory role to governing bodies of the Synod through effective and consistent governance processes. The functions of the GNRC include those related to governance, nomination and remuneration.

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Since the last Synod in Session, the GNRC has continued to work closely with the Synod office Human Resources team with regard to the review of ministry agent payment and benefits. This work culminated in a number of recommendations regarding policies that relate to ministry agent payment and benefits, or which direct the Synod office to undertake work and subsequent submissions that may change or establish a policy. These recommendations were approved by the Synod Standing Committee (SSC) and are complemented by a number of operational recommendations which have been provided to the general secretary for implementation by the Synod office.

During the course of this Synod term, Andrew McBryde resigned as chairperson of the GNRC and the resultant vacancy was filled by John Lister in accordance with the By-laws. Mr Lister was already an elected lay member to the Synod Standing Committee but upon his appointment as chairperson he became an ex officio member. The resultant vacancy on the SSC was filled by Louisa Yu in accordance with the By-laws. The GNRC wishes to thank Andrew for his significant contribution to the GRNC during his time as chairperson.

The GNRC recognises there is a shortfall in current membership as regards the requirements of the By-laws, however in light of the governance structure review being undertaken by the Synod, it was determined that active work on this matter would await the outcomes of this review. However following the resignation of Mr McBryde as chairperson, Greg Adsett was appointed as a member of the GNRC from 5 May 2017 until the 33rd Synod.

The GNRC acknowledges the contribution of its current members Rev David Baker, Rev Heather den Houting, Glenn Poole, John Lister, Bronwyn Clarkson and Greg Adsett.

As a result of a Synod in Session resolution regarding diverse representation on boards, committees and commissions, a program of work was commissioned to produce a comprehensive report on this topic. A diversity task group was established to workshop this topic and this task group included representatives from the GNRC. This work culminated in a report which was provided to Synod Standing Committee and the recommendations contained within will be resourced by the Synod office in conjunction with the diversity task group. One of the exciting initiatives from this work was the identification of early adopters who have commenced hosting "Welcome to the Table" dinners for people who might have the skills, gifts and interests and opportunities to engage in the work of the wider church through all its activities.

Alongside the work on diversity which the GNRC has championed, the GNRC has considered the approach to be taken to the establishment of a candidate pool for membership of Synod boards, committees and commissions.

## Priority Directions

Through its contribution to the diversity task group and in considering strategies for the establishment of a candidate pool for membership of Synod boards, committees and commissions, the GNRC has maintained its focus on encouraging stable and inspirational leadership within the church.

## Report

The GNRC has contributed to the strengthening of a number of policies of the church, including:

- Award Staff Remuneration Policy and Processes
- Anti-Discrimination, Sexual Harassment and Employment Equity Policy and Tools
- Discipline Policy, Processes and Tools
- Employee Assistance Program Policy
- Family and Domestic Violence Policy
- Grievance Management
- Induction Policy, Processes and Tools
- Leave Policy and Processes
- Performance Management Policy, Processes and Tools
- Position and Establishment Management Policy, Processes and Tools
- Prevention of Workplace Harassment and Bullying Policy and Processes
- Probity Policy, Processes and Tools
- Recognition of Service Policy
- Recruitment and Selection Policy, Processes and Tools
- Synod Standing Committee and Synod Support Staff Role Conflict Policy
- Synod-wide Governing Body Remuneration Policy and Processes
- Termination Policy, Processes and Tools
- Volunteer Management and Tools

- Work Experience and Student Placement Policy and Tools.

A number of reviews also have been undertaken by the GNRC, including:

- Annual lay staff salary review
- Annual stipend and allowance review
- Remuneration review for the UnitingCare Queensland Board, board committees and the Australian Regional and Remote Community Services
- Not-for-profit remuneration benchmarking data.

The GNRC also had representation on the UnitingCare Queensland Chair Review Panel and the UnitingCare Queensland Board Reappointment Panel.

## Challenges/risks as we progress

The future governance structure of the Synod has been under review to determine whether a more contemporary governance model could assist in the functioning of the church in Queensland. The GNRC have supported the general secretary and Synod Standing Committee in this work.

## For consideration

The GNRC may be impacted by other proposals to the 33rd Synod with regard to the future governance structure of the Synod.

## Proposal

It is proposed that the 33rd Synod receive this report.

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### Contact for report questions:

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