



Synod Wide Governing Body Remuneration Policy

POL-0007

Statement

The Church relies significantly on the time given by volunteers in various roles and activities within the Church's life and its service activities, and will continue to do so into the future.

One of the many ways in which the Church relies on volunteers is through the representation of volunteers as members on Governing Bodies.

The role of volunteers on Governing Bodies has to be understood in context of the significant changes in the community's expectations with respect to volunteers. Such changes include:

- the need to move from a representational governance system to skill based boards; and
- reputational risk; and
- increased personal legal liability and risk for members sitting on Governing Bodies; and
- increased sensitivities to managing vested interests between the role carried out by a member of a Governing Body and that person's remunerated vocational role; and
- increased complexity of activities being undertaken under the oversight of Governing Bodies, inevitability requiring more time, care and diligence.

In 2008, the 27th Synod determined that remuneration of members of Governing Bodies within the Synod could be warranted subject to a two-step process. Governing Bodies are not the only entities within the life of the Synod where remuneration may be warranted. This policy seeks to ensure that all Governing Bodies, boards of subsidiary like entities established by Governing Bodies, and boards of any business, joint venture or company in which a Body/the Property Trust holds an interest must seek approval before remuneration is payable.

This policy and the Synod Wide Governing Body Remuneration Process set out the process to be followed before remuneration may be paid.

Scope

This policy applies to all Governing Bodies, boards of all subsidiary like entities established by a Governing Body, and boards of any business, joint venture or company in which a Body/the Property Trust holds an interest.

Policy Principles

- 1 Volunteers carry out various roles and activities within the life of the Church, many of whom will never be remunerated for their valuable contribution. The Synod therefore acknowledges the importance of a transparent and independent process for determining fair and reasonable remuneration levels for those persons who carry out activities akin to those carried out by volunteers across the life of the Synod.
- 2 Remuneration of members of an entity is designed to attract and retain high quality committed individuals with the appropriate skills required to lead and govern those entities.
- 3 The Synod considers any remuneration payable should:
 - a. align with the mission of the Church;
 - b. take into consideration remuneration costs to the Church;
 - c. be equitable, underpinned by a transparent and consistent methodology;



- d. align with the achievement of effective governance;
 - e. be commensurate with workload, responsibilities and risks; and
 - f. reflect that an entity that remunerates its members (irrespective of whether or not individuals opt-out), will owe a higher level of responsibility for the quality of work and service provided .
- 4 Ex-officio appointees to Boards are not eligible for additional Board remuneration. The equivalent Board remuneration must be paid to the employing body as a reimbursement.
 - 5 Ministry Agents, who are not ex-officio appointees, receive a stipend payment and are not automatically eligible for Board remuneration. The equivalent Board remuneration must be paid to the body responsible for the placement (eg congregation) as a reimbursement. If the body responsible for the placement makes a decision to provide the reimbursement as a payment to the Ministry Agent, the body must complete a Special Payment Advice, which is sent to Synod office payroll for processing, to ensure that the payment is taxed in the ordinary manner.

Two-step process

- 6 In 2008, the 27th Synod determined that remuneration of members of Governing Bodies could be warranted subject to the following two-step process:
 - a. consideration as to whether the Governing Body is an appropriate one to remunerate; and
 - b. if approval is given, what total remuneration is appropriate.
- 7 The two-step process determined by the 27th Synod is also to be adopted with respect to subsidiary like entities established by Governing Bodies, and/or businesses, joint ventures or companies in which a Body/the Property Trust holds an interest.

Responsibilities

- 8 Should an entity wish to remunerate its members, that entity must prepare a submission for consideration by the GNRC pursuant to the Synod Wide Governing Body Remuneration Process.
- 9 The GNRC, in carrying out the governance functions delegated to it by the Synod at the 29th Synod, will make recommendations to SSC as to whether the application for remuneration is an appropriate one.
- 10 The SSC will, having regard to the interests of the whole of the Church, consider the recommendations made by GNRC. If it considers it appropriate, SSC may approve the entity as a remunerated entity.
- 11 The GNRC must (upon a resolution having been passed by SSC that an entity is a remunerated entity), determine the appropriate remuneration for the remunerated entity.

Reporting

- 12 The remunerated entity must:
 - a. ensure transparency of the total remuneration payable and the breakdown of such remuneration to be to individual members pursuant to the Synod Wide Governing Body Remuneration Process; and
 - b. report on any other matters as required by SSC and/or GNRC.



Review

- 13 The GNRC will review the total remuneration approved in accordance with the Synod Wide Governing Body Remuneration Process.



Dictionary

Term	Meaning
Body	has the meaning set out in Queensland Synod By-Laws Amendment 2 of 2013
entity	means a Governing Body and/or subsidiary like entity established by a Governing Body, and/or business, joint venture or company in which a Body/the Property Trust holds an interest
Governing Body	has the meaning set out in Queensland Synod GNRC By-Laws
remunerate	means paying a person for the work that they carry out in their role as a board member of a remunerated entity
Remunerated entity	means a Governing Body and/or subsidiary like entity established by a Governing Body, and/or business, joint venture or company in which a Body/the Property Trust holds an interest that the SSC determines is an entity suitable to be remunerated
SSC	has the meaning set out in Queensland Synod By-Laws Amendment 2 of 2013
volunteer	has the meaning given to it from time to time by Volunteering Australia
Ministry agent	Means ministry candidates, deacons, deaconesses, lay pastors, ministers of the word, pastors and ministers from other denominations serving in approved placements.

References & Related Documents

- POL-0001 Privacy Policy
- POL-0002 Conflicts Policy
- PRO-0005 Synod Wide Governing Body Remuneration Process

Revisions & Reviews

Version	Date	Reason	Author / Reviewer	Approved
1.0	01.10.2015	New Policy	GNRC	SSC of 1.10.15 resolution 15.130
1.1	07.07.2016	Addition of new clause 4 & 5 (Principles); renumbering remaining clauses	GNRC	SSC of 07.07.16 resolution 16.133
Due	01.10.2018		GNRC	