



# Report from **Governance Nomination Remuneration Committee**

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## Context

The Governance Nomination Remuneration Committee (GNRC) provides governance support 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.

## Report

Since the last Synod in Session the GNRC has worked closely with Wesley Mission Queensland and UnitingCare Queensland in the review of their governing documents.

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

- Synod-wide Governing Body Remuneration Policy and Process
- Lay Staff Remuneration Policy and Processes
- Lay Staff Award-covered Remuneration Framework
- Social Media Policy
- Role Conflict Policy
- Conflict of Interest Process
- Ministry Agents Housing Policy.

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

- Annual lay staff salary review
- Initiation of a full ministerial stipend and allowance review
- General secretary remuneration review
- Not-for-profit remuneration review
- Ministry agent payments and benefits
- Remuneration review for the Board of the Australian Regional and Remote Community Services Ltd
- Remuneration review for the Director of Education for Ministry.

In addition, the GNRC contributed to the stewardship fee framework project impacting departments such as Wesley Mission Queensland and UnitingCare Queensland.

The committee wishes to thank Olivia Nottle, Professor Myles McGregor-Lowndes and Nathan Robertson for their valued contribution to the GRNC during their time as members.

## Key achievements/initiatives

The GNRC undertook various Governance Fellowship Events throughout 2015, attendees of which included representatives from congregations, church councils, school councils, Synod Standing Committee as well as presbytery ministers. The events were well received and included:

- roundtable on governance
- finance accounts presentation
- governance and fundraising.

The first Governance Fellowship Event for 2016, *Negotiation Know-how*, was held in March. Planning for further events in 2016 is underway.

The GNRC also undertook a self-evaluation which encompassed a review of the committee as a whole and members' individual performance.

## Challenges/risks as we progress

The work initiated on the ministerial stipend and allowance review will continue into the 33rd Synodical term.

A detailed review of the Synod By-laws will be undertaken during 2016 and will include a detailed review of committee provisions and a review of the relevant competencies of boards, committees and organisations.

## Issues to be addressed

In December 2015 the Synod Standing Committee members undertook a self-evaluation skill set audit which was intended to understand the current skills and gaps of committee members as against the relevant competencies within the Synod By-laws and other desired competencies.

The key areas where the desire to upskill was greater than the existing skill set were in the areas noted below:

1. evangelism expertise
2. multi-cultural expertise
3. Indigenous expertise
4. a youth perspective.

A similar skill set audit will be conducted at the June 2016 induction weekend of the new Synod Standing Committee.

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## Contact for report questions:

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