



Synod-wide Governing Body Remuneration Policy

A/2.3

Purpose

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 seek approval before remuneration is payable.

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

1. Members of Governing Bodies

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.



2. Remuneration of Governing Body Members

2.1. 27th Synod

2.1.1. 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.

2.2. Purpose of Remuneration

2.2.1. 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.

2.2.2. 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.

2.3. Remuneration Consideration

2.3.1. The Synod considers any remuneration payable should:

- align with the mission of the Church;
- take into consideration remuneration costs to the Church;
- be equitable, underpinned by a transparent and consistent methodology;
- align with the achievement of effective governance;
- be commensurate with workload, responsibilities and risks; and
- 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

2.3.2. In 2008, the 27th Synod determined that remuneration of members of Governing Bodies could be warranted subject to the following two-step process:

- consideration as to whether the Governing Body is an appropriate one to remunerate; and
- if approval is given, what total remuneration is appropriate.

2.3.3. 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.

2.4. Eligibility

2.4.1. 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.

2.4.2. 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.



3. Responsibilities

3.1. Remunerated Entity

3.1.1. Should an entity wish to remunerate its members, that entity must prepare a submission for consideration by the Remuneration Nomination Committee (RNC) pursuant to the Synod Wide Governing Body Remuneration Process.

3.1.2. The remunerated entity must:

- 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
- report on any other matters as required by the Synod Standing Committee (SSC) and/or RNC

3.2. Nomination Remuneration Committee (RNC)

3.2.1. The RNC, in carrying out the governance functions delegated to it by the Synod at the 29th Synod, will make recommendations to the SSC as to whether the application for remuneration is an appropriate one.

3.2.2. The RNC may, upon making recommendations to SSC as to whether an entity is an appropriate one to be remunerated, make additional recommendations to SSC as it sees fit. Such recommendations may include the:

- need to review and consider the expectations of those persons who will be remunerated; and
- ways in which disclosure should be made to the Synod, and in some circumstances, the wider community.

3.2.3. The RNC must (upon a resolution having been passed by SSC that an entity is a remunerated entity), determine the appropriate remuneration for the remunerated entity.

3.2.4. The RNC will review the total remuneration approved in accordance with the Synod Wide Governing Body Remuneration Process.

3.3. Synod Standing Committee (SSC)

3.3.1. The SSC will, having regard to the interests of the whole of the Church, consider the recommendations made by RNC. If it considers it appropriate, SSC may approve the entity as a remunerated entity.

Related documents

[POL-0001 Privacy Policy](#)

[POL-0002 Conflicts Policy](#)

[A/2.3.1 Synod Wide Governing Body Remuneration Process](#)

[Queensland Synod By-Laws](#)

[Remuneration and Nomination Committee Charter](#)



Definitions

Term	Meaning
Body	has the meaning set out in Schedule 1 of the Queensland Synod
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
UCAQld (also called we or us, Synod or the Church)	Means the functions and activities of the Uniting Church in Australia: <ul style="list-style-type: none">• within and in relation to the bounds of the Queensland Synod; and• outside the bounds of the Queensland Synod (where managed by parts of the organisation located within the bounds of the Queensland Synod), under the <i>Uniting Church in Australia Act 1977 (Qld)</i> .
Governing Body	has the meaning set out in Schedule 1 of the Queensland Synod
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,
Synod Standing Committee	has the meaning set out in Queensland Synod By-Law Q2.2
Remuneration Nomination Committee	has the meaning set out in the Remuneration and Nomination Committee Charter
Volunteer	has the meaning given to it from time to time by Volunteering Australia
Ministry agent	Includes Uniting Church in Australia candidates, community ministers, deacons, deaconesses, interns, lay pastors, ministers of the word, pastors, youth workers and ministers from other denominations serving in approved placements in the Queensland Synod.

Revisions

Document number		A/2.3			
Version	Approval date	Approved by	Effective date	Document owner	Document contact
1.2	08.07.2019	Executive Leadership Team	08.07.2019	Remuneration and Nomination Committee	Executive Director Shared Services
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