



Governing body skills, attributes and perspectives definitions

E/1.6.1.2

Purpose

The Uniting Church in Australia, Queensland Synod is committed to a recruitment and selection processes that ensure the appointment of appropriately qualified and motivated individuals who have the capacity and willingness to work within the values and the mission of the various governing bodies of the Queensland Synod.

This tool supports best practice recruitment and selection and seeks to assess a person's suitability for appointment in relation to their experience, skills and gifts in alignment with the Regulations and By-Laws of the Synod and Charters of the Synod governing bodies.

Scope

- This tool applies to appointments for all persons to be engaged on one of the Synod governing bodies.
- Compliance is achieved through adherence to the Principles.

Governing body skills, attributes and perspectives definitions

General governance skills	Explanation
Theological understanding	Demonstrated understanding of the Christian tradition
Corporate governance understanding and commitment	Having a clear understanding of, and respect for, the respective roles and responsibilities of governance, leadership and management; and of the Synod governing bodies role, responsibilities and place within the other governance structures of the Uniting Church in Australia, Queensland Synod
Financial literacy	Demonstrated capacity to understand and analyse financial reports and accounts
Strategic thinking	Demonstrated capacity to think strategically and to effectively utilise information to inform strategic thinking
Critical reflection	Astute judgement and the capacity to think creatively and analytically, to test assumptions and accepted wisdom and to effectively utilise information to inform sound decision-making. Able to formulate and advocate new ideas
Communication skills	Well-developed communication, collaboration and negotiation skills with demonstrated capacity to build key relationships
Specialist skills	Explanation
Specific and relevant industry knowledge, including Uniting Church ethos and polity	Understanding of the history, vision and values of the Uniting Church in Australia, Queensland Synod and a deep commitment to ongoing improvement
Board experience	Demonstrated experience and skills in the governance of entities
Theological expertise	Deep knowledge of theological frameworks and experience in adult education, particularly faith education



Specialist skills	Explanation
Risk management	Ability to recognise and manage risks and a preparedness to take risk, within the Synod governing bodies risk appetite, to enable the objectives of the Uniting Church in Australia, Queensland Synod to be achieved
Financial expertise	Demonstrated capacity to understand and analyse financial reports and accounts, and to contribute to the development and execution of longer-term financial strategies
Legal expertise	Solid experience of legal, regulatory, corporate governance and/or compliance matters, demonstrated through suitable qualifications or 10+ years' work experience
Strategic planning	Demonstrated reflective thinking and confidence to analyse, appraise, probe, challenge and constructively question leadership, business plans and implement strategy using commercial judgement
Property expertise	Understanding of and experience in strategic property acquisition, management, development and disposal
Education knowledge and expertise	Demonstrated experience in leading, managing and operating a school or university college and an understanding of current and emerging legislative and educational perspectives
Attributes and attitudes	Explanation
Ability and experience to reflect theologically	A demonstrated ability to reflect on the faith, heritage and values of the Uniting Church in Australia and to consider the implications for the current and future work of the Synod governing body
Capacity to devote necessary time	The capacity and willingness to devote sufficient time to the Synod governing bodies work including preparing for and attending regular meetings
Commitment to ongoing personal/professional development	A commitment to continuous personal/professional formal learning, training, development, and education
Emotional intelligence	High level interpersonal skills based on an ability to understand and respect a variety of viewpoints and to appreciate the influence of own biases
Curiosity	Demonstrated deeply inquisitive nature, the desire to extend beyond own comfort zone, and the courage to ask questions or to challenge management or fellow governing body members where necessary
Specialist perspectives	Explanation
First Peoples	Representation or demonstrated knowledge or experience of First Peoples perspectives
Multi-cultural	Representation or demonstrated knowledge or experience of people of diverse cultural and language backgrounds
Youth and young adults	Representation or demonstrated knowledge or experience of youth and young adult perspectives
Regional and remote	Demonstrated understanding or perspectives of regional and remote locations, ministry and their unique needs and opportunities
Business/enterprise experience independent from the church	Business, enterprise, leadership and/or life experience in an environment external to and independent from the broader church

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Skills, attributes and perspectives matrix

The following matrix outlines the specific skills, attributes and perspectives recommended for each governing body following consultation with Synod governing body chairs and others.

	SSC	FIPB	BCF	ARC	RNC	SRCC
Mandatory general governance skills						
Theological understanding						
Corporate governance understanding and commitment						
Financial literacy						
Strategic thinking						
Critical reflection						
Communication skills						
Specialist skills						
Specific and relevant industry knowledge, including Uniting Church ethos and polity						
Board experience						
Theological expertise						
Risk management						
Financial expertise						
Legal expertise						
Strategic planning						
Property expertise						
Education knowledge and expertise						
Attributes/attitudes						
Ability and experience to reflect theologically						
Capacity to devote necessary time						
Commitment to ongoing personal/professional development						
Specialist perspectives						
First Peoples						
Multi-cultural						
Youth and young adults						
Regional and remote						
Business/enterprise experience independent from the church						

■ specific skills, attributes and perspectives for each governing body

■ external professional or consultancy advice can be sought as required

Related documents

- The Uniting Church in Australia Regulations
- The Queensland Synod By-Laws
- [E/1.6 Governance Recruitment and Selection Policy](#)
- [E/1.6.1 Governance Recruitment and Selection Procedure](#)



Definitions

Term	Meaning
Synod governing body	Synod governing body includes: <ul style="list-style-type: none">• Synod Standing Committee• Audit and Risk Committee• Board for Christian Formation• The Uniting Church in Australia Property Trust (Q.)• Finance and Investment Property Board• Multi-Cross Cultural Reference Group• Remuneration and Nomination Committee• Schools and Residential Colleges Commission• Synod Chaplaincy Commission• Synod Ecumenical Relationships Committee• Synod Inter-Faith Relationships Committee• Synod Reception of Ministers Committee• Synod Committee for Counselling• Synod Committee for Discipline• Synod Sexual Misconduct Complaints Committee• Advisory Committee on Ministerial Placements• Presbytery Synod Interface• Disaster Response and Community Recovery Committee (Queensland)

Revisions

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