

## **AGENDA 2.6.1**

# **Standing Committee on Nominations**

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## **BACKGROUND**

The Standing Committee on Nominations (SCoN) was formed by the GCC as a permanent committee of the LCA, following the 2015 Synod decision 2015:0203. Fourteen meetings have been held by SCoN since forming in June 2016 utilising a mix of mediums such as face to face, teleconference calls and Skype for Business; predominantly to accommodate the extreme geographical diversity of the committee but also to test the boundaries on what is practically possible when considering nominations for other committees. Email is also used between meetings to maintain communications and occasionally conduct ad-hoc business.

It is worth noting that whilst one member has been deployed/posted overseas as a member of the Australian Defence Force for much of their time on the committee, they have continued to make a valuable contribution to the work of SCoN via Skype and e-mail.

## **MEMBERS**

Jill Hobden: GCC appointment as Chair (14), Margit Hubbers (11), Kathy Mildred (14), Colleen Fitzpatrick (14), Margaret Koch (12), Simeon Prucha (11) Rev David Wear (12)

## **ACTIVITIES**

1. The nomination form has been redesigned to allow SCoN to ensure that committees represent elements of church membership such as diversity of geographical location, age, gender, city or rural congregation, while meeting the principal object of ensuring that we have skills based governing bodies.
2. Processes for receiving and reviewing nominations were developed.
3. Advertisements were placed widely using the LCA e-news and *The Lutheran* for expressions of interest/ nominations for the new Board for Local Mission and its five committees (Lutheran Media; Ministry with the Ageing; Cross Cultural Ministry; Child, Youth & Family Ministry; and New & Renewing Churches). These were reviewed by SCoN with the assistance of the Executive Officer, Local Mission and recommendations for appointment made to the appointing bodies.
4. Nominations were sought to fill casual vacancies of various LCA entities including the Board for Lutheran Education, Committee for New and Renewing Churches, Committee for International Mission and recommendations for appointment were made to the particular appointing bodies.
5. A talent bank has been established to hold details of nominees who have indicated that they were open to being considered for other entity positions where their skills were identified as a need of that entity.
6. SCoN members consulted with all LCA entities to establish their skills needs, develop a skills matrix and introduce the work of SCoN.
7. A nominations webpage was created as part of the 2018 Synod website. This contains an introductory explanation, Frequently Asked Questions, links to the nomination form, and terms of reference for the church entities requiring governance body members.
8. A SCoN member was invited to speak at a Grow Leadership Training session in December 2017.

## **SUCSESSES**

The General Convention of Synod in 2015 approved significant changes to the way that SCoN works. New procedures have had to be developed and implemented.

Following the General Convention of Synod, the Department for Local Mission board and committees needed to be appointed. The new procedures were trialled during this process. Almost all recommendations made for appointment by the committee were accepted by the appointing bodies. The committee also developed a set of Frequently Asked Questions to assist in the nominations process.

It was determined that a member of SCoN should visit each board, council, commission and committee to share with them information about the new nomination process and to discuss with them the particular skill set required by that group. This was undertaken and appreciated by those involved. One of the outcomes of this process was that a member of SCoN was invited to attend the Grow Leadership Training seminar to speak with the trainees about the nominations process and the opportunities this provides for serving the church.

## CHALLENGES AND LESSONS LEARNED

There have been some challenges communicating effectively to the wider church the implementation of the changes to the nominations process from a representational model to a skills-based model, etc.

SCoN has identified some challenges in ensuring that there is a gender balance on all committees. Consideration has been given to age, gender, locality (District, rural, remote and metropolitan) in recommending appointments. SCoN is submitting a proposal to the 2018 Convention of Synod recommending the appointment of suitable young people to LCA entities.

There has been no cap on the length of service on committees. When members have been on a committee for decades, a lack of succession planning can result in a significant hiatus occurring when the incumbent eventually retires. It also precludes younger people from having an opportunity to serve.

*The nature of our church membership is gradually changing as a reflection of the changing social structures in the communities in which we live.* Membership is much more fluid, and previous formalities for being received into membership and record keeping are no longer practiced in all congregations – or maybe even valued. When the Constitution requires specific qualifications for membership, the current practices do not always support these requirements. Consideration may need to be given to how membership is defined.

It is sad to see the lack of indigenous representation on church entities. As a committee we are aware that many of our indigenous Lutherans are in fact disenfranchised by this.

## RISKS

<b>Description of Risk</b>	<b>Likelihood of risk occurring and potential impact for the LCA</b>	<b>Summary of action to mitigate the risk</b>
<b>Unsuitable candidates are not identified</b>	Medium	Referees are checked if in doubt
<b>Privacy of personal information not adequately protected</b>	Low	LCA use of SharePoint as a secure portal. Committee members have an obligation to keep personal data confidential at all times
<b>The over representation of older people on church entities</b>	Medium	Proposal to synod re membership of people aged 30 or under on church entities

<b>The lack of a prescribed length of term on any board or committee</b>	Medium	There is a recommendation from the governance review that there be a 9-year maximum membership
<b>Succession planning for church entities</b>	Medium	The adoption of the skills matrices and maximum terms on entities will ensure that there is an awareness of the need to ensure that succession planning becomes a reality.
<b>Loss of organisational memory/knowledge</b>	Medium	Increasing familiarity with technology eg SharePoint and where information can be accessed
<b>Standard of record keeping in congregations means that it is not always possible to access information on the status of a person's membership</b>	Medium/ High	We continue to ask for the required documentation, and also question what is required for good governance

## **ALIGNMENT TO LCA STRATEGIC DIRECTION 2013–2018**

- 3.2 Communications and Engagement
  - 3.2.3 Improve collaboration between the ministries of the church to establish and integration of communications around the theme 'Where love comes to life'.
  - 3.2.4 Achieve internal church communication that is efficient, coordinated and relevant
- 3.3 Assets and resources
  - 3.3.4 Encourage greater support for the work of the church using new and innovative approaches

## **COOPERATING LCA BOARDS AND AGENCIES**

GCC, BLM, LCA Bishop – Liaising regarding recommendations for appointment.  
 All entities of the LCA requiring skilled members for their governing body – Consulting to establish their skills needs and advertising as widely as possible to find the best people.

## **FINANCIAL PERFORMANCE**

SCoN does not have a budget to manage and its meeting costs are met by the LCA: these include travel and accommodation for members travelling to attend regular meetings and secretarial support.