



Diocesan Governance Review

Presentation to Synod: November 2020

Terms of Reference

- Stable framework – fit for purpose for at least 10 years
- Drawing on other Dioceses' experiences
- Satisfy statutory requirements
- Balance
 - Representation/Skills
 - Effective governance/delegation of executive powers

Rooted in Theology

- *“Doing governance well will be vital if we are to live out our Kingdom People values of love, compassion, justice and freedom.”*
- Will exemplify
 - Faithful **Stewardship**
 - Loving and inclusive **Relationality**
 - Proper **Accountability**
 - Wise **Decision-Making**.

Process

Consultation and feedback:

- Diocesan Synod
- All (in-scope) Committees
- Extra-Diocesan perspectives and precedents.

Financial Governance

- Create a single Finance and Resources Committee (FRC).
- Disestablish Investment and Glebe Committee, and Parsonages Policy Committee.
- FRC leads (with skilled support) for:
 - Investment
 - Glebe
 - Parsonages

Pastoral Governance

- Diocesan Mission and Pastoral Committee to have equivalent membership to Bishop's Council.
- DMPaRC disestablished.
- 3 new **Local Pastoral Committees** created for localised engagement.

Agenda Balance & Meeting Structure

- Request the Business Committee to consider:
 - Pattern & length of Synod meetings;
 - Focus of Synods – in particular on social & mission issues.

Audit Committee

- Broaden scope to include wider “challenge” and reflect in name - “Audit, Risk & Challenge” (ARC).
- Concentrate on recruitment of further appropriately-skilled members.

Induction & Training/ Meeting Standards

- Pan-Diocesan approach to Meetings.
- Diocesan Governance Handbook.
- Clear Induction process.
- Annual training and review (light-touch).

Skills Base

- Seek to increase diversity (defined broadly).
- Skills Matrices and Skills Audits to inform active recruitment for BC/FRC/ARC and supporting specialist groups.

Representation & Skills

- “**Diocesan Synod** is and should continue to be the main entity within the governance structure where **breadth of representation** is properly prioritised;
- In the **other in-scope groups and committees**, it is appropriate that the emphasis should be on ensuring that the **right skills are represented**.
- However, we should not lose sight of the fact that these other groups and committees **do in fact involve a range of people** from across the Diocese, and therefore genuinely contribute to representation.”

Process:

Phase I

- Reviewed by Bishop's Council in October
- To this Synod for decision

Phase II - detailed recommendations on:

- Terms of Reference
- Composition
- Decision flows
- Delegated executive powers

Questions for discussion:

- Are the right elements focused on representation and on skills? (see diagrams in Section 4)
- Is the overall balance about right?