

Moderator Nominating Committee Report

1. Introduction

The person elected at this June 2022 Synod meeting as Moderator-elect, will serve as Moderator from the Annual Meeting of the Presbytery and Synod in 2023 (date to be advised) for three years, full time and will be supported by the Synod and Presbyteries with prayer.

2. Process

A Moderator Nominating Committee (MNC) was appointed at the 27 November 2020 Standing Committee meeting, which resolved to:

APPOINT a Group of up to four (4) members, including one Past Moderator to explore the questions about Moderatorial term, FTE, remuneration, Position Description, and bring proposals that address these questions to the Synod meeting in February 2021.

AGREE that the Associate General Secretary will contact persons to join this Group and, on acceptance, will be appointed.

Rev Rod Dyson, Ashlee Littleford, Alice Kroker, Rob Morgan and Rev Sue Page (Convener) were appointed as the Moderator Nominating Committee. Due to the workload of Sue Page as Acting General Secretary and Associate General Secretary Mr Malcolm Wilson was asked in February 2022 to serve as Acting Convener.

At the 9 April 2021 Standing Committee meeting, Rev Rod Dyson, past Moderator and Alice Kroker presented the Moderator Nominating Committee report.

- The Committee consulted widely given the change in the number of Presbyteries and therefore the possible change to the role of the Moderator.
- The Role and Person Specification for the Moderator is an expansion of the Regulations.
- Sought to clarify the boundary between the roles of the Moderator and the General Secretary.
- The Moderator's role is a non-executive function; the Moderator has a significant role in living out and speaking out the decisions of the Synod and at times the Assembly.
- **The role will remain a full-time role unless otherwise agreed to by the nominee** – to be added to the Nomination Form and the Moderator By-law.
- Suggested alterations to the nomination process.
- 12.1.14 d. – interpretation of the Synod's vision.

- A Presbytery has the right to its own discernment regarding nominations for Moderator elect; the Moderator Nominating Committee does not have this power.
- Appointment of a member to the Moderator Nominating Committee in lieu of a resignation from the Committee.

Following this report, Synod Standing Committee resolved to:

1. APPROVE the amended Role and Person Specification Moderator – see Attachment C.
2. APPROVE the amended By-Laws 12.1.11 to 12.1.18, setting out the nominating and election process.
3. APPROVE the Moderator Nomination Form, to include the change regarding the FTE of the role, for use by Presbyteries (and Congregations to forward to Presbyteries).
4. ENDORSE the timeline for the Moderator Nominating Process.

In June 2021 the Presbyteries and wider church were informed about the nominating process and advised that nominations closed on 30 September 2021.

The Presbyteries and the Moderating Nominating Committee collectively discerned a significant number of names as potential nominees. In total 19 people were contacted and invited to consider nomination for Moderator-elect. An opportunity to meet with the Nominating Committee as part of the discernment process was offered to all potential nominees.

Each nominee received a pack containing relevant documentation and was asked to seriously and prayerfully consider the nomination and indicate their responses to the MNC by a nominated date..The outcome was that an extremely low percentage of potential nominees indicated that they wished to pursue their nomination any further.

The Nominating Committee considered and discussed what factors may be contributing to this very low percentage of positive responses. There were several possible reasons identified which may be contributing to this disappointing response. These included:

- they were a bit old to take on something of this nature
- they were not called
- they could contribute more to the life of the church elsewhere
- they felt a call but it was the wrong time
- they had just started a placement or their children were too young.

In The MNC report to Standing Committee meeting on 11 February 2022 the following recommendations were presented:

1. That Standing Committee members prayerfully consider and discern persons as nominees for Moderator-elect.
2. These names be conveyed in confidence to, Acting Convenor, Moderator Nominating Committee, Mr Malcolm Wilson mwilson@sa.uca.org.au no later than Friday 25 February 2022.

While these recommendations were supported and approved, Standing Committee members were unable to supply any names. Early in March the MNC determined to contact the remaining nominees, explaining the situation and advising them that the proposed pathway forward was to request SC to consider a recommendation to vary the By-laws to allow that only TWO nominees be presented to June 2022 Synod meeting. The nominees advised that they were willing to continue in the discernment process.

Accordingly, the MNC requested the 18 March 2022 SC meeting to vary Synod By-law:

- 12.1.14 a. *The Moderator Nominating Committee shall present at least three (3) nominees to the meeting of the Synod to be considered for election, accompanied by a report from the Committee and a profile of each nominee, with no reference being made to who initially nominated a person.*

to enable that only TWO nominees be presented.

March 18 Synod Standing Committee

1. Resolved to vary By Law 12. 1 .14 (a) to enable that only TWO nominees be considered for election at the June 2022 Synod meeting, noting:
 - a) Synod By-Law 12.1.14 (e) each nominee will be invited to have a support person with them on the day of the ballot.
 - b) Synod By-Law 12.1.14 (f) Synod chaplains will gather with nominees while the ballot is being conducted, and provide pastoral and prayerful support during the process.

In April 2022 the MNC met on separate occasions with the nominees who were invited to speak to the documents they had supplied addressing their vision and hopes for the Synod and Presbyteries. MNC members asked questions to assist in these conversations. Other information including the election process, terms and conditions of placement and related matters were discussed during the meetings. These nominees were also given the opportunity to ask questions relating to the election process and the role of Moderator.

3. Nominees (see attached documents)

Following extensive conversations and discernment the MNC are delighted to commend Rev Linda Driver and Rev Peter Morel to the Synod as nominees for Moderator Elect. We believe that, if elected, each will bring to the position their own unique gifts, experience, wisdom, grace, integrity and pastoral insight.

Each nominee has demonstrated and articulated a strong sense of the presence of God in their life, relying on God's grace to sustain and encourage them in varied situations, including their personal journey and family life. We also believe that each value and love the Uniting Church and have very seriously and prayerfully considered their call to the role of Moderator during the past few months.

We commend each one to you and ask that you prayerfully discern which one you will call to this demanding leadership ministry.

Moderator Nominating Committee

Malcolm Wilson *Acting Convenor*

Rev Rod Dyson

Alice Kroker

Rob Morgan

Ashlee Littleford

(Please note – limited copies of each nominees' personal CV will be available from the Information Desk during the Synod meeting for members to peruse)

Moderator Nominee - Rev Linda Driver, BMin

I am humbled and honoured to be nominated for the role of Moderator-elect and I thank the Presbytery who nominated me. Following months of prayerful discernment, I have decided to accept this nomination.

Mid last year, during a phone conversation, a ministerial colleague was talking about their future discernment. They said that someone had suggested that they consider a nomination for Moderator. My colleague said to me, "Who would want to be Moderator at a time like this!" As they spoke, I felt myself say (with my 'inside voice'), "I would!" and my heart quickened. That has been a defining moment for me. I can picture where I was, who I was speaking to, and how I felt.



You see, I have felt called to the wider church for as long as I have felt called to ordained ministry. I have always thought that a key part of this call to the wider church would be to serve in the role of Moderator one day. Over the years a number of people have specifically affirmed this call in me - in each case without knowing that this is what I have been sensing in my spirit.

This is the second time that I have received a letter from a Moderator Nominating Committee. Last time I chose not to accept the nomination as the timing did not feel right. When my colleague spoke that day, I felt a sense of call both to the role *and* to the timing – "at a time like this!"

The nomination from one of our Presbyteries affirms my sense of call. This next step is a vulnerable one, as I offer myself in obedience to the call to the Synod for prayerful consideration.

The following is a little about me and what I could bring to the role of Moderator.

My Christian faith informs the way I see the world. I believe that I bring a positive perspective, seeing the world as potentially good. I see potential in everyone and everything.

"God saw everything that he had made, and indeed, it was very good." (Gen 1:31 NRSV)

I have great faith and hope that God is actively at work in the world, offering reconciling love and goodwill to all. I am passionate about Jesus and I have the joy of joining in with the Spirit as part of God's mission. I trust that God is faithful and will keep God's promises.

Anyone who knows me, knows I love colour. Christ has taken hold of me to help people see colour in our world. It isn't enough for me to be able to appreciate the colour of this world for myself. For me, the energy and sense of achieving my purpose comes by helping reveal colour (and love, beauty, wonder and joy) to others. I want to be able to help them see it for themselves.

I have a deep and abiding love for the Uniting Church and truly believe that God is and will continue to do good things through our Church.

I am in the fifth year of my placement at Athelstone Uniting Church, a Congregation with a heart for connecting: with God, our community, our world and each other. It is a joy to live and serve as part of this community, on Kurna land, in such a beautiful part of South Australia.

I have lived out my sense of call to the wider church through service in a variety of ways on committees and teams with Presbytery, Synod and Assembly, which has given me a healthy perspective on the strengths and many of the challenges that our Church faces.

As one of three leaders selected by this Synod to participate in the National Executive Leadership Program, I have had the opportunity to reflect on and develop my leadership skills.

I have a demonstrated capacity for high level leadership in the context of a broad number of areas, from management and organisation to worship and community oversight.

I am, at heart, a pastoral leader: encouraging others; compassionate; curious and interested in the world; a team player with good social intelligence; kind and generous; wise; enthusiastic; joyful, warm and optimistic; versatile; creative; spontaneous; and a teacher who inspires creativity in others. I have been described as circumspect – careful to consider all circumstances and possible consequences. Through personal struggles I have developed resilience, empathy and strength. In times of crisis (which I have experienced both in congregational leadership and in a previous role as Event Manager for the Synod), I have the capacity to remain calm and provide a non-anxious presence.

The Presbytery who nominated me for this role wrote that: *“Linda is experienced in ministry in a variety of settings in the church, and has experience across the councils of the church, with a good understanding of both the polity of the church and governance practices as well. A gracious and gentle person, Linda demonstrates the strengths that will be called upon to undertake the role of Moderator. Linda has excellent depth in terms of theological reflection and would be very good at engagement on behalf of the Synod with the wider church and with the community. As a member of Assembly she was recognised as a person suitable to take on the role of member of Assembly Standing Committee.”*¹

As Moderator, I would be an encourager, helping people see how Christ is actively at work through his Church - through his people.

“The Church’s call is ..to be a fellowship of reconciliation, a body within which the diverse gifts of its members are used for the building up of the whole, an instrument through which Christ may work and bear witness to himself.” (Basis of Union, Paragraph 3)

Guided by these inspiring words from our Basis of Union, I would get out and about visiting our communities across our Synod (I love road trips!), sharing their joys and challenges, seeking out the good news stories and highlighting how we are working together towards the common good. I would listen to and encourage those who are struggling and feeling disconnected. I would seek out stories of innovation, new growth, and community connections, stories that will build up the faith of others in our Church, stories that will bring hope. Stories that will knit the many and diverse parts of our Church community together.

¹ Quote from letter received from the Moderator Nominating Committee

Rather than have a theme, I would build on the metaphorical image of threads. There would be colourful images of rope, thread, wool and string and Biblical references to Ephesians 4:15-16² and Colossians 3:12-15³. I would also build on conversational threads - opening opportunities to bring strands together, strands that are stronger together, than apart.

Members of Synod, I pray for you now, as you discern who will be the next Moderator-elect of our Synod.

² *“But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body’s growth in building itself up in love.”* (Ephesians 4:15-16 NRSV)

³ *“As God’s chosen ones, holy and beloved, clothe yourselves with compassion, kindness, humility, meekness, and patience. Bear with one another and, if anyone has a complaint against another, forgive each other; just as the Lord has forgiven you, so you also must forgive. Above all, clothe yourselves with love, which binds everything together in perfect harmony. And let the peace of Christ rule in your hearts, to which indeed you were called in the one body. And be thankful.”* (Col 3:12-15)

Moderator Nominee – Rev Peter Morel

I thank the Synod, for the opportunity to be nominated for the ministry of Moderator. Since being approached, I have spent much time in prayer and reflection regarding this potential 'Call'. I am grateful for the guidance and encouragement of my Supervisor, other mentors and also my family throughout this discernment process.

I have a growing sense of call towards the role of Moderator. I am approaching this discernment with full and passionate commitment, in an attitude of surrender to God's guidance. In doing so, I reaffirm the process whereby we 'hear the call of God through the voice of the Church'.



What might I bring to the life of the Uniting Church through being Moderator?

I bring experience in both Congregational and Chaplaincy ministry. Through these ministries I have engaged with the local and wider church. I have also had the privilege of engaging in International Mission through the Orphan and Vulnerable Children Project (Mwandi, Zambia). I bring my experience in the Sacramental ministries as well as many pastoral encounters with people within, and beyond the Uniting Church.

I bring an attitude of hope and positivity which is grounded in my personal relationship with Jesus Christ. I have an ability to integrate the light hearted, with the deeply serious matters of life and faith. As I have been reflecting on my nomination, I have been considering the essence of our joy as God's people. My reflections have challenged my thinking, and encouraged me to live out my convictions in a renewed light. I have been reminded of Jurgen Moltmann's view that Christianity is 'uniquely a religion of joy'. At the same time, I hear the challenge from Willie James Jennings, that joy can be 'an act of resistance against despair'; and Pierre Teilhard de Chardin's belief that 'Joy is the infallible sign of the presence of God'. If there is a theme that I would like to bring before our Church, it is one of Joy. This is not a joy that simply seeks acts of happiness, but a joy that connects deeply with our pain and suffering. It is a joy that underpins and embraces our humanity and identity in Christ. It is a joy founded in faith and trust in God's presence and faithfulness.

What might it look like if we, the followers of Jesus, are able to be '*Seriously Joyful and Joyfully Serious*'?

There are many challenges we continue to face within, and beyond the life of our Church. We cannot escape the effect of needing to respond and adapt to the Covid-19 Pandemic, and the stresses of death and illness worldwide. We are currently being challenged to consider how we might respond in solidarity with the Ukrainian people, whilst also being mindful of all who suffer through acts of violence around the world. How does our theology of joy, sit alongside such suffering and pain? How might we be the presence of God in our prayers and actions in such dark times? How might we 'rejoice with those who rejoice, and mourn with those who mourn'? (Rom 12:15).

As I offer myself for the ministry of Moderator I do so with the commitment and ability to be '*Seriously Joyful and Joyfully Serious*', relying on God's guidance and wisdom.

Role and Person Specification

Moderator

1. Summary of the broad purpose of the position in relation to the Church's goals

The Moderator's role is one of pastoral and spiritual leadership of the Synod. The focus of the role is to promote the Synod's vision and mission for the future of the church; to listen to, guide, and care for all the members and ministers of the UCASA; and to represent the church in the wider community and the ecumenical and political landscape of SA.

2. Reporting and working relationships

The role of Moderator is complex and involves managing many relationships and expectations without executive powers.

The Moderator's primary working relationship is with the General Secretary. It is therefore essential that that relationship should be built on mutual respect and trust, mindful of their different but inter-related roles and functions in the life of the Synod. It is expected that the Moderator and General Secretary will confer regularly in order to be fully aware of their respective roles, functions, goals, priorities and tasks in promoting the ministry and mission of the Synod.

The Moderator is responsible for the spiritual life of the Synod and so will not normally become involved in the administration of the Synod, and will not fulfil an executive function. It is the task of the General Secretary and the Executive Officers to manage the life of the Synod on a day-to-day basis.

The Moderator provides pastoral support to the office bearers of the presbyteries.

3. Statement of key outcomes and associated activities

The duties and responsibilities of the Moderator of the Synod are set out in UCA Regulations 3.6.3.2 . They are:

(a) Giving general and pastoral leadership to the Ministers and people within the bounds:

The Moderator, in co-operation with other officers⁴ of the church, listens and leads, guides, sustains and comforts the communities of the Synod of SA.

⁴ Officers of the church would normally refer to the General Secretary and may include other officers and staff of the Synod, as well as leaders and officers of the presbyteries.

Particularly in their representative role, the Moderator is available to offer counsel and comfort, especially to the leaders of the Church.

(b) Assisting and encouraging the expression and fulfilment of the mission and witness of the Church:

The Moderator reminds the communities of the Synod of SA of God's mission, the "reconciliation and renewal" of all things, and their "call to serve that end". (Basis of Union para 3)

They work collaboratively with the General Secretary, to facilitate processes by which spiritual discernment and strategic discussions about the life, vision, mission and direction of the Church can occur regularly within the meetings of the Synod and across the life of the Church.

They facilitate and actively participate in events and programs that strengthen and affirm the missional values of the Uniting Church. These may include honouring First Peoples, fostering intercultural understanding, affirming the equality of women and men, acting for justice, serving compassionately and making disciples.

(c) Counselling and advising, as may be necessary and helpful, to ensure that the life of the Church expresses the faith, policies, standards and procedures to which it is committed:

The Moderator will remind the communities of the Synod of SA of the faith and values of the Uniting Church in Australia as expressed in the Basis of Union, the Constitution, the Regulations, the Synod By-laws, the Code of Ethics and the Manual for Meetings. They will be informed by the key statements of the Assembly on ministry and mission.

(d) Presiding over the meetings of the Synod, its Standing Committee and such other of its boards and committees as may be required by the by-laws of the Synod:

The Moderator will lead the meetings according to the Manual for Meetings. As such the Moderator will help the meetings of the Synod discern God's will together by listening for God's Word, building community, developing trust, valuing and affirming one another, and communicating well. (See Manual for Meetings: Chapter One)

The Moderator may be called upon to give interpretation of Synod decisions for the wider church or community.

(e) Filling, in respect of appointments normally made by the Synod and, in consultation with the Standing Committee and other bodies concerned, such vacancies as may arise between meetings of the Synod and for the filling of which other provision has not been made.

(f) Giving an interpretation where necessary of any doubtful or disputed decision of the Synod, such interpretation to be authoritative until confirmed or varied by the next meeting of the Synod or of the Standing Committee.

(g) Speaking on public issues on behalf of the Synod:

The Moderator speaks on public issues on behalf of the Synod. The Moderator shall ensure that they are fully briefed beforehand by the appropriate Synod body, officer and/or others in consultation with the Executive Officer Engagement.

(h) Representing the Church as may be desirable on public occasions and in inter-church councils:

The Moderator will be recognised and identifiable by both the church and the community. The Moderator will work with the General Secretary and other officers of the church to discern what may be an appropriate response to the range of opportunities that arise to make contact with community decision-makers and build relationships with community, ecumenical and parliamentary leaders.

The Moderator is expected to give priority to the Uniting Church's commitment to ecumenism, by personal involvement in ecumenical activities like Leaders of Christian Churches of SA, and by fostering growth in ecumenical relationships throughout the Church to encourage greater cooperation in mission and ministry.

(i) Administering the discipline of the Church as may be required by any Regulation, by-law or rule:

The Moderator has official designated roles in matters of discipline and it is therefore important that they keep good records of discipline matters and that these records are accessible to the General Secretary when needed.

The Moderator may receive complaints, and when they do they will work collaboratively with the General Secretary, and other appropriate synod and presbytery officers, to refer complaints to the Committee for Counselling (5.4.1 b) and the Synod Sexual Misconduct Committee (5.6.7. a).

The Moderator appoints an advocate for the Committee for Discipline processes. (5.7.4 a)

The Moderator may stand aside a minister from their ministerial duties during a hearing of a complaint. (5.7.5 a)

Appeals regarding the Synod Sexual Misconduct Committee are made to the Moderator. (5.6.15 c.)

(j) Enquiring, when the Moderator considers it expedient so to do, into any grievance, complaint or other circumstance which, in the opinion of the Moderator, adversely affects the good name of the Church, or the order and peace of its Congregations or the progress of the work of God, and seeking a remedy for such situations; in so doing the Moderator shall consult with one or more past Moderators and the chairperson of any Presbytery concerned.

The Moderator is to be concerned for and uphold the reputation of the Church.

In addition to the Regulated duties and responsibilities, some key functions of the role of Moderator are:

Pastoral and Prophetic Leadership

When the Synod determines its strategic directions, the Moderator will play a key role in helping the church understand that direction. The Moderator holds the life and vision of God's people before the Synod and its Standing Committee, before the Synod staff, the presbyteries, and congregations and offers pastoral and prophetic leadership into the life of the Synod. Free from executive functions, the Moderator may be called upon as an agent of healing and reconciliation. For this same reason, pastoral care and support of the General Secretary and other senior executive staff within the Synod is expected from the Moderator, as is care and support of the Chairpersons of Boards

Strategic Ministry

The Moderator's role is one in which much time is spent 'out in the field' visiting congregations, ministers, presbyteries, organisations associated with the UCA, and participating in public events in the community. Much of the role is about networking and encouraging, promoting the priorities of the Synod, and bringing back concerns to the Synod office and committees. The Moderator needs to be strategic in how they spend their time in the field to enable the most effective missional outcomes for the church.

UAICC

The Moderator engages with the Uniting Aboriginal and Islander Christian Congress in expressing the Covenant with First Peoples and how it is lived out in the Synod.

CALD

The Moderator will pastorally support the church's culturally and linguistically diverse congregations and communities, and may be involved in the Synod's international mission partnership events.

Other roles

The Moderator may attend the Placements Committee as required.

The Moderator is an ex officio member of the Property Trust and Resources Board.

The Moderator is an ex-officio member of the Assembly.

The Moderator will undertake professional and spiritual supervision.

PERSON SPECIFICATION

Personal skills, knowledge and experience

- An active faith in Jesus Christ, an openness to the leading and empowering of the Holy Spirit, and the ability to model faith in Jesus Christ.
- An awareness of the theological diversity within the Uniting Church and will have the capacity to reflect theologically upon current issues in church and society in the light of the gospel of Jesus Christ.
- Give evidence of a lifestyle commensurate with the responsibilities and demands of a key leadership role. Such evidence will include a nominee's awareness of their own gifts, abilities and limitations, their capacity to maintain healthy relationships, and an ongoing commitment to their own physical and spiritual wellbeing.
- Have a good understanding of the polity and ethos of Uniting Church, including the organisations associated with the UCA.
- Have a good understanding of Australian society, including those emerging issues and trends that need to be addressed in the light of the gospel.
- Appreciates the particular issues and opportunities in the SA Synod.
- Demonstrated team building and networking capabilities.
- Proven pastoral and mediation skills.
- Demonstrated capacity to exercise pastoral care and discipline, and the ability to moderate, and will be respected generally by the members of the church.
- Be a good communicator and, as the public "face" of the church, will need to be articulate and competent in working with the media.
- Cross-cultural understanding and experience and be prepared to work with people from a range of cultural (and ethnic) backgrounds.
- An understanding and experience of working in covenant with First Peoples
- Responsive to the call of God through the Church, whose ministry (lay or ordained) has included leadership in Councils and Committees of the UCA beyond the congregation.
- Leadership experience demonstrating a willingness to consult and an ability to listen deeply to the Gospel and the church, and interpret back to the church the challenging and prophetic Gospel message relevant to diverse contemporary faith communities.
- Capable of managing diverse agendas within short timeframes, working well to deadlines while often under pressure.
- Confident in the use of consensus decision-making in the councils of the church, and values the discernment opportunities it offers in inclusive participation.
- Promoting the ideals of good governance within each council of the UCA (Assembly, Synods, Presbyteries, Church Councils, Congregations) and understands the limits of each council's authority.

Conditions

- The Appointment of the Moderator will follow the guidelines set in UCA Regulation 3.6.3.1(a).
- The election of Moderator-elect shall be determined by preferential Ballot.
- The Moderator shall be elected for a term of three (3) years and shall not be eligible for re-election for a contiguous term.
- The Synod shall make provision for the election or appointment of a Moderator should the Moderator-elect be unable to take up their office. See UCA Regulation 3.6.3.1(b) (Appendix 1).
- The process of Nomination and Election of Moderator-elect shall be according to Synod By-law 12.1.11-15 (Appendix 2).
- Current Department of Human Services screening and authority clearances must be provided
- Remuneration: if they are a minister, the provisions applying to a standard ministerial placement, plus a margin of 20% of the stipend or if they are a lay person, at least financial provisions amounting to the equivalent of those for an ordained person. (In establishing the date from which the stipend provisions for the Moderator shall be paid, the principles in Regulation 2.7.2 shall be followed.)
- The Moderator will be provided with administrative assistance.
- The Moderator shall be provided with:
 - > a fully maintained motor vehicle or reimbursement for use of own vehicle
 - > all fuel costs (including reasonable private use) reimbursed using corporate card
 - > car parking at 212 Pirie St
 - > a laptop computer or iPad
 - > a mobile phone
 - > Corporate expense card
- The Synod will provide media, governance and financial training, and advice as necessary.

*Appendices:**Appendix A: SA Synod By-Laws for Moderator**Appendix B: Regulations on duties of Moderator***APPENDIX A: SA Synod By-Laws for Moderator****MODERATOR**

- 12.1.11 The Moderator shall normally hold office for a period of three (3) years but it shall be open to a nominee to indicate that they are available for a lesser period. The position shall be full-time unless otherwise agreed to by the nominee.
- 12.1.12 **Nominations for the Office of Moderator and Process of Election**
- a. At the Synod meeting preceding the Synod meeting when the election of a Moderator is required, the Synod shall elect a Moderator Nominating Committee of five persons, and shall include a past Moderator, representatives from each presbytery, and shall be representative of the breadth of the Synod
 - b. A Moderator shall be elected and designated Moderator-elect by the ordinary meeting of the Synod prior to the one at which the person will take office
 - c. The election shall be by written preferential ballot
 - d. Nominations may be submitted by the Presbyteries. (See Regulation 3.6.3.1(a)) on the prescribed nomination form. Note: congregations may make nominations to their presbytery to consider.
- 12.1.13 **Timeline**
- a. No later than eight (8) months before the Synod meeting at which the ballot is to be held the Convenor of the Nominating Committee shall call for nominations from presbyteries.
 - b. Nominations for Moderator-Elect submitted by presbyteries shall be in writing on the prescribed nomination form, setting out the reasons for the nomination and be in the hands of the Convenor of the Nominating Committee no later than six (6) months before the Synod meeting at which the election is to take place. Nominations from presbyteries must be signed by an appropriate officer of the Presbytery. Nominations from the floor at a meeting of Synod will NOT be accepted.
 - c. In its discernment, in addition to those persons nominated by presbyteries, the Moderator Nominating Committee may approach any eligible member of the Church to consider allowing their name to be considered by the Committee in its discernment process.
 - d. The Moderator Nominating Committee shall forward all nominees a document describing the responsibilities of the Moderator, the terms of appointment along with an outline of the process and timeline. (Appendix B: Role & Person Specification for Moderator)
 - e. Members of the Moderator Nominating Committee will offer to meet informally with each nominee to discuss the process and assist the nominee in their discernment.

- f. Each nominee is invited to submit a CV, the details of 3 referees and supporting letter outlining their suitability for the role to the Moderator Nominating Committee if they reach the discernment that their name is to be forwarded to the Synod as a nominee.
- g. The Moderator Nominating Committee meets with each nominee to assist their discernment, and to explore what the role of Moderator looks like to them.
- h. After this formal conversation, nominees are requested to confirm their willingness to continue with the process.
- i. The Moderator Nominating Committee may encourage the final nominees to gather together for prayerful support, rather than consider themselves in competition for a leadership role.

Election

- 12.1.14
 - a. The Moderator Nominating Committee shall present at least three (3) nominees to the meeting of the Synod to be considered for election, accompanied by a report from the Committee and a profile of each nominee, with no reference being made to who initially nominated a person.
 - b. The report of the Moderator Nominating Committee shall be forwarded to members of the Synod at least three weeks prior to the meeting where the ballot is due to take place.
 - c. The Convenor of the Moderator Nominating Committee shall present the report to the meeting of the Synod and shall answer any questions from members of the Synod that arise from it.
 - d. Each nominee shall address the meeting of the Synod for up to five (5) minutes regarding their vision for the Church and what they believe they would bring to the role should they be elected.
 - e. Each nominee will be invited to have a support person with them on the day of the ballot.
 - f. Synod chaplains will gather with nominees while the ballot is being conducted, and provide pastoral and prayerful support during the process.
 - f. The presentation of the nominees, their statements and the ballot for Moderator shall take place on the one day at the Synod meeting.
 - g. Personal CVs of the nominees shall be made available to Synod members.
 - h. No person shall be declared elected unless they shall receive at least one half of the votes cast.
 - i. Voting shall be by an optional preferential written ballot.
 - j. The ballot for Moderator-elect shall be declared on the same day as it is conducted.

- 12.1.15 The Synod Standing Committee shall make provision for the election or appointment of a Moderator should the Moderator-elect be unable to take up their office.

- 12.1.16
 - a. If, for any reason, the Moderator is unable to continue in office, the Synod Standing Committee shall elect a Moderator to act until the next meeting of Synod. If no

ATTACHMENT C

Moderator-Elect has been chosen, an election shall be held and the person appointed to act in the interim shall be eligible for nomination.

- b. The title “ex-Moderator” shall apply to the most recent past Moderator able to undertake the duties of ex-Moderator. All other former Moderators shall be called past Moderators.

12.1.17 Prior to taking up office, and during the term of their appointment, the Moderator will, with the church's assistance, strengthen and develop their gifts for this role.

See Appendix A: Key requirements of Moderator-elect

12.1.18 The Moderator will accept a mid-term review of their ministry. The Standing Committee will make arrangements, in consultation with the Moderator, for this review to be carried out by an independent and confidential panel of four people (two appointed by the Moderator and two by the Synod Standing Committee). The goal will be to identify strengths and growth areas in their ministry, and to identify ways to strengthen and encourage the ministry.

Appendix A: Key requirements of Moderator-elect

Appendix B: Role & Person Specification for Moderator (*this is not attached as this is the R&PS document*)

APPENDIX A TO BY-LAW 12.1.17**Key Requirements of Moderator-Elect**

Normally there is a 12 month gap between the election of a Moderator and their Installation. This is an important time of preparation for the role of the Moderator. Some matters that the Moderator-elect will need to address will be relevant on each occasion while others will depend on the timing of the changeover. There is no particular order in this list. It is intended to show the breadth of the responsibilities of the Moderator-elect.

1. From election the Moderator-elect is a member of:
 - Synod Standing Committee - meets 6 times a year
 - Synod Business Committee - meets around 8 times a year (more frequently in lead up to Synod meeting)
 - Leaders of Christian Churches SA - meets 6 times a year

2. To aid in the transition the Moderator-elect would usually meet at least monthly with:
 - The Moderator to understand current issues and procedures as well as to meet key people
 - The General Secretary to establish a close working relationship
 - The Moderator PA (less frequently)

3. Before commencing the Moderator-elect needs to:
 - appoint Chaplains
 - appoint a worship team
 - appoint a Supervisor
 - make nominations for a Support Group to be appointed by the Synod Standing Committee

4. It is the responsibility of the Moderator-elect with the help of the Moderator to craft the Order of Service for their Installation including:
 - Choosing the theme
 - Preparing the message
 - Co-ordinating the participants
 - Preparing and sending invitations to attend
 - Organising a supper afterwards

5. The Moderator-elect chairs the Synod meeting that commences with their Installation. Prior to this the Moderator-elect needs to organise:
 - Theme of the meeting
 - Bible Study leaders
 - Worship during the meeting in conjunction with the worship team
 - A thorough understanding of the Manual for Meetings

6. Depending on prior roles and experiences it may be necessary for the Moderator-elect to undertake training in:
 - Code of Ethics
 - Heritage and Polity of the Uniting Church
 - Governance
 - Media Training
 - Sacraments of Baptism and Holy Communion

7. Many campaigns and events are planned for and material is prepared a number of months in advance. The Moderator and the Engagement team do some of this work but the Moderator-elect would prepare any communications such as written articles or videos which would be displayed after their Installation.

8. Invitations to events and meetings start arriving well before commencing in the role. Liaising with the Moderator and Moderator's PA helps to manage this.

9. Much other orientation to structures, people and locations can take place after Installation, although some in the lead up would be helpful, particularly to someone not familiar with the Organisations, Synod and the leadership.

APPENDIX B: Regulations

DUTIES OF THE MODERATOR

3.6.3.2 The duties of the Moderator shall include:

- (a) giving general and pastoral leadership to the Ministers and people within the bounds;
- (b) assisting and encouraging the expression and fulfilment of the mission and witness of the Church;
- (c) counselling and advising, as may be necessary and helpful, to ensure that the life of the Church expresses the faith, policies, standards and procedures to which it is committed;
- (d) presiding over the meetings of the Synod, its Standing Committee and such other of its boards and committees as may be required by the bylaws of the Synod;
- (e) filling, in respect of appointments normally made by the Synod and, in consultation with the Standing Committee and other bodies concerned, such vacancies as may arise between meetings of the Synod and for the filling of which other provision has not been made;
- (f) giving an interpretation where necessary of any doubtful or disputed decision of the Synod, such interpretation to be authoritative until confirmed or varied by the next meeting of the Synod or of the Standing Committee;
- (g) speaking on public issues on behalf of the Synod;
- (h) representing the Church as may be desirable on public occasions and in inter-church councils;
- (i) administering the discipline of the Church as may be required by any Regulation, by-law or rule;
- (j) enquiring, when the Moderator considers it expedient so to do, into any grievance, complaint or other circumstance which, in the opinion of the Moderator, adversely affects the good name of the Church or the order and peace of its Congregations or the progress of the work of God and¹⁵² seeking a remedy for such situations; in so doing the Moderator shall consult with one or more past Moderators and the chairperson of any Presbytery concerned.