

**The Uniting Church in Australia – National Assembly Risk Appetite Statement**

**ASC March 2020** Responsibilities of the Assembly: The Assembly shall have determining responsibility in matters of doctrine, worship, government and discipline including the promotion of the Church's mission. Extract from s 38(a) of the Constitution of The Uniting Church in Australia.

		<b>Risk Appetite</b>	<b>Our Approach</b>
	<b>Mission and Purpose</b> - Clear identity and mission (why do we exist?) - Trusted, well-resourced and equipped religious leadership	- Low Appetite for a lack of clarity - Low Appetite for not training and supporting our leaders - Low appetite for activities/behaviours which adversely impact our standing in the community	- Ensure all communication from the Assembly reflects a clear set of values and purposes for the Uniting Church - Equip our leaders with the tools and information to be effective - Lead the alignment of mission across the church
Mission of the Church	<b>Doctrine &amp; Worship</b> - Determining responsibility in matters of doctrine - Determining responsibility in matters of worship	- Zero appetite for the work of doctrine to step outside the Basis of Union and the proper decision-making processes of the UCA - High appetite for diversity in worship (ordered liberty) but expect specific liturgies to be followed.	- Approve confessional statements on behalf of the Church consistent with the Basis of Union and following process that respects the inter-conciliar nature of the UCA - Approve orders of service for general use within the Church
	<b>Ministry Standards</b> - Establishment of standards for theological education - Admission of Ministers from other denominations	- Zero appetite for theological training that does not meet standards - Zero appetite for admission processes that do not meet standards	- Standards for Ministries Committee (SFM) will review standards for ASC approval. - SFM will monitor compliance of Ministry Education Boards and Admission bodies
	<b>Ecumenical Relationships</b> - Affiliate with ecumenical and other bodies	- High appetite for diversity and difference. - High appetite to be in fellowship and active dialogue.	- Actively seek out ecumenical partners to live out the mission of the church. - Actively participate in ecumenical bodies in Australia and beyond
	<b>Be a voice for justice (advocacy)</b> - Speak out on issues of national significance - Be a voice for change in society	- High appetite for speaking out within the decisions and policies of the UCA. - Moderate appetite for civil disobedience of ministers and staff (non-violent, aligned with Church position).	- Advocate strongly against government policies that are unfair particularly for vulnerable people. - We may speak out in ways that will be unpopular in the community but in line with UCA governing documents and decisions.
	<b>Safe place, inclusive, respectful, accountable Church for all</b> - Safe and respectful Church for all people, especially vulnerable - Acknowledgement of the wrongs - Actively support Redress	- Zero appetite for: <ul style="list-style-type: none"> <li>• Harm to anyone in our care or programs</li> <li>• Not owning and apologising for wrongs</li> <li>• Not participating in Redress fully</li> </ul>	- Our Church will be a safe place for all people, especially vulnerable people. - Participate fully in any inquiry. - Own our mistakes, apologise and participate fully in any Redress processes.

		<b>Risk Appetite</b>	<b>Our Approach</b>
<b>Government and Discipline</b>	<b>Governance</b> - Demonstrate Highest level of Governance and Compliance - Fully engaged, transparent in external scrutiny - Provide necessary support and training	- Zero appetite for any non-compliance of good governance practices - Zero appetite to deviate from legal and regulatory frameworks	- Hold governance meetings regularly with appropriate documentation to ensure proper oversight. - Maintain up to date policies and procedures - Train members of governance committees. - Resource governance committees appropriately to do their work - Maintain a strong governance culture with continual focus on risk management
	<b>Discipline</b> - Compliance with laws and organisational policies	- Zero appetite for staff / ministry agents not complying with the law and governance policies - Zero appetite for failure to address non-compliance	- Work within appropriate legal and regulatory frameworks at all times - Proactive in training staff and holding to account in line with the Code of Ethics/Code of Conduct
	<b>Operational</b> - Health, safety, physical and mental well-being of participants, staff & volunteers	- Zero appetite to any practices that expose participants, staff, volunteers or associated persons to personal harm - Zero appetite for unethical and illegal behaviour	- Prioritise the health, safety, physical and mental wellbeing of Assembly employees, participants in our programs and associated persons - Ensure a culture of health and safety - Act ethically and sustainably (financially and environmentally)
	<b>Financial and Property</b> - Financial solvency - Protect of Assets including real property - Managing Investments - Ethical funding/procurement sources -	- Zero appetite for fraud or dishonest behaviour - Moderate appetite towards investment risk and diversification - Zero appetite for accepting funding from unethical organisations	- Ensure the Assembly and its agencies remains solvent at all times ensuring the future financial sustainability - Comply with all financial and regulatory obligations - Hold appropriate insurance
	<b>Polity and Organisational Alignment</b> - Make guiding decisions and collaborate where appropriate	- Low appetite for behaviour that steps outside the Constitution and Regulations - High appetite for collaborating, ideas, innovation and creativity - High appetite for initiating national pieces of work that further the Church's mission	- Respond nationally and in a united manner to national matters of concern. - Seek out opportunities to create organisational value by leading national initiatives. - Collaborate wherever it is appropriate to do so