

The Uniting Church in Australia – National Assembly Risk Appetite Statement

ASC March 2022 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.

| | | Risk Appetite | Our Approach |
|-----------------------|--|---|--|
| | Mission and Purpose <ul style="list-style-type: none"> - Clear identity and mission (why do we exist?) - Trusted, well-resourced and equipped religious leadership | <ul style="list-style-type: none"> - 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 - Zero tolerance for not living out our Covenant relationship | <ul style="list-style-type: none"> - 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 | Doctrine & Worship <ul style="list-style-type: none"> - Determining responsibility in matters of doctrine - Determining responsibility in matters of worship | <ul style="list-style-type: none"> - 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. | <ul style="list-style-type: none"> - 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 |
| | Ministry Standards <ul style="list-style-type: none"> - Establishment of standards for theological education - Admission of Ministers from other denominations | <ul style="list-style-type: none"> - Zero appetite for theological training and ongoing training that does not meet standards - Zero appetite for admission processes that do not meet standards | <ul style="list-style-type: none"> - Standards for Ministries Committee (SFM) will review standards for ASC approval. - SFM will monitor compliance of Ministry Education Boards and Admission bodies |
| | Ecumenical Relationships <ul style="list-style-type: none"> - Affiliate with ecumenical and other bodies | <ul style="list-style-type: none"> - High appetite for diversity and difference. - High appetite to be in fellowship and active dialogue. | <ul style="list-style-type: none"> - Actively seek out ecumenical partners to live out the mission of the church. - Actively participate in ecumenical bodies in Australia and beyond |
| | Be a voice for justice (advocacy) <ul style="list-style-type: none"> - Speak out on issues of national significance - Be a voice for change in society | <ul style="list-style-type: none"> - 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). | <ul style="list-style-type: none"> - 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. |
| | Safe place, inclusive, respectful, accountable Church for all <ul style="list-style-type: none"> - Safe and respectful Church for all people, especially vulnerable - Acknowledgement of the wrongs - Actively support Redress | <ul style="list-style-type: none"> - Zero appetite for: <ul style="list-style-type: none"> • Harm to anyone in our care or programs • Not owning and apologising for wrongs • Not participating in Redress fully | <ul style="list-style-type: none"> - 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. |

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|---------------------------|--|---|--|
| Government and Discipline | Governance - 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 |
| | Discipline - 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 |
| | Operational - 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 (with the exception of Civil disobedience within the parameters identified under Justice and Advocacy) | - 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) |
| | Financial and Property - 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 |
| | Polity and Organisational Alignment - 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 |