



Uniting Church in Australia
ASSEMBLY
Assembly Standing Committee

15 - 17 March 2024

DOCUMENT 2-CA3

Title	Appointment of Chair to Frontier Services Board
Type of Paper (Information/Decision)	Decision
Assembly or ASC Minute	Chairs of Agency Boards are appointed by the Assembly or the Assembly Standing Committee between Assembly meetings.
Consultation	Consultation with current Board
Purpose	To appoint a Chair for Frontier Services Board
Rationale & Findings Summary	
Attachments	Assembly Expression of Interest – Heather den Houting Director Profile – Heather den Houting
Proposal/s	The Assembly Standing Committee: <ol style="list-style-type: none">1. Receives the report.2. Appoints Rev Heather den Houting as Chair of the Frontier Services Board until the 17th Assembly.
Submitted by	Rob Floyd, National Director Frontier Services Mob: 0407 944 417

Appointment of Chair to Frontier Services Board

Background:

The Chair of the Board of Frontier Services resigned at the December 2023 meeting. The Chair was due to come off the Board in July 2024, having completed nine years' service on the Board. The Chair chose to conclude early in order to facilitate a transition to the new Chair.

The Chair of Frontier Services Board is appointed by the triennial Assembly and by the Assembly Standing Committee between Assembly meetings.

The Frontier Services Constitution allows for the Frontier Services Board to appoint an interim Chair in the event that a vacancy arises. The Constitution requires that the Assembly Standing Committee formally appoints a new Chair at the next available meeting.

The Frontier Services Board appointed Rev Heather den Houting as interim Chair.

Frontier Services intends to bring forward Heather den Houting to the 17th Assembly as the nominee for appointment as Chair of the Board for the next triennium.

The Assembly Standing Committee is requested to formally appoint Heather den Houting as Chair of the Frontier services Board for the remainder of the current triennium.

Proposal:

The Assembly Standing Committee:

1. Receives the report.
2. Appoints Rev Heather den Houting as Chair of the Frontier Services Board until the 17th Assembly.

**Expression of Interest Form
for
Assembly Committees or Task Groups**

Basis of Union:

The Uniting Church recognises that responsibility for government in the Church belongs to the people of God by virtue of the gifts and tasks which God has laid upon them.

Constitution:

The Assembly shall have determining responsibility in matters of doctrine, worship, government and discipline, including the promotion of the Church's mission, establishment of standards of theological education and the reception of ministers from other denominations, and is empowered to make final decisions on all matters related to the Constitution of the UCA.

Name of the Committee / Task Group:

Frontier Services Board

Brief description of the Mandate / Terms of Reference for this body:

To offer service and ministry in the name of Christ to remote Australia through compassionate care, justice and nurture of the spirit.

Personal Information:

Affix photo here



Name: Heather den Houting

(Please complete as relevant)

Congregation: Traralgon

Presbytery: Gippsland

Synod: Vic/Tas

What skills and experience will you bring to the Committee / Task Group?

I have been on the Frontier Services Board for some time, with a keen commitment to remote ministry. I was the General Secretary of Qld Synod of the UCA, where I assisted in facilitating Frontier Services placements. I am now a minister in a regional town in a Presbytery with Frontier Services placements. I have been deputy Chair for the past 18 months and have assisted the Board with organisational and strategic thinking.

What if any relevant experience have you had in the life of the Church?

General Secretary of Qld Synod of the UCA

Director of Mission, Blue Care

Strategic planning and implementation

Appointed Interim Chair of the Frontier Services Board in December 2023 (by the Board)

What if any relevant qualifications do you have?

Law/Economics/Theology/Management

GAICD

Age range	Under 30	30-59	60+
Ministry category	Lay	Ordained	
Location	Remote	Rural	Regional Centre City
What cultural and linguistic background do you have? NIL			

Referees: *(Please list the names and contact details of two people to act as referees for you in regard to this role)*

1. Colleen Geyer (Past AGS, Past Member Frontier Services Board)
2. Lisa Sampson (Past Chair, Frontier Services Board)

If you are not appointed to this body, are you willing for Assembly to retain a copy of this form, and to consider you for appointment to a relevant task group in the future?

Signature: __Heather den Houting (electronic)

Date: __7 Feb 2024



Profile summary

Experienced CEO and non-executive director with experience gained in human services across large not-for-profit organisations, church, government and the private sectors. Has driven significant transformation programs in complex and diverse settings, including cultural change programs.

Has governed through corporate incidents involving substantial compliance, legal and reputational risk. Experienced in responding to Royal Commissions. Expertise gained from roles in a range of industry sectors including schools, colleges, church, legal practice, community services, regional and remote services, aged and community care services and broad, member-based organisations.

Ordained minister of the Uniting Church in Australia (UCA). Previously lawyer for 13 years in private, community and government sectors. Currently minister and community development worker at Traralgon District Uniting Church and Interim Chair of Frontier Services.

Graduate Member of the Australian Institute of Company Directors.

Education and qualifications

- Bachelor of Economics 1986, Monash University
- Bachelor of Laws 1988, Monash University
- Graduate Certificate in Management 2001, University of Western Sydney
- Graduate Diploma in Theology 2008, Brisbane

Personal

I am an engaged and collaborative Board member, able to identify broad social and ethical trends and facilitate collective decision making. My passion is to be fully involved in developing a socially and economically just community. I have three young adult children and have previously volunteered as a scout and guide leader as I recognise the value of stable and confident adults as mentors in children's lives. My aptitude and skill for strategic governance comes from a deep commitment to assisting organisations to flourish.

Non-executive board and governance positions

Frontier Services UCA

May 2020 - current

- Australia's oldest bush charity
- Large volunteer base
- Significant fundraising capacity

Uniting Care Queensland

- Large NFP organisation spanning primary health, aged and community care services, retirement living, disability services, indigenous specific health and community care services and multiple commercial entities
- Circa \$1.4 billion annual turnover
- Values driven performance
- Overseeing complex operational, strategic and reputational risk

Uniting Church in Australia, Queensland Synod

Member, Standing Committee, Finance and Property Board, Audit and Risk Committee, Nomination and Remuneration Committee, Board of Christian Formation

May 2016 – Nov 2023

- Business strategy and development
- Critical thinking and legal assessment
- Competent fiscal management
- Outstanding risk analysis and strategic mitigation
- Strong communication and network building
- Governance and oversight of a complex organisational entity which includes theological colleges, residential colleges, church schools, commercial entities

Wontulp-Bi-Buya College

May 2016 – Nov 2022

- NFP Indigenous training college providing leadership training for Indigenous people in the fields of theology, mental health and community development
 - Strategic guidance and risk analysis
 - Strategic support for Principal and staff
 - Legal analysis and guidance
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Career summary

Minister and Community Development worker, Traralgon District Uniting Church Jan 2024-current

- Developing community-based engagement strategy for the church in community
- Ministry and associated activities across three regional locations

General Secretary (CEO), Uniting Church in Australia, Queensland Synod May 2106-Nov 2023

- Large church NFP organisation spanning schools, colleges, health, aged and community care, disability services, congregations, child care centres etc.
- Property assets under management over \$8 billion
- Ensures missional and strategic alignment across all aspects of church enterprises
- Oversees appropriate compliance and risk portfolios. Oversees delivery of shared services in insurance, treasury, legal, redress claims, media and marketing
- Visionary and strategic thinking
- Strong relationship and networking executive role

Acting Associate General Secretary, Uniting Church in Australia, Queensland Synod Oct 2015-May 2016

- Support General Secretary in all aspects of role

Director of Mission, Blue Care and ARCCS March 2012- Oct 2015

- Large, complex and diverse health and community care organisations, providing care services across Queensland and Northern Territory
- Member of executive team responsible for significant business transformation
- Business transformation of Chaplaincy services, consolidation of volunteer program, lead in organisation wide green initiatives and compliance with environmental reporting legislation
- Part of transition team in acquiring Australian Regional and Remote Community Services (ARCCS), driving cultural and strategic thinking programs in remote Australia

Ministry Positions in Uniting Church in Australia, Queensland Synod 2001- 2012

- Large, complex and diverse member based organisation. Provision of ethical, social and religious community based leadership

Practicing Solicitor

- Practiced in private firms, community legal service, as Principal of den Houting and Associates and as Senior Legal Officer in Queensland Government. 1998- 2001

Other Appointments and Qualifications

- Participant, AICD Director Nexus Program 2019
- GAICD 2015, Queensland
- Member, Human Research Ethics Committee, Uniting Care Qld 2010-2012
- Ordained as Minister of Religion (Deac.) 2010
- Member, Synod Discipline Committee 2001-2008
- Certificate IV Workplace Training and Assessment 2004, Brisbane
- Graduate, Public Sector Management Course 2002, Queensland Govt.
- Graduate, Alternative Dispute Resolution 1998, Dept. of Justice
- Legal Practice Management Course 1994, Queensland