



## Information to assist in the process of nominating persons to Morling College Council

This information is provided to assist potential nominators and nominees to the Morling College (MC) Council/Board. Thank you for taking time to prayerfully consider nominating someone or accepting nomination.

As assembly delegates consider making nominations for MC Council it may be helpful for people to know that the Council has developed the Skills Matrix below to assist it and the Assembly Nominations Committee in thinking through what is needed on the Council. The Matrix is aspirational and we do not expect that all areas will be completely covered at any one time. We also note that further specialist skills are available on Council subcommittees. However, it is a useful tool.

As we consider the Matrix, and those who will finish their terms on the Council at the 2023 Annual Assembly, we note that there are three positions open for election (with one current member – Dr Helen Blanch, Education Consultant – available for re-election). It will be important that a range of skills are represented in the nominations. The skills matrix is included on the following page. Below are some priorities for the Council at this time. These are listed not to limit nominations but simply to inform.

- Female representation (MC commits to have at least 30% of its voting members female and at least 30% male)
- Cultural and generational diversity
- Pioneering or entrepreneurial perspective, including property development
- People with Leadership Experience in Higher Education or Christian Non-Profit Organisations.
- Financial and/or HR experience.

Voting members of MC Council whose terms continue after the 2023 Annual Assembly are:

1. Rev Matthew Arkapaw, Senior Pastor Mortdale-Oatley Baptist Church (Deputy Chair)
2. Mrs Lonni Aylett, Financial & Investment Advisor, Chatswood Baptist Church
3. Rev Frank Farag, Senior Pastor, Crest Baptist Church
4. Rev Angelo Gratsounas, Senior Pastor, Narwee Baptist Church (Chair)
5. Rev James (Jung Yun) Kim, Financial Management, Pastor, HOME Church
6. Dr Beverley Moore, MC Appointed Member with Academic Expertise
7. Rev Paul Mosiejczuk, Cross-Cultural Worker and Pastor, Liverpool Baptist Church
8. Rev Dr Brian Powell, Interim Pastor and Former MC Deputy Principal
9. Professor Alan Rice, MC Appointed Academic Board Chair (stepping down May 2023. Board to appoint a new Academic Board Chair)
10. Rev Karen Siggins, BCWA Appointed Member, Experienced Board Director and Senior Denominational Leader (Deputy Chair)

Angelo Gratsounas, Chair  
Morling College Council/ Board



## Morling College Council (MCC) / Board Skills Matrix

<b>Diversity Lens</b>	MCC will seek a diversity mix based on several factors including gender, age, culture/ethnicity, geography and skills. While MCC cannot control who Assembly appoints, through its Nominations Committee it can encourage a diversity of nominees and may also use its 2 appointed positions to move towards an appropriately diverse group. MCC is committed to having at least 30% of its voting members female.
<b>Skills Lens</b>	MCC seeks to maintain a healthy skills balance across the following identified skill areas. All of the below may not be present at one time, but there should be an ongoing review of skill needs.

### Skills Lens:

<b>Lens 1: Leadership</b>	
Church Ministry	Proven Church Leadership experience
Future Thinking	Futurist thinking/research/innovation
Pioneering	Providing an entrepreneurial perspective. Experience in change-management or property development
Organisational Leadership	Leadership knowledge/experience in non-church context
Higher Education	Knowledge and involvement in Higher Education or practioners in Church ministry, Counselling, Chaplaincy or Education
Theological Reflection	Expertise around the application of thoughtful theological reflection
<b>Lens 2: Governance</b>	
Governance	Proven experience in Board/governance roles and/or governance specialist skills
Legal	Legal professional
Risk & Compliance	Specialist risk/compliance experience
Finance & Risk	Specialist skills/experience in senior financial management
Government Engagement	Skills and experience in dealing with Government (including regulatory bodies) on policy issues
<b>Lens 3: People</b>	
HR/People & Culture	Senior experience in HR, people & culture management
Wellbeing	Wellbeing specialisation, psychology, mental health