
Uniting Church Centre

Since taking office on 1 March 2016, the new General Secretary has progressively introduced the staffing structure determined in broad terms by the Bob Seinor Report dated 8 April 2015 relating to, 'Governance and Management issues relating to the position, description, selection and appointment of the General Secretary'.

In broad terms, this structure seeks to create a systematic framework to manage the operations of the Uniting Church Centre within the recognised governance framework of the Uniting Church and according to the four Strategic Directions. Further, the new General Secretary, during the interview process, was required to present a view of how the Uniting Church Western Australia might move forward under his leadership. While there are many aspects to this, the significant feature, is a closer alignment with congregations as the core of the church. (Note: while the number of congregations and their size may be diminishing, this does not detract from the concept that the church comprises its members, not its management team).

The attached management organisation chart illustrates the current structure. (Note: given that 70% of our costs relate to staff, the budget is similarly based on this structure). However, not all positions on the chart are filled, and not all positions will necessarily be filled – account has been taken of this in developing the budget.

The structure essentially allows for two management parts: The Resources Division and the Discipleship and Witness Division. The Resources Division was restructured in 2009 and remains unchanged, with the exception that the title of Assistant General Secretary (Resources) has been changed to General Manager Resources. The primary function of the Resources Division is to resource the mission of the church through accounting administration, property management, insurance services (UCIS) and investment management (UCIF).

The Discipleship & Witness Division is headed by the Deputy General Secretary and is structured to serve the mission of the Church through three of the four Strategic Directions (the fourth, open communication needs to be served across the entire Church).

The first of these, Community Engagement and Support, is served through a newly structured Congregation Resourcing Unit (previously Justice & Mission Unit and Congregation mission Support Unit). The focus of this unit is changing to better resource congregations in their local mission, rather than to provide top down management from the Uniting Church Centre.

The second, Faith Formation and Faith Sharing, is served through the Pastoral Relations and Placements Unit, which includes Chaplaincy.

The third, Education, Training and Leadership Development, is served through the newly appointed Director of Education and Formation, and Perth Theological Hall.

Media and communication, human resources, events, reception, resources, archives and ad hoc consultants (legal etc) now form the General Secretary Support Services Unit.

All Staff meetings continue to take place once per month, and divisional staff meetings have been introduced. The Leadership Team meet once per week for information sharing and co-ordination. Weekly devotions are held on Wednesday mornings, and opportunities are sought for social gatherings.

The General Secretary also meets monthly with the Acting Chairperson of the Uniting Aboriginal & Islander Christian Congress and the Acting Chairperson of Beanang Kwuurt Institute.

Staff Changes

During the course of the year several staff changes have taken place:

- Rosemary Hudson Miller, Associate General Secretary (Justice & Mission), left at the end of July 2016 when the position of Associate General Secretary became redundant.
- Robert Locke's title was changed from Associate General Secretary (Resources) to General Manager Resources.
- Rev Dr Ian Tozer was appointed as Deputy General Secretary from 1 July 2016.
- Lucy Gunning, Human Resource Advisor, left to return to Ireland and the position was not replaced
- Monica Pettersen's title was changed from Human Resource Consultant to Human Resource Manager



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- Clare Ligtermoet, formerly Property Assistant and IT Assistant, was appointed Events Officer and IT Assistant.
 - Rev Ruth Vertigan was appointed as Rural Ministry Co-ordinator to replace Rev Lorraine Stokes who was placed at Willetton Uniting Church.
 - Rev Rick Morrell, First Third Ministry Co-ordinator, took up a position in New South Wales and was replaced by Paul Montague, First Third Specialist.
 - Paul Montague, First Third Ministry Co-ordinator, resigned to further his studies for the ministry. Janine McDonald, First Third Officer, has taken up these responsibilities until the First Third Review is complete.
 - Jessica Morthorpe, First Third Specialist came to the end of her contract and was not replaced.
 - Richard Telfer resigned as First Third Specialist in October 2015 and was not replaced.
 - Daena Guest, Justice & Mission Assistant, concluded her contract in December 2015.
 - Jue-Le Wong, Insurance & Risk Officer, leaves in October 2016 to join her partner in Sydney.
 - Saumya Tripathi was appointed as Insurance & Risk Officer from August 2016.
 - Rev Mark Illingworth was appointed as Pastoral Care Worker in the Pastoral Relations and Placements Unit to replace Rev Denise Savage who moved to Tasmania with her husband.
 - Rev Dr John Squires was appointed as Director of Education and Formation, and Principal of Perth Theological Hall and will take up this role on 1 February 2017.
 - The position of Systematic Theology lecturer at Murdoch University has not been filled. All new appointments have been frozen and while it may have been possible to seek an exception in this case, General Council have decided to not fill the appointment until the new Director of Education and Formation is able to participate in the process. In the meantime, lectures are provided by Sessional staff.

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