

## NOMINATIONS COMPETENCIES LIST - LCAQD

GENERAL COMPETENCIES	CONSIDER SERVING ON
<p>The following are some core competencies that are applicable to anyone serving on a Board, Council, or Committee:</p> <ul style="list-style-type: none"> <li>• Commitment to serving in the best interests of the Church and God's mission</li> <li>• Strong commitment to the vision and values of the LCAQD</li> <li>• Integrity and honesty in behaviour</li> <li>• Strong communication skills</li> <li>• Willingness to attend all scheduled meetings</li> <li>• Capacity to be prepared for each meeting, including reading all relevant documents before the meeting</li> <li>• Willingness to contribute openly and listen respectfully to all discussions</li> <li>• Accept and support collective decisions</li> <li>• Respect the confidentiality of matters under consideration</li> <li>• Independent and objective thinking</li> <li>• Strategic thinking and decision making</li> <li>• Awareness of responsibilities as a Director/ Council Member</li> <li>• General IT skills</li> </ul>	<ul style="list-style-type: none"> <li>• Applicable to all Boards, Councils, and Committees</li> </ul>
SPECIFIC COMPETENCY OR QUALIFICATION	CONSIDER SERVING ON
<p>Aged-care industry experience Ageing – ministry experience</p>	<ul style="list-style-type: none"> <li>• Council for Lutheran Services</li> </ul>
<p>Child youth or family ministry; inter-generational</p>	<ul style="list-style-type: none"> <li>• Council for LYQ</li> <li>• Council for Ministry and Mission</li> </ul>
<p>Education</p> <ul style="list-style-type: none"> <li>- primary, secondary, tertiary</li> <li>- adult education</li> <li>- professional development</li> <li>- life, family, Christian sex education</li> <li>- early learning centres/early childhood education</li> </ul>	<ul style="list-style-type: none"> <li>• Lutheran Education Queensland</li> </ul>
<p>Conflict resolution/complaints handling</p>	<ul style="list-style-type: none"> <li>• Audit and Finance</li> <li>• Policy, Compliance and Risk</li> </ul>

Constitutions – knowledge and experience	<ul style="list-style-type: none"> <li>• Constitutions</li> </ul>
Cross-cultural ministry, including Aboriginal, African and Asian	<ul style="list-style-type: none"> <li>• Council for Ministry and Mission</li> </ul>
CEO/ General Management experience	<ul style="list-style-type: none"> <li>• All Board and Councils</li> </ul>
Policy and emerging issues relevant to industry/ sector	<ul style="list-style-type: none"> <li>• All Boards and Councils</li> <li>• Policy, Compliance and Risk</li> </ul>
Relevant industry/ sector funding, standards and accreditation insights	<ul style="list-style-type: none"> <li>• All Councils</li> <li>• Policy, Compliance and Risk</li> <li>• Audit and Finance</li> </ul>
Finance & Accounting	<ul style="list-style-type: none"> <li>• Audit and Finance</li> <li>• Policy, Compliance and Risk</li> <li>• Department Councils</li> </ul>
Governance	<ul style="list-style-type: none"> <li>• All Boards, Councils</li> </ul>
Lay ministry	<ul style="list-style-type: none"> <li>• Ministry and Mission</li> </ul>
Legal	<ul style="list-style-type: none"> <li>• All Boards, Councils</li> <li>• Audit and Finance</li> <li>• Policy, Compliance and Risk</li> <li>• Constitutions</li> </ul>
Mission in local context	<ul style="list-style-type: none"> <li>• Council for Ministry and Mission</li> </ul>
Pastors <ul style="list-style-type: none"> <li>- serving in congregational context</li> <li>- experience in parish context</li> <li>- serving in school context</li> <li>- ministry with the ageing</li> <li>- ministry with youth and young adults</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>• Councils for Lutheran Services, Education, Youth, Ministry and Mission</li> <li>• All committees</li> </ul>
Program management	<ul style="list-style-type: none"> <li>• All Councils and Committees</li> </ul>
Researching/analysing/writing	<ul style="list-style-type: none"> <li>• Constitutions</li> <li>• Nominations</li> </ul>
Risk Management Practices	<ul style="list-style-type: none"> <li>• Board and Councils</li> <li>• Audit and Finance</li> <li>• Policy, Compliance and Risk</li> </ul>
Strategic planning/organisational/business management	<ul style="list-style-type: none"> <li>• District Church Board</li> <li>• Department Councils</li> </ul>
Theological/church teaching	<ul style="list-style-type: none"> <li>• Ministry and Mission</li> </ul>

Workplace Health and Safety	<ul style="list-style-type: none"> <li>• Policy, Compliance and Risk</li> </ul>
Regulation and Policy Management	<ul style="list-style-type: none"> <li>• Policy, Compliance and Risk</li> <li>• Constitutions</li> </ul>
Industrial Relations and Employment Matters	<ul style="list-style-type: none"> <li>• All Councils</li> </ul>
Marketing and Communications	<ul style="list-style-type: none"> <li>• All Councils</li> </ul>

Seeking members for –

- Department Councils – LEO, Lutheran Services, LYQ, M&M
  - Committees:  
Audit and Finance;  
Policy, Compliance and Risk;  
Constitutions; and  
Nominations.
-