

General Synod

Appointment of the Chair of the Church of England Pensions Board

Background

1. Jonathan Spencer has chaired the Church of England Pensions Board since 1 January 2009. He was due to retire at the end of 2018, but following the death of the Board's CEO, he agreed, with the Synod's approval, to remain in office for a period potentially to the end of July 2019 in order that there could be appropriate recruitment processes put in place initially for a new CEO and then for a new Chair.
2. Given that the selection process has now been undertaken to identify his successor, and the Archbishops are recommending a candidate for approval by the General Synod, Dr Spencer has decided to step down as Chair of the Pensions Board on 30 April 2019, three months before the end of his term.
3. He will be greatly missed by the Board, its staff and by the members of the General Synod. There will be the opportunity for members of Synod to say farewell and thank Dr Spencer for his service at the conclusion of the February 2019 Group of Sessions.

Selection Process

4. The Pensions Board engaged search consultants to assist in the process. During September and October, the search was carried out with adverts placed in mainstream media and the Church Times inviting applications for this appointment. The advertisement called for applications from people with a demonstrable record of senior leadership in substantial roles in the financial, public or third sector, and proven chairing and board level experience. A track record of leading and embedding sustainable change, including cultural change, was a pre-requisite, together with the ability to lead the Board through complex and significant financial decision making,
5. The role requires a time commitment of around 50 days per year and is unpaid. Given that the role includes ex-officio membership of the Synod, the Chair has to be a communicant member of the Church of England.
6. The selection panel was chaired by the Bishop of Manchester with the other members being Maggie Swinson, Chair of the Church of England Appointments Committee, Alan Fletcher, Vice Chair of the Pensions Board, and Roger Mountford and Canon Niccy Fisher, members of the Pensions Board. They were supported by John Ball, CEO of the Pensions Board and Lee Marshall, Chief of Staff of the Pensions Board.

7. Sixteen applications were received, of which two were from women and two were from a BAME background.

Shortlist

8. Four candidates, three men and one woman were shortlisted and interviewed by the selection panel on 30 November 2018. The candidate recommended by the panel has been approved by the Archbishops who bring forward his candidacy for approval by the Synod pursuant to the Church of England Pensions Regulations 1997.

Clive Mather

9. Clive Mather retired from Shell in 2007 after a lengthy career which spanned all its major businesses globally. His last executive role was as President and CEO of Shell Canada Limited where he took a high profile on environmental issues, presenting the business case to promote sustainable development. He also worked on international policy issues. From 2002 to 2004 he was Chair of Shell UK Ltd and Head of Global Learning, where he was responsible for all Shell activities and reputation in the UK and for Shell's leadership development internationally.
10. His non-executive roles have included Chair of Tearfund (2008-18), Chair of the Shell Pensions Trust (2008-18), and Chair of the Garden Tomb Association (2008-17). He is currently Chair of the Board of Tearfund USA, President of Relational Peacebuilding Initiatives, a Swiss Association based on the relational values of the Jewish and Christian faiths, and a member of the Board of Directors of Emissions Reduction Alberta, Canada.

Recommendation

11. One of the Archbishops will move a motion inviting the Synod to approve their appointment of Clive Mather as Chair of the Church of England Pensions Board for a term from 1 May 2019 to 31 March 2023. The end date of the appointment ties in with the valuation of the Clergy Funded Pensions Scheme.

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