

REFLECTING

THE BODY OF

CHRIST

A Simple Guide to Appointments

2022 – 2026

**The Appointments Committee
of the Church of England**

Introduction

The Appointments Committee has prepared this paper to help Synod members understand the scope of its work and how the Committee conducts its business. In particular to give details about the round of appointments that is their responsibility to make. Appointments made by the Appointments Committee are made by open recruitment and the Committee welcomes expressions of interest from prospective candidates.

The members of the committee are listed later on and their photos are on our dedicated webpage and they are always happy to discuss with Synod members their work. They are particularly determined to ensure that their decisions reflect the aspiration of becoming a younger and more diverse church. Fuller details can be found [here](#).

We would warmly welcome members' reactions to and discussion of this document. Please feed in any comments to Jenny Jacobs the Secretary to the Committee, in the Central Secretariat.

The work of the Committee

1. The Committee's remit is set out in General Synod's Standing Order 126: 'to make such appointments and/or recommendations on appointments to synodical and other bodies as the Synod or the Archbishops' Council shall require.'
2. What this means in practice is that the Appointments Committee acts on behalf of the Archbishops' Council, the General Synod or the Church of England generally to make or advise on the following:
 - (a) legislative and liturgical steering and revision committees;
 - (b) appointments to the Boards, Councils and Committees of the Archbishops' Council;
 - (c) appointments to working parties;
 - (d) representation of the General Synod on the governing bodies of theological colleges and courses, mission agencies and other Church of England organisations;
 - (e) representation on the ecumenical instruments (Churches Together in England, Churches Together in Britain and Ireland, the Churches' Commission on Mission, Churches' Commission for Racial Justice etc);
 - (f) representation at the governing bodies of other denominations, at ecumenical conferences etc
 - (g) various appointments by the Archbishops, such as the chairs of Boards, Council's and Committees of the Archbishops' Council and to the General Synod Panel of Chairs; and
 - (h) external bodies which seek its assistance (eg on the choice of persons to chair Church-related organisations).
3. The Committee is not responsible for those appointments made through open

recruitment, such as the appointments of members of the Archbishops' Council.

4. The Committee usually meets four or five times a year for about four hours on each occasion either in person or online. The exception to this pattern is the first year of a new quinquennium, when the Committee needs to meet much more frequently to consider a large number of appointments.

Style of working

5. The Committee has set out the way it approaches its work in a set of guidelines which it considers represent best practice when making appointments within its remit and we commend them to others in the Church as an input – suitably adapted – into their own processes when making appointments. The guidelines can be found [here](#)
6. However we seek to adhere to the following:
 - (a) the Committee's work must be founded on **prayer and listening to God**;
 - (b) the Committee aims to identify the **best person for the task in question** by asking candidates to provide information about themselves (generally and with reference to particular appointments) and through drawing on other reference material;
 - (c) the Committee is wholeheartedly committed to **encouraging diversity and ensuring balance** in the appointments it makes and on which it advises. It believes that appointments should always be on merit, but that it is important that those making the appointments seek out as diverse a range of people as is possible with the requisite skills. It is also incumbent on the body concerned to aim to induct and support members in such ways that all can participate fully in the work;
 - (d) the Committee is committed to being **open about the process and general criteria** in making an appointment, but keeping confidential the nature of its discussions about particular appointments and its reasons for choosing one person over another.

Sources of information

7. The **registration form** is one of the main sources of information on which the Committee draws. This form (which asks members about their church tradition, areas of interest, particular skills and expertise etc) has been issued to all members at the start of the quinquennium. **If you have not yet completed your survey, please do so and return it as soon as possible. You can also update this at any time.** If you have not received the link, please contact the Secretary who will resend the link.
8. It is also important to the Committee to get to know as many members as possible and to learn about their interests, expertise etc. The registration form is a key element in this, but an important complement to this is personal contact with members and the Committee warmly welcomes their fellow Synod members' making themselves known through informal contact.
9. We also take into account any views of the body to which appointments are to be made.

How the process works

10. The Committee's meeting dates and agendas are published on the Church of England website (www.churchofengland.org) so that members of Synod can express their own

interest in a particular appointment or recommend other candidates to the Secretary of the Committee

11. The Secretary to the Committee sends an email out to all Synod members in advance of the next due meeting alerting them to the appointments that will be made and asking all members to consider whether they would like to apply.
12. If you are interested in a particular appointment, please write explaining why and what experience you have to back up your interest. However, even if you have not got any specific experience, and are just interested in the work involved please consider putting yourself forward. Enthusiasm is sometimes just as important as experience.
13. Please note that, other than in exceptional circumstances, the Committee does not normally consider for appointment those members of Synod who have stood unsuccessfully for election to the same body.
14. The Committee publishes a list of the appointments for which it is itself responsible as soon as possible after they have been confirmed.

Membership

15. The Standing Orders provide for the membership of the Appointments Committee and currently they are as follows:
 - *a chair appointed by the Archbishops after consultation with the Archbishops' Council and the Appointments Committee. Such appointment and the term of office shall be confirmed by resolution of the Synod:*
 - Ven Pete Spiers (Liverpool)*
 - *one bishop elected by and from the House of Bishops:*
 - Vacancy*
 - *three clergy members elected by and from the House of Clergy:*
 - Rev Canon John Dunnett (Chelmsford)*
 - Rev Andrew Moughtin-Mumby (Southwark)*
 - Rev Canon Dr Andy Salmon (Manchester)*
 - *three lay members elected by and from the House of Laity:*
 - Mrs Rebecca Chapman (Southwark)*
 - Mrs Lucy Docherty (Portsmouth)*
 - Mrs Sarah Finch (London)*
 - *two members of the Archbishops' Council:*
 - Dr Rachel Jepson (Birmingham)*
 - Ven Luke Miller (London)*
 - *Secretary: Jenny Jacobs*

The Appointments Committee
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