

## General Synod

### Appointment of Chair of the Church of England Pensions Board

#### Background

1. The Chair of the Church of England Pensions Board is appointed by the Archbishops of Canterbury and York with the approval of the General Synod, pursuant to the Church of England Pensions Measure 2018 as amended.
2. Clive Mather was initially appointed to the role from 1 May 2019 to 31 March 2023 (GS 2114), following a comprehensive recruitment search exercise; with the dissolution and establishment of a Board by a Legislative Reform Order in 2021, he was reappointed as Chair for an amended first term to the end of 30 April 2024 (GS 2200). Trustees of the Pensions Board may serve for terms up to 10 years.
3. The restructuring of the Board enabled greater diversity within the Board's membership – for example, 42% of trustees are women and the average age fell in the bracket 55-64 years old. A full diversity profile of the Board has been carried out, however, in the context of a small board their disclosure may identify individual trustees.
4. The recommendation set out below will not alter this profile.

#### Clive Mather

5. Clive Mather had a lengthy executive career with Shell, which included senior leadership as President and CEO of Shell Canada Limited. His non-executive appointments have included Chair of the Shell Pensions Trust (2008-18), Chair of Tearfund (2008-2018), Chair of Tearfund USA to 2022. He is currently a Director of Emissions Reduction Alberta, and a trustee of Emmaus Road Community Church, Guildford and The Matthew 25:35 Trust, as well as being an active member of his local parish church.
6. Since being appointed, Clive Mather has brought his substantial senior management acumen and experience to bear in the role for the good of the pension scheme members and for the wider Church. This has included the reform of the Board's governance, encouraging the Board to be a global player in the climate change debate, and looking for an optimal way for the Board to ensure its customers have the best outcomes for their retirement. Through simplification, cost reductions and sound, long term investment, the Board's various pensions schemes are all now fully funded and with reduced employer contributions, offering a historic opportunity to consider new, fairer and better arrangements.

7. The Archbishops have approved Clive Mather's reappointment for a term from 1 May 2024 to 30 April 2029.

**Recommendation**

8. One of the Archbishops will move a motion inviting the Synod to approve the appointment of Clive Mather as Chair of the Church of England Pensions Board for a second and final term from 1 May 2024 to 30 April 2029.

William Nye  
Secretary General

October 2023