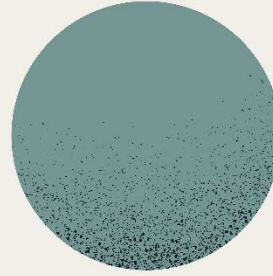




Moderator of the Trustee Board



BAPTISTS TOGETHER LEADERSHIP

Is it time for you to serve in a new way?

As a Union of churches, associations, and colleges our life together continues to be rich and varied. In all aspects of Baptists Together, including Council, trustee boards, and project teams across the UK, we look to bring together groups and teams of people who can serve in this way to make real our mission.

We now have a key role available – Moderator of the Baptist Union of Great Britain Board of Trustees. This short document outlines the role, which is carried out on a voluntary basis.

This role is focused on enabling our vision for the future, supporting effective governance, and on encouraging, supporting, and inspiring others.





INTRODUCTION

THIS ROLE

The role of Moderator of the BUGB Trustee Board carries significant influence and is vitally important in the work we do in the years ahead. We need someone with significant governance experience, and a good understanding of our shared Baptist principles. The role and responsibilities are laid out later in this document, and focus on:

- Providing the leadership and oversight to ensure that the trustee responsibilities are achieved
- Supporting the General Secretary and senior staff at Baptist House to ensure that they can achieve their objectives in line with our Union's strategic direction

NEXT STEPS

We hope that you will take time to consider prayerfully the role outlined in the following pages. If you choose to express your interest, please know that we will be praying for you throughout the process of appointment. We know from our past experiences that God is faithful in bringing the right people forward at the right time in our Union life, and we are excited to see who God will bring, and what He will do through them.



Lynn Green
General Secretary
January 2025



ROLE PROFILE

BACKGROUND

The BUGB Trustee Board hold responsibility for the governance of BUGB as a charity, including all matters relating to financial standing, risk management and legal obligations.



About us

1,900 churches
13 associations
6 training colleges
4 specialist teams



Current Priorities

Developing leadership
Embracing adventure in mission & discipleship
Children, Youth and Families
Young Adults
Digital mission

THE TRUSTEE BOARD

The current trustee board is made up of 12 trustees, with a wide sweep of experience across our Baptists Together family. We have a mix of professional and ministerial skills, including expertise on financial, legal and charitable governance matters. The Moderator and Trustee Board are supported by the Governance and Support Administrator, from the staff team.

You can see profiles of our current trustees on the following link:
[https://www.baptist.org.uk/Groups/220798/Trustee Board.aspx](https://www.baptist.org.uk/Groups/220798/Trustee_Board.aspx)

ROLE PURPOSE

This role focuses on two key aspects of Union life:

- Providing the leadership and oversight to ensure that the trustee responsibilities are achieved
- Providing support to the General Secretary and senior staff at Baptist House to ensure that they can achieve their objectives in line with our Union's strategic direction



Trustee Board

12 trustees

Mix of ministers and lay people

Wide representation

Strong mix of professional skills

RESPONSIBILITIES

Chairing and Leading

- Planning the agenda for Trustee Board meetings, in consultation with the General Secretary, Treasurer, Specialist Team Leaders, and other members of the CLT as appropriate.
- Chairing the Trustee Board meetings, to ensure that all Board business is dealt with effectively and that agreed actions are recorded clearly for implementation.
- Supporting and encouraging Trustees in their governance responsibilities, including support to new trustees. This includes working with the Vice Moderator and other trustees as they take responsibility for oversight of sub-groups and or Board level projects and initiatives.
- Participating in meetings of the Core Leadership Team.



Our Values

Seek to be a movement of Spirit-led communities

Feel like one team

Embrace adventure

Inspire others

Share a hunger for God's coming Kingdom

Supporting the BUGB staff

- Acting as line manager for the General Secretary, providing oversight and support, including annual appraisal, and agreeing priorities.
- To keep an ongoing awareness of staffing issues at Baptist House and to ensure suitable support and accountability for senior staff, ensuring that trustees can build and maintain good relationships with Didcot staff.

Supporting committees and working groups

- Ensuring that adequate support and monitoring are in place for all relevant committees and working groups that report directly to the Trustee Board, and that Trustee representation on these is appropriate.
- Working closely with the Treasurer of the Union to manage and minimise financial and legal risk.



Communicating with Council and through Baptist Assembly

- Ensuring that the Trustee Board reports to Council issues that are in the interests of our Union and Baptists Together.
- Attending the Baptist Assembly each year and speaking on behalf of the Trustee Board as and when required.
- Ensuring that the Trustee Board is represented at the BUGB Moderators Group.

Oversight of complaints and appeals

- Ensuring that complaints and appeals to the TB are appropriately addressed, including commissioning external review where required.
- From time to time, providing ad hoc support and advice as appropriate. This may include leading projects, sub-committees or dealing with correspondence from ministers and Associations.

“It has been an honour to serve the wider Baptist family as Moderator of trustees. The role is broad, yet at times exacting while incredibly rewarding. It has been humbling to work with so many people who are clearly called by God to lead Baptists”.

**Revd Andrew Cowley
Moderator of the BUGB
Trustee Board
2022-2024**





SKILLS AND STYLE

The Moderator of Trustees needs to have a robust background that has given them exposure to decision making bodies and particularly to the legal and financial requirements of a charitable organisation. Previous experience as leader of a trustee board would be helpful. Excellent organisational skills are vital, as is the ability to delegate effectively, including the monitoring and management of projects and committees. Experience of mediation in complex relational and legal matters would be extremely helpful. Our governing documents also require the Moderator to be a current member of a Baptist church.

‘...appreciation of our Union’s unique ecclesiology and complex charitable structure...’

As line manager for the General Secretary, the Moderator of Trustees will need to have a coaching approach and be able to understand the multiple demands placed on senior staff. Across our Union, the Moderator of Trustees will need to work in a collegial and collaborative way with other senior leaders, and to be quick to understand the impact of projects and initiatives across the life of Baptists Together.

A positive appreciation of our Union’s unique ecclesiology and complex charitable structure, together with the ability to offer appropriate critique, is key to enable both the Moderator and the Board to flourish. A pragmatic and diplomatic style, coupled with energy and enthusiasm for the longer-term vision of our Union, is also important, so that the Moderator of Trustees can guide and encourage the whole trustee group as they work together.

The Board also includes a Vice Moderator, and it is expected that the Moderator and the Vice Moderator will work together collaboratively to agree how appropriate tasks are divided between them.



OUR CULTURE AND VISION

Our vision as a movement is:

'Growing healthy churches in relationship for God's mission'

We are committed to intentionally developing a culture where we...

- **Seek to be a movement of Spirit led communities.** As those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life. (Galatians 5:22-25)
- **Feel like one team** – celebrating diversity; valuing, respecting, and trusting each other as we work together in partnerships - making sure everyone feels included and listened to. (1 Corinthians 12:24b-27)
- **Embrace adventure** – being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things. (Matthew 28:18-20)
- **Inspire others** – with a generosity of spirit, to energise and motivate people to be all that God created them to be. (Ephesians 5:1-2)
- **Share a hunger for God's coming Kingdom** – nurturing a 'holy discontent' that arises from our desire to give practical expression to our vision of God's purpose for creation - confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union. (Matthew 6:9-10)

OUR PRIORITIES

The model below shows the five areas where we focus our time and attention as Baptists Together.



Whilst continuing to develop our ongoing work in these areas, we have identified 5 current priority areas.

- Given the urgent need to pursue God's mission in our UK context, we believe that we need to focus on our value: **'Embrace adventure: Being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things (Matt 28:18-20)'**. Council particularly wanted to embody this value in the context of mission, evangelism, and discipleship. Our Mission Forum is particularly key to developing work in this area.



- To work through the remaining recommendations of the Ignite report **into the future of ministry**.
Developing leadership in all its forms, together with a focus on equipping the whole body of Christ.
- **Children Young People and Families** – our CYF Round Table is offering leadership in this area.
- A similar but separate focus on **Emerging Adults aged 18-35** – a group which is largely missing from our churches.
- **Digital revolution** – not only our own digital capacity but reflecting on the implications of the digital revolution on mission, ministry, and society.

Since then, we have been all been affected by the spread of the coronavirus, and we recognise the need to support ministers, churches, associations, colleges and the specialist teams in ongoing **response, recovery, and reconstruction** phases during and after the Covid pandemic.



NEXT STEPS

If you would like to express your interest in this role, please send an initial email outlining your interest to Rachel Stone, the Union's HR Team Leader, who will be coordinating the appointment process on behalf of the Key Roles Nominations Group. You can contact her at rstone@baptist.org.uk or on 01235 517730.

We would be particularly keen to understand:

- Your current situation in terms of work, ministry and service
- Your involvement to date in the wider life of Baptists Together
- Your experience of charity governance
- How this role might be part of your future Christian service

We would encourage you to discuss this role with Christian leaders you know and trust, and to ask for prayer as you consider whether to express your interest. We would be grateful to receive all expressions of interest by 9.00am on Friday 7 February.

Please take the opportunity to speak to the General Secretary or our current Moderator before confirming your interest. Please contact Angie Bryant on abryant@baptist.org.uk and she will arrange a suitable date and time for a conversation.

Moving Forward

The Key Roles Nominations Group will meet on 11 March 2025 with those who most closely match the requirements of the role. We view this as a discernment process and will ask you to prayerfully consider with us. We will let you know the outcome as soon as possible and will be happy to provide feedback on our decision if you would find it helpful.

The Key Roles Nominations Group will then make a recommendation to our Council meeting on 25 March 2025.

Induction and support

Recognising the complex nature of our Union and the need for good support as individuals take up their roles, a full induction programme will be put in place to make sure that new appointees have good background information and understanding before the new appointments begin.

“We know from our past experiences that God is faithful in bringing the right people forward at the right time in our Union life”



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BUGB operates as a CIO with registered charity number 1181392