



RETIRED BAPTIST MINISTERS
HOUSING ORGANISATION



OPPORTUNITIES TO SERVE - TRUSTEE ROLE

RETIRED BAPTIST MINISTERS HOUSING
ORGANISATION (RBMHO)

OPPORTUNITIES TO SERVE

Since its formation in 1974, RMBHO has sought to address the difficulty being experienced by many Baptist ministers in obtaining suitable and appropriate housing when the time comes to retire from manse life.

RBMHO is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission under charity number 1177649. Its primary charitable objective is to provide housing for retired ministers and their spouses who are unable to secure such accommodation from their own resources. Formerly known as the Retired Baptist Ministers Housing Society (RBMHS) the Organisation changed its name in 2018 following its registration with the Charity Commission.

The Organisation considers applications from ministers whose names are on the Accredited Lists of the Baptist Union and whose service has been for a period of not normally less than fifteen years, and from unaccredited ministers who have served acceptably in BU churches for a period not normally less than eighteen years. The rules of the Organisation also provide for missionaries who had served the Baptist Missionary Society were qualified to become tenants. There is however sufficient flexibility built into the rules to permit the Trustees to exercise discretion for exceptional cases.

RBMHO also looks to come alongside those people whose spouses die whilst in service and seeks to provide homes when these are needed.

In 1976, in its report on the first full year of operation RBMHS stated that it held 51 housing units. The steady increase since then in the number of units owned by the Society has been able to meet demand until at the end of 2020 RBMHO owned over 267 properties in England, Scotland, and Wales where ministers can live in secure retirement, for which they pay a rent which is well below market level.

So far, the Organisation has been able to provide housing for all who have met its qualification criteria and is currently helping over 400 ministers and/or spouses with housing. The Organisation's achievements are due to generous legacies, both financial and properties, and equally to generous donations made by individuals, churches, and Associations over the years. Without such support the valuable work of RBMHO could not continue to be of service to those ministers retiring and needing homes for the later years.

RBMHO remains flexible and sensitive in the fulfilment of its purposes in helping to ease the worries and concerns of those approaching retirement without knowing where they will be able to live.

RBMHO has two members of staff, the Organisation's Manager/ Company Secretary, who is responsible for the management of the Organisation, along with an administration assistant.

The Retired Baptist Ministers Housing Organisation (RBMHO) is a great success story, and we are now seeking new Trustees to join the board of Trustees to help the Organisation continue its work.

OPPORTUNITIES TO SERVE

RBMHO is governed by a board of up to 15 Trustees. Up to 8 of these are nominated by the Baptist Union of Great Britain with the remainder being nominated by the RBMHO Trustees. Up to a fifth of Trustees may be tenants of RBMHO.

The Trustees meet a minimum of three times per year, usually in central London from around 11am – 3pm. Together as a board they are responsible for:

- Supervising the work of the Organisation and its engagement with the wider Baptist family.
- Ensuring the Organisation has a suitable strategy to meet current and anticipated future demand for housing from retired Baptist ministers.
- Ensuring the Organisation is soundly managed and maintains appropriate financial reserves.
- To appoint appropriate professional advisers for the Organisation including legal, audit and property surveyors and others as needed.
- Overseeing compliance with any applicable laws and regulations including those applicable to it as a registered charity and a landlord.
- Determining policy for the Organisation, including setting the rent paid by tenants and the policies relating to purchase and sale of properties.
- Considering any requests for housing that do not meet the Organisation's usual criteria.
- Approving the annual report and accounts

Trustees are appointed for terms of three years, after which they may be re-appointed for two further terms of three years. The Trustee role is a voluntary unpaid position. In exceptional circumstances, trustees may be asked to review papers between board meetings.

All Trustees are expected to be Christians with a particular sympathy to the Baptist tradition.

SKILLS AND STYLE

Our aim is to draw Trustees from a wide variety of backgrounds and experiences to provide the skills which are required to support the operation of the organisation. We seek trustees with one or more of the following skills and expertise.

- Understanding of the needs of Baptist ministers and their spouses, as the primary beneficiaries of the Organisation.
- Understanding of the Baptist family, including the sorts of career paths undertaken by Baptist ministers.
- Pastoral care of retired ministers and their families.
- Highly developed financial management skills, including charity finance.
- Legal skills, particularly including charity governance and property law.
- Understanding of the UK residential property market
- The operation and maintenance of residential property

We are particularly keen to add diversity to our board and would particularly encourage applications from women and ethnic minorities.

OPPORTUNITIES TO SERVE

EXPRESSING YOUR INTEREST

If you would like to express your interest in the trustee role, please send a letter outlining your interest by email to Rachel Stone, the Baptist Union's HR and Safeguarding Team Leader, who will be coordinating the appointment process. Electronic responses will make it easier for us to share information amongst those involved in the discernment process.

We would be particularly keen to understand:

- Your current situation and employment and/or ministry roles
- Your involvement to date in the wider life of the Baptist family
- Why you feel that this role might be part of your future ministry and service

We would encourage you to discuss these roles with Christian leaders you know and trust, and to ask for prayer as you consider whether to express your interest.

If you would find it helpful to speak to someone in more detail before deciding whether to express an interest, please contact Richard Wilson, Support Services Team Leader, on the number below, who is one of the current RBMHO trustees.

Contact details: opportunities@baptist.org.uk

Telephone: 01235 517751

DISCERNMENT AND DECISION

The closing date for expressions of interest is 31 March. Shortlisted applicants will be invited to have an initial conversation with Bill Johnston, chair of the board to discuss the role, why they feel called to serve in this way and what they feel they will be able to contribute to the board. Applications will then be considered by the board of the Baptist Union of Great Britain at their April meeting.

INDUCTION

Recognising the complex nature of the Baptist Family and the scale of operations of RBMHO, 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.
