



MODERATOR OF THE BUGB
TRUSTEE BOARD

FEBRUARY 2021

ENABLING MISSION

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Moving Ahead

LEADERSHIP ROLES WITH BAPTISTS TOGETHER

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 in order to make real our mission. These roles are focused on enabling our vision for the future, and on encouraging, supporting, and inspiring others.

In the summer of 2021, a key role will become 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.

SEEKING GOD'S PLAN

This role carries significant influence and is important in the work we do in the years ahead. Our Union's Key Roles Nominations Group has agreed a role profile for this role, and this is shown on page 5. The profile outlines the purpose of the role, and the responsibilities that attach to it.

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
February 2021

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A summary of the role



"It's been an enormous privilege to serve the Baptist family working alongside such an amazing and diverse range of leaders and colleagues from Regional Associations, Colleges and Specialist Teams as well as fellow moderators and trustees. I've both enjoyed and learned about myself, as well as the wider Baptist family, from this stretching, at times frustrating but overall fulfilling role.

I'm confident that the Lord has plans and purposes to bless our Baptist churches and wider family that we might be a blessing to our neighbours and communities across Great Britain, especially at this time as we respond to the challenges and opportunities of the Covid pandemic. As BUGB Moderator you will have the joy and privilege of playing a part in ensuring our Baptist family listens and responds to God's mission in this season."

Alastair Mitchell Baker, current Moderator of the BUGB Trustee Board

MODERATOR OF THE BUGB TRUSTEE BOARD

The Moderator of the BUGB Trustee Board provides leadership and oversight to make sure that the Trustee Board can fulfil all of its governance responsibilities. This includes ensuring that the Core Leadership Team (CLT) is able to meet its strategic direction, and that Council and the CLT remain accountable to the churches, as well as the financial and risk management obligations of BUGB as a charitable organisation.

The Moderator has particular responsibilities for setting the agenda and chairing the meetings of the Trustee Board, together with building and managing strong collaborative relationships with the General Secretary, Union Treasurer and Team Leaders/Principals across our Union.

In terms of time, we expect this role to require an average of four days each month. The appointment is for a three-year term.

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Our vision and culture

Our vision as a movement is:



“TO GROW HEALTHY CHURCHES IN RELATIONSHIP
FOR GOD’S MISSION.”

CURRENT PRIORITIES FOR BAPTISTS TOGETHER

In the second half of 2018 the Baptist Steering Group (now developed into the Core Leadership Team) and Baptist Union Council began to review our existing priorities and projects in order to identify what is important for us to focus on now and in the future.

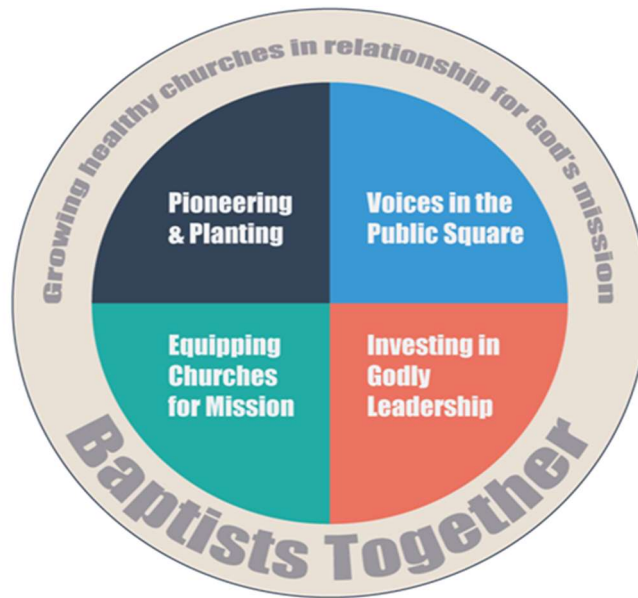
Whilst continuing to develop our ongoing work in our four key areas, we highlighted a number of issues which we felt needed particular focus for the next three to five years. These were:

- 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.

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We seek to deliver our vision through four key roles:



OUR CULTURE

The Baptist Union of Great Britain is 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. (I 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)

Moderator of the BUGB Trustee Board

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. The current Moderator of the BUGB Trustee Board, Alastair Mitchell-Baker, will reach the end of his term in role in August 2021, with his successor taking up the post from September 2021.

ROLE PURPOSE

This role focuses on two key aspects of Union life:

- To provide the leadership and oversight to ensure that the trustee responsibilities are achieved
- To provide 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

RESPONSIBILITIES

- To plan the agenda and prepare for Trustee Board meetings, involving the General Secretary, Treasurer, Specialist Team Leaders, and other members of the CLT as appropriate.
- To chair the Trustee Board meetings, to ensure that all Board business is dealt with effectively and that agreed actions are recorded clearly for implementation.
- To support and encourage Trustees in their governance responsibilities, including support to new trustees. This will include encouraging the Vice Moderator and other trustees to take responsibility for oversight of sub-groups and or Board level projects and initiatives.
- To participate in meetings of the Core Leadership Team.
- To act 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.
- To ensure that adequate support and monitoring are in place for all committees and working groups that report directly to the Trustee Board, and that Trustee representation on these is appropriate.
- To work closely with the Treasurer of the Union to manage and minimise financial and legal risk.
- To report to Council issues from the Trustee Board that are in the interests of our Union and Baptists Together.
- To attend the Baptist Assembly each year and speak on behalf of the Trustee Board as and when required.
- To chair the BUGB Moderators Group.

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- To oversee BUGB's response to complaints and appeals, including commissioning external review where required.
- To provide ad hoc support and advice as appropriate, including leading projects, sub-committees or dealing with correspondence from ministers and associations.

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.

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 on 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 Trustee Board acts as the employer for the 40 staff at Baptist House, and the Moderator will lead other Trustees in supporting the staff and building relationships with them.

The Board also includes the role of Vice Moderator, and we expect the Moderator and the Vice Moderator will work together collaboratively to agree how tasks are divided between the two post-holders, reflecting their particular skills and interests. The intention is that the Vice Moderator role provides support to the work of the Moderator.

TIME COMMITMENT

In terms of time, we expect this role to require on average four days each month. The appointment is for a three-year term, with Trustee Board meetings taking place four times each year, and Council meetings taking place over two days twice a year.

MORE INFORMATION

Copies of the terms of reference for the Trustee Board are available on request.

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Next steps

EXPRESSING YOUR INTEREST

If you would like to express your interest in this role, please send a letter outlining your interest by email to Rachel Stone, the Union's HR and Safeguarding Team Leader, who will be coordinating the appointment process on behalf of the Key Roles Nominations Group. 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 ministry role
- Your involvement to date in the wider life of the Union
- 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. We would be grateful to receive all expressions of interest by 9.00am on 6 April 2021.

Contact details: rstone@baptist.org.uk

Telephone: 01235 517730

IDENTIFYING A SHORTLISTED GROUP

The Key Roles Nominations Group meet on a regular basis to consider all expressions of interest and to identify a small group of individuals to invite to a day of discernment. If you are not asked to attend a discernment day, we will let you know as soon as possible and will be happy to provide feedback on our decision if you would find it helpful.

DISCERNMENT AND DECISION

Once all expressions of interest have been considered we will hold a full day of meetings and prayer to talk in depth with each candidate about their experience, their calling, and the roles. We hope that we will be able to come to a view on each post within two days of that meeting so that the recommendations can be taken to the next meeting of Council.

INDUCTION

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.

Appendix 1

Clarity

Baptists Together – a Union of over 2,000 churches, 13 Regional Associations, 5 Colleges, supported by 3 Specialist Teams.

1. Why do we exist?

Baptists Together exists to grow healthy churches in relationship for God's mission.

2. How do we behave?

We believe that we must intentionally develop a culture where we...

- F** *Follow Jesus and 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)
- A** *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)
- I** *Inspire others* – with a generosity of spirit, energise and motivate people to be all that God created them to be. (Ephesians 5:1 & 2)
- T** *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)
- H** *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)

You can immediately see how this renewed sense of the culture grows out of, and is connected with, the Five Core values that we had been working with since 1996. For a fuller sense of that development please read more here:

http://www.baptist.org.uk/Groups/258896/The_story_behind.aspx

3. What do we do?

We covenant together and work collaboratively in order to strengthen and enable Christ-following Baptist communities to actively celebrate, share and embody the Good News of Jesus Christ in our world. The basis of our Union is our Declaration of Principle:

http://www.baptist.org.uk/Groups/220595/Declaration_of_Principle.aspx

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4. How will we succeed?

As Baptists Together we will work together in four key areas to achieve this: pioneering and church planting, equipping local churches for mission, investing in Godly leadership, and enabling a Baptist voice in the “public square”, nationally and internationally.

5. Who needs to do what?

Each Baptist Christian is urged to be faithful in worship and prayer, seeking to know Christ through the Scriptures and responding to His grace through the waters of Baptism. Each Baptist Christian is urged to dedicate themselves to following Christ as His disciple, and to stewarding their gifts and resources wisely for the sake of the Kingdom. Each Baptist Christian is urged to bear witness to Jesus and God’s Kingdom in lifestyle, words, attitudes, and actions and to play their part in the evangelisation of the world.

We look to our **Churches, Ministers, and any other Christ-following communities who form Baptists Together** to be faithful in discerning the mind of Christ through Scripture; actively celebrating, sharing and embodying the Good News of Jesus Christ in our world in their own context. They choose to covenant together in order to encourage and “spur one another on” for the sake of the Gospel, release resources for the Kingdom and receive the wisdom, resourcing, and expertise of the wider Baptist family.

Our Regional Associations need to support, encourage, resource, and equip local churches, ministers and leaders in their ministry and mission to their local communities and beyond. Through building relationships and a sense of connectedness, and inspiring and equipping churches for mission through strategic use of funds and resources, local churches will be enabled to clarify their vision for what God is calling them to be and to do in their own context.

Our Colleges need to prepare women and men for ministry in all its forms in partnership with others through an integrated approach including nurturing discipleship, theological teaching, and reflective practice. Our Colleges also need to take the lead in supporting and encouraging research.

Our Specialist Teams need to offer specialist guidance, support, and accountability to Baptists Together in matters that concern us all. They also enable the voices of Baptists to be heard nationally and internationally.

Our Assembly needs to provide opportunities to deepen our relationships, to listen to what the Spirit of God is saying to the churches and to inspire churches in mission.

Our Council needs to engage in further discernment from what is being heard so that our broad strategic direction as Baptists Together can be agreed and owned. Churches are represented through their Associations and the full diversity of our Union is expressed and actively embraced.

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The leadership and oversight of all partners in Baptist Together will be discerned and held accountable here.

Our Core Leadership Team must offer collaborative leadership through co-ordinating the effective development and implementation of the broad strategy discerned by Council.

The Accompanying Group to the ***Core Leadership Team*** needs to provide prayer support and share in spiritual and missional reflection with them.

Our General Secretary must offer spiritual leadership to Baptists Together to enable this discernment, implementation, and delivery across our Union. She also provides a symbol and advocacy of our vision and covenant commitment to each other, together with our ***President and Vice President***, and this is exercised both within and beyond Baptists Together.

We look to all our ***Team Leaders*** (Regional, College and Specialist) to work together to develop and shape policies and plans to enable us to achieve our overall vision and strategy. Different team leaders will lead us in different areas at different times and will ensure that all other team leaders are involved in relevant ways. All our Team Leaders must then offer leadership to their respective teams in order to deliver the implementation plans developed with the Core Leadership Team alongside their own team strategies and plans. They also share the privilege of being a symbol and advocate of our vision and covenant commitment to each other, both within and beyond Baptists Together.

Association Partnerships, teams (Regional, College and Specialist) and project teams need to work collaboratively to create and deliver our detailed policies and plans in their own sphere, be that regionally, in Specialist areas, colleges, or other partners like *The Baptists Together Mission Forum*, *The Pioneer Collective*, *Youth Specialists network*, *The Justice Groups* etc. so that local churches are equipped for mission. This is done alongside delivering their own unique team plans.

BUGB Trustees must ensure that CLT fulfils the broad strategic direction set by Council and that Council and CLT together remain accountable to the churches and true to governing documents and other agreements. The BUGB Trustees must also ensure that BUGB as a charity remains financially sound as a going concern, manages risk, meets the requirement of the law and regulatory bodies, and meets high standards as an employer. The BUGB Trustees must ensure that those taking on roles for the BUGB are fully aware of the extent and limits of their role and are properly inducted and trained for their role.

Association, College and Church Trustees must likewise ensure that their Charitable Bodies remain accountable to their members and true to their governing documents and their covenant relationship with Baptists Together. They must also ensure that the charity remains financially sound as a going concern, manages risk, meets the requirement of the law and regulatory bodies,

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and meets high standards as an employer. Association and Church Trustees must ensure that those taking on roles for them are fully aware of the extent and limits of their role and are properly inducted and trained for their role.

For background / further reading:

The Declaration of Principle http://www.baptist.org.uk/Groups/220595/Declaration_of_Principle.aspx

"Something to Declare. *A study of the Declaration of Principle*" edited by Richard L Kidd

Baptist Union of GB Constitution http://www.baptist.org.uk/Articles/366062/BUGB_Constitution_amended.aspx

The Futures Report

The Governance Document

Lynn Green

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