

OPPORTUNITIES TO SERVE - TRUSTEE ROLES

THE BAPTIST UNION OF GREAT BRITAIN

November 2026

TABLE OF CONTENTS

Contents

Introduction, vision and culture _____1

Trustee roles and responsibilities, the BUGB Trustee Board _____4

Next steps _____6

OPPORTUNITIES TO SERVE

Introduction

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

We have vacancies arising on the BUGB trustee board, taking effect from the summer of 2027, and we are especially interest in finding people with backgrounds in either finance or public issues. This short document outlines the role and provides information on our selection process. Please note that these roles are carried out on a voluntary basis.

TRUSTEE, THE BAPTIST UNION OF GREAT BRITAIN

The Trustee Board holds the governance responsibilities for the Baptist Union of Great Britain as a charitable organisation. This includes ensuring that the Core Leadership Team (CLT) is able to meet its strategic direction, and that Council and CLT remain accountable to the churches, as well as the financial and risk management obligations of BUGB as a charitable organisation. The Trustee Board is made up of the Moderator, the Vice Moderator, the General Secretary, the Honorary Treasurer, and eight other trustees from across the Baptist family, and includes representation from churches, associations and colleges.

We are looking for new trustees with a wide range of experience to bring to the Board, and we are particularly seeking people with financial or public issues backgrounds to complement and augment the skills of the whole trustee group. In terms of time, we expect this role to require at least one day each month. The appointment as a trustee is for a three-year term.

SEEKING GOD TOGETHER

Could you offer to serve in Union life by putting yourself forward? We hope that you will take time to consider prayerfully whether God may be calling you to serve in this role. If you choose to express your interest, please know that we will be praying for you throughout the process of discernment and 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. We look forward to hearing from you.



Lynn Green
General Secretary
November 2026

Our vision, culture and values

Our vision is **'to grow healthy churches in relationship for God's mission'.** This statement, alongside our Declaration of Principle, guides our work together.

We seek to deliver our vision through five 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)

OPPORTUNITIES TO SERVE

- **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)

For more information on our vision and values, please see our website:

The Baptist Union of Great Britain : Vision and Values

OPPORTUNITIES TO SERVE

Trustee, the BUGB Trustee Board

BACKGROUND

The BUGB Trustee Board hold responsibility for the governance of BUGB as a charitable incorporated organisation (CIO), including all matters relating to financial standing, risk management and legal obligations. Trustees serve for terms of three years, renewable on two further occasions for a maximum of nine years.

ROLE PURPOSE

The role of each trustee, working as part of the Trustee Board, is:

- To ensure that the Core Leadership Team (CLT) fulfils the strategic direction for our Union set by Council
- To ensure that the Council and the CLT together remain accountable to the churches and true to governing documents and other agreements
- To ensure that the Union as a CIO remains financially sound as a going concern, manages risk, meets the requirements of the law and the regulatory bodies, and meets high standards as an employer
- To ensure that those taking on roles for the BUGB are fully aware of the extent and limits of their responsibilities and are properly inducted and trained for their role.

RESPONSIBILITIES

As part of the Trustee Board:

- Ensuring that a sound strategic plan is in place and that appropriate policies for fulfilling it have been adopted
- Ensuring that the work of the Union is soundly managed
- Holding specific financial, fiduciary and property responsibilities for the Union
- Managing the relationships between the various companies and charities associated with the Union
- Holding the power to appoint sub-committees where needed, including the current finance and audit sub-committee and the investment sub-committee
- To engage professional advisers for legal, audit and similar purposes

SKILLS AND STYLE

Each Trustee brings a unique set of skills and experiences to the Trustee Board. We are particularly interested in individuals with deep experience of Baptist life, and who have wide connections and relationships within our Union. Based on the current blend of skills and experiences we would be keen to see more Trustees with professional knowledge and experience of financial matters, and experience of working on social, political and public issues.

OPPORTUNITIES TO SERVE

You will need to be able to commit to our regular Trustee meetings which are held four times a year at venues across the UK, and some evening online meetings, and to preparation time for these meetings. It is usual for most Trustees to also be involved in at least one sub-committee or working group.

Previous experience at Trustee level would be valuable but is not essential.

TIME COMMITMENT

In terms of time, we expect this role to require at least one day each month, with additional time commitments if you are asked to participate in a sub-committee or working group. The appointment is for a three-year term, with Trustee Board meetings taking place four times each year, plus some shorter evening meetings online.

Next steps

EXPLORING THE OPPORTUNITY

If you would like to talk to a current trustee before you express an interest, please contact Rachel Stone, our HR and Safeguarding Team Leader, and she will be able to put you in contact with those already serving in these roles**.**

Contact details: opportunities@baptist.org.uk

Telephone: 01235 517730

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 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 employment and/or ministry roles
- 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 or not to express your interest.

DISCERNMENT AND DECISION

Please let us know if you would like to be considered for a trustee role by Friday 15 January 2027. Once expressions of interest are received, we arrange to meet with those who appear to meet our skills and knowledge requirements. We will also ask your Regional Minister Team Leader to confirm that they support your expression of interest. At least two members of the Key Roles Team will have an initial conversation with you to understand more about your background, your sense of call to service in this way, and to pray with you.

The outcome of these meetings will be shared with the full Key Roles Nominations Team so that prayerful decisions can be made about which individuals to put forward for these available roles. At this stage we will also ask your Regional Team Leader to confirm whether the Association would support you in taking on this role.

You will also be invited to meet online with the Moderators of the Trustee Board and the Key Roles Nominations Team for a more in-depth discussion of the trustee agenda and your own governance experience. The next step will be to invite you to meet with the Key Roles Nominations Team at one of our discernment days.

Our next Discernment Day is taking place on Tuesday 9 February 2027 at an appropriate central venue. Please reserve this time in your diary if you are considering an expression of interest.

OPPORTUNITIES TO SERVE

The names of potential new trustees will go to the next scheduled Council for approval (Council meetings usually take place in March and November each year). You will be required to have a DBS check at this point because of the significant financial and governance responsibilities of the role.

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.

If you take up the role of trustee we will ask a current trustee to support you at your first few meetings.

For more information on the current trustee board, please see our website:

The Baptist Union of Great Britain : Trustee Board

OPPORTUNITIES TO SERVE



The Baptist Union of Great Britain
Baptist House, PO Box 44
129 Broadway
Didcot, Oxon
OX11 8RT