

REGIONAL CIO'S

# TRUSTEE RECRUITMENT *PACK*

## WELCOME & INTRODUCTION

Dear Friend,

Thank you for your interest in becoming a Trustee in one of the regional CIOs.

### **Why are we doing this?**

On one level the formation of regional CIOs could be seen as a response to charity law in supporting Associations towards a legal identity. At its heart, however, is the primary purpose of responding to the clear missional challenge and opportunities outlined in the 2041 Report (A summary of this report can be found in Appendix 1). The four regional CIOs will work contextually towards shaping and supporting missional projects in partnership with the Associations. Through wise stewardship and creative use of resources, the CIOs will aim to join in God's mission here in Wales. This is an exciting opportunity to work collaboratively in order to bring significant change with the express aim of sharing the hope of the Gospel in every community across Wales.

### **What are we looking for?**

The regional CIOs are seeking Trustees from each of the regional Baptist Associations across Wales who will have a heart for mission and faith to support missional projects, people, pioneers, churches and new adventures of faith in order to see the mission of God bear fruit in that region. Each regional CIO will be supported by staff from the Baptist Union of Wales to serve in this important work.

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## Who is the Baptist Union of Wales?

The Baptist Union of Wales is a family of Welsh and English-speaking Baptists that can trace our history back to 1651 when John Miles established the first Baptist church on the Gower near Swansea. Today this network can be found in all parts of Wales, connected by 11 Associations, around 300 Baptist churches, a Care Home, numerous Ministers – lay, accredited and pioneering, a theological college and various individuals and groups who serve in different ways to further the work of the Gospel of Jesus Christ in Wales.

## Can you help?

If you think you might be the person God is calling to help by becoming a Trustee, please read through this information pack and prayerfully consider submitting your expression of interest to the contact details on the final page.

## THE ROLE

### The Role:

To ensure, jointly with other trustees, that the Regional CIO acts in accordance with its constitution and complies with all relevant legal requirements and to manage its activities in furtherance of the Strategic Mission & Ministry Plan and its objects.

### The Board:

The purpose of the board is to focus on strategy, governance, compliance and performance of the CIO, ensuring that the charity works in line with the vision, mission and values. Board members have a collective responsibility, meaning that trustees are individually responsible for the contribution they make, but always act and make decisions as a group. The Charity Commission website has more general information on what it means to be a trustee.





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## **Time Commitment:**

Trustees are expected to attend all trustee meetings. In addition to attendance at meetings, trustees are expected to devote time to reading papers in preparation for board meetings, attend sub-committee or task group meetings and undertake relevant training where appropriate.

## **Term of office:**

Trustees are appointed for a 3-year term of office with the opportunity to be re-elected for another 3-year term. Trustees can serve a maximum of three consecutive terms (i.e. 9 years in total).

## **Remuneration:**

This is a voluntary position, but reasonable expenses are reimbursed.

## **Compliance:**

- To ensure that the organisation complies with its Constitution and all applicable legislation and regulations including charity, employment, equality and health & safety legislation.
- To ensure that the organisation pursues its objects as defined in its Constitution
- To ensure the organisation applies its resources exclusively in pursuance of its objects

## **Strategy:**

- To give firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and monitoring performance against agreed targets

## **Governance:**

- To safeguard the reputation and values of the organisation.
- To ensure the effective and efficient administration of the organisation.
- To ensure the financial stability of the organisation, including approving annual budgets and monitoring progress against them, and approving the annual report and accounts.

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- To protect and manage any property and assets of the organisation and to ensure the proper investment of the charity's funds.
- To appoint a Regional Co-ordinator and any other necessary staff and monitor their performance.

## **Duties:**

- To regularly attend and actively participate in trustee meetings.
- To scrutinise board and committee papers.
- To sit on and chair committees as required.
- To exercise due care and attention and use reasonable skill in dealing with the Regional CIO's affairs.
- To take the lead in activities where the individual trustee has specific knowledge.
- To avoid unauthorised conflict of interests

## PERSON SPEC

## **Eligibility:**

You must be eligible to be a trustee as per the Charity Commission Trustee Eligibility Declaration (see link in additional information below).

## **Specific skills:**

We are particularly looking for people with one or more of the following skills, but these are not a pre-requisite:

- Leadership or management skills
- Safeguarding
- Financial management and accounting skills
- Organisational skills
- Marketing, media and PR skills
- Knowledge of property and/or real estate and experience
- Managing properties
- Legal knowledge



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## General Skills:

- Committed member of a local church (the majority of the board will be from Baptist Union of Wales Churches), in sympathy with the Baptist ethos, belief and outlook
- Willingness and ability to understand and accept their responsibilities and liabilities as trustees
- Willing and able to devote time and effort necessary to be effective in the role
- Willingness to lead according to Baptist values: walking humbly, bringing our best and embracing change
- Ability to think creatively and strategically and exercise good, independent judgement
- Understanding of the opportunities and challenges facing local Baptist causes in the region and a desire to help
- Effective communication skills and a willingness to participate actively in discussion, including sharing and challenging different perspectives
- Ability to work effectively as a member of a team to take decisions for the good of the CIO and the wider Baptist family
- Strong personal commitment to equity, diversity and inclusion
- Ability to demonstrate accountability and hold others to account
- Understanding of the legal duties, responsibilities and liabilities of trusteeship
- Tact, diplomacy, impartiality, fairness and the ability to respect confidences
- Openness to continue to learn and develop in the role

In addition to the above skills and experience, we are looking for people willing to bring energy, enthusiasm and commitment to the role, and who will ensure a broad diversity of thinking on the Board. Support, services and guidance will be provided centrally from BUW.

## ADDITIONAL INFORMATION

[Link to BUW website](#)

[Link to Charity Commission trustee information](#)

[Link to Charity Commission trustee declaration form](#)



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## APPLICATION & INTERVIEW PROCESS

- To apply, please send a letter/email detailing why you want to apply for the role, which region you wish to serve and outlining your relevant experience to [post@ubc.cymru](mailto:post@ubc.cymru).
- End **December 2025**: Application deadline
- **January 2026** – Initial shortlisting conducted by CIO Nomination Committees
- **February 2026** – Formal conversations with interviewees conducted by CIO Nomination Committees
- **February 2026** – Following successful interviews, references and checks will be taken up
- **March/April 2026** – Association meetings held to confirm appointment of trustees
- **Easter 2026** – Successful candidates will form the CIO boards and register with the Charity Commission.

If you have any further questions or would like an informal chat with someone about the role, please do not hesitate to contact us on the details below, we'd love to hear from you. Email: Rev. Simeon Baker – [simeon@ubc.cymru](mailto:simeon@ubc.cymru) or Dr Christian Tucker-Williams [christian@ubc.cymru](mailto:christian@ubc.cymru) . Tel. 0345 222 1514

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## APPENDIX 1: 2041 REPORT SUMMARY

Along with other Christian denominations in Wales and in line with global trends within Christendom, the Baptist Union of Wales has experienced decline over the course of the twentieth century. The 2041 Report, produced for the denomination in 2021, looks ahead to the next 20 years and provides a detailed picture of our context. The report suggests continued health and growth beyond 2041, despite continued closure of churches:

65% of the churches within the Baptist Union are elderly and small in number and we can expect a large proportion of these 200 churches to close within the next few years. In a handful of rare cases there may be a desire to change and the ability to do so – those cases must be supported and encouraged; and the other churches must of course continue to receive all appropriate support until such a time as they do decide to close.

But up to 35% of the churches within the Union (up to 100 churches) can be expected to still be with us in 2041.

Some of the 'factors' that suggest a church may continue for another 20 years include:

- Membership of around 40 or more
- Children and youth in attendance

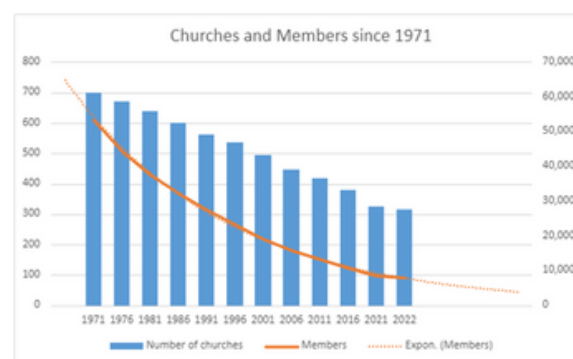


Fig. 1 The number of churches and members over time since 1971.

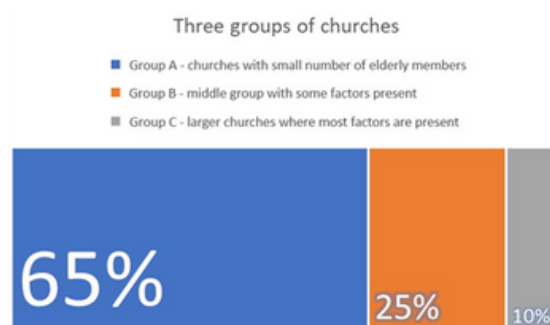


Fig. 2 The percentage of churches in 3 categories: churches with a small number of elderly members (group A); a middle group with some growth factors (group B); larger churches with many growth factors (group C).



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Undeb Bedyddwyr Cymru  
The Baptist Union of Wales

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- Suitable building
- In general, minister not shared with other churches
- Baptisms of new believers
- Regular community work
- Online presence

None of this is a foregone conclusion – and this is above all a matter of responding in faith. The creation of the new Missional CIOs is part of that response – so that as Baptists across Wales we can use the legacies inherited from the past to support churches in mission to Wales today.