

**CHURCHES TOGETHER IN ENGLAND**

# Appointment of Chair of Trustees



**One in Christ Jesus, engaged in God's mission, empowered by the Spirit.**

# Letter from Richard Bradbury

**E**cumenism is one of the biggest challenges in the Christian world. We reside at the end of a long series of splits and divisions which have characterised the church over the last two millennia. However, the last hundred or so years have seen a breaking down of some of those old divisions across the denominations and a growing desire to pilgrimage together. It is this pilgrimating aspect that is the most engaging part of being involved in Churches Together in England (CTE).

The 2017 Theos report – *That they all may be one: Insights into Churches Together in England and contemporary ecumenism*, identified that, in the upcoming generation, divisions between denominations are much more blurred and fluid. Those under forty are much more likely than previous generations to share in one another's worship experience. This makes it a very exciting time for anyone stepping into the role of Chair of CTE. As we move forward, there is a real opportunity to shape this ecumenical instrument to take forward the aims of CTE and to engage a new generation of ecumenists in our joint pilgrimage together.

For anyone who has a vision for a strong and united church in this country, I would encourage you to join this diverse and vibrant team of Trustees and staff to help shape the future of the Christian landscape of England.

Yours,

**Richard Bradbury**

Company Secretary of CTE  
& Chair of search group



# Letter from Rowena Loverance

**B**eing a Christian in England today can be quite hard going. It can feel deeply countercultural, as one struggles to make one's voice heard in a society which seems to have given up listening. It can be disheartening, as a lot of what passes for discussion of religion in the public sphere is 'culture-war' stuff, focusing on issues of human sexuality and personal identity, although we know that when we are living out our best selves, religiously speaking, we are more concerned with other people's problems and with building alliances to help solve them. And what about Jesus, the source and origin of our faith? As war rages in the land of his birth, how can we demonstrate that, while Christianity is rooted in the Middle East two thousand years ago, it offers us today a living and deepening relationship, and one which we passionately want others to join?



For many of us, the best way to respond to this challenge is by joining together with other Christians, not just those from our own tradition, but those who experience and practice the faith in different ways from us. This has double benefits - we expand our own understanding and together we stand the best chance of making an impact in today's society. That's why I am involved in ecumenism, and why, if you've read this far, I expect you are too.

There are of course many ways of doing ecumenism – in local Churches Together groups, in chaplaincy, running retreat centres or foodbanks, going on pilgrimage...

Churches Together in England (CTE) is the national body which encourages and supports churches to pray and work together. We have 54 member churches / denominations, drawn from across the whole spread of Christianity in England. And through our Charities and Networks in Association, now numbering almost 100, we support Christians working ecumenically in almost every aspect of our national life.

As Chair of CTE, you will find yourself at the heart of this network of relationships. CTE has a small staff, mostly home-working and based around the country. We have close relationships with a wide variety of dedicated people working ecumenically at national, regional and local level. We offer in-person training, access to a library of

Continued overleaf

---

## APPOINTMENT OF CHAIR OF TRUSTEES

---

resources through our website and an enhanced presence through our social media. Our staff represent the churches in national conversations about community relations, housing and racial justice.

From this nodal position, you will have the opportunity to make your own contribution to developing the vision. Over the six years of my chairmanship, I have delivered on the findings of our 2017 'good health report' from Theos, ensuring greater emphasis on mission and a clearer strategic purpose for the organisation as a whole. I have scoped and launched an exciting grant-giving programme to inspire and empower a new generation of young ecumenists. And I have built a much more diverse team of staff and Trustees.

At its best, Churches Together in England mirrors the church as it could be, as we share in each another's worship, listen to each other's experience and try to discern where God is calling us to act. Of course, there are times when it can be painful, when our diversity is stretched to breaking point. But it is at the heart of our faith that Christ will lead us into unity, so we forgive each other, and try again.

If you share our vision for the Church, can bring this kind of relation-building experience, and enjoy the demands and responsibilities of chairing a small but enthusiastic charity, you will find the role of Chair of CTE both rewarding and inspiring.

We look forward to hearing from you.

### **Rowena Loverance**

Chair of CTE



Peace is Every Step prayer vigil Michael Preston for Quakers in Britain

# About Churches Together in England

## What we do

Churches Together in England is the national ecumenical instrument supporting and encouraging churches from a wide range of traditions to work together in unity.

With churches drawn from the Anglican, Catholic, Pentecostal, Charismatic, Orthodox and Lutheran traditions, as well as Free Churches, Quakers and others, we unite one of the broadest range of churches in Europe.

Our vision is to create a space in which fruitful collaboration and mutual understanding can grow, so that we as churches work more closely together in our great task of sharing in God's mission and making the gospel of Christ known in our nation.

CTE also works alongside three National Agencies, as well as more than 90 Charities and Networks in Association – a wide range of voluntary groups whose work has an ecumenical dimension involving Christians of many different traditions.

Our strapline is: One in Christ Jesus, engaged in God's mission, empowered by the Spirit.

---

## Our strategy

Our strategic Plan for 2024 has the following aims:

1. To help Member Churches to share their own understanding of mission.
2. To find new ways to support intermediate and local ecumenism.
3. To find new ways to extend CTE's valued role of relationship-building.
4. To create more opportunities for churches to do theology together.
5. Use CTE's channels to ensure that the Christian voice is heard on key issues emerging from the churches.
6. Develop CTE's reputation as the go-to place for ecumenical information in England.
7. To develop the work of racial justice for CTE and its members.
8. To ensure CTE has the systems and structures in place to enable it to achieve its aims.

### Our Finances

CTE receives the majority of its income from subscriptions from its member churches; it also levies a modest subscription from its Charities and Networks in Association. Most of our expenditure consists of staff salaries, since it is through the staff that the main part of the work of the charity is carried out. Annual turnover is c. £450,000. We do not own any property; we rent space in the Free Church Group's offices in Tavistock Square, London.

The charity's total reserves at year-end 2022 were c. £730,000. Our reserves policy requires reserves of a minimum of nine months' expenditure to safeguard the charity's future. The Trustees consider the current level of reserves to be somewhat in excess of the charity's current requirements. In 2022 they took the decision to invest in an enhanced Operations capacity in order to upgrade our financial and operating systems. This involves expenditure of approximately £150,000 of reserves on the role of Head of Operations over the next 5 years.

A major development in 2023 was the decision to launch the [Bill Snelson Young Ecumenists Fund](#). Reserves of £150,000 have been set aside in a designated fund; the annual interest of c. £6000 will be awarded as bursaries to support young people to gain ecumenical experience abroad. The first six awards were announced in early 2024.



National Windrush 75th anniversary service Eve Milner/Southwark Cathedral

### Our governance and leadership

Churches Together in England is both a charity and a company limited by guarantee. It is governed by a Memorandum of Association and Articles of Association. It was established in 1990 as one of the successor bodies of the British Council of Churches. (The other successor bodies are Churches Together in Britain and Ireland; Cytûn, Churches Together in Wales; Action for Churches Together in Scotland and the Irish Council of Churches).

The charity is governed by a Board of Trustees; and currently consists of 13 trustees drawn from across CTE's Member Churches. The Board is responsible for setting the group's strategic direction, overseeing governance and risk, setting budgets, and ensuring that the charity achieves its objectives and complies with its legal and regulatory obligations. Some specific duties of the Board are delegated to the Finance and Operations Committee. The Board currently meets quarterly in London.

Trustees are appointed by and report to the Enabling Group. This is made up of representatives of CTE's Member Churches, together with representatives from Intermediate Bodies (county and regional Churches Together) and Charities and Networks in Association. The Enabling Group offers strategic guidance to Trustees and CTE's AGM takes place during the autumn meeting. It provides a space for churches to discuss issues of common concern. It meets twice a year, alternating between Hertfordshire and Derbyshire. Historically, the Chair and Vice-Chair have served as Convenor and Deputy Convenor of the Enabling Group. However, whether this is necessary is currently under review and the opinion of the incoming Chair will be elicited in this respect.

Every three years CTE holds a Forum. Bringing together over three hundred representatives of CTE's Member Churches, Intermediate Bodies, Co-ordinating Groups and Charities and Networks in Association, CTE's Forum is the broadest representative ecumenical gathering of Christians in England. It is not a decision-making body, but it models the church we are working to build.

CTE has six Presidents, senior church leaders who represent the major traditions of Christianity in England. They meet, together with the CTE Chair and General Secretary, to liaise on a wide variety of issues of common interest and concern. Their Personal Covenant, which each new President signs, describes their commitment to each other and to the churches in England. They can and do issue public statements on behalf of CTE.

CTE's staff team is led by our **General Secretary**, Bishop Mike Royal (appointed March 2022). A significant church leader in his own right from the Pentecostal tradition, Mike is passionate about the importance of churches working ecumenically for social justice. Under his leadership, three staff members focus on particular areas of work: mission and evangelism; ecumenical engagement; racial justice and developing young ecumenists; while three staff members work across the full range of our work on communications, operations and administration.

# The role of the Chair

**We are looking for a new Chair of Trustees and Convenor of the Enabling Group of Churches Together in England who has a heart for ecumenism and a head for governance.**

The current ecumenical climate in England is a diverse one. Some of the churches which have been the historical drivers of ecumenism are wrestling with falling numbers, overstretched staff and underused buildings; however, they are still comparatively well-resourced and well-grounded in national life. Churches of the Orthodox tradition are relatively newly established in England, but bring a deep sense of history and often current experience of persecution. Pentecostal and Charismatic churches, which now make up half of CTE member churches, are a broad constituency but all increasingly look to play a fuller part in national life. These groups have very different expectations of their fellow Christians and creating a trusting interrelationship between them lies at the heart of CTE's effectiveness.

In addition to the above, CTE plays a crucial role in developing intermediate (county or city) ecumenism. We offer a range of resources, training and staff support to ecumenical representatives who work at this level. In turn, these representatives enable local churches from a wide range of traditions to work together. The Chair plays a crucial role in creating, and embodying, these relationships.

CTE is a registered Charity, and the Board of Trustees are responsible for providing appropriate oversight, governance, and leadership to the charity in the pursuit of its strategies and fulfilment of its charitable purposes. The Chair's main role is to provide clear leadership to the Board, set the Board agenda and lead the other Trustees in playing a full role in the development and determination of the charity's strategy, its overall governance, and providing advice and support to the General Secretary.

## Main responsibilities

- Providing leadership and guidance to the Board of Trustees in setting the strategy for CTE, ensuring that priorities are clearly set out and providing oversight and governance of the organisation.
- Directing the business of the Board, agreeing agendas, and chairing and facilitating board meetings, encouraging a strong collegiate working environment where all Trustees contribute their skills, experience and opinions in order to achieve a high level of scrutiny and oversight.
- Setting clear expectations for culture, values and behaviours and ensuring that these are embedded with appropriate structures and processes.
- Representing the organisation publicly and at events, meetings, or functions and being credible as an ambassador for CTE internally and externally with key stakeholders including the media, policymakers, funders and the government.
- Ensuring the financial viability and long-term sustainability of the charity.
- Providing leadership and support to the General Secretary and holding him to account for the effective management and delivery of the organisation's strategic aims and objectives.
- Maintaining the Trustees' commitment to Board diversity, renewal, and succession planning in line with best practice.
- Ensuring that the Board of Trustees has the right mix of knowledge, skills, and experience through periodic reviews to highlight individual and Board training needs; ensure assessment of individual and Board effectiveness.



# Person specification

**The successful candidate must identify with CTE's mission to be a visible sign of the churches' commitment to one another. We are looking for a creative and strategic leader, who can demonstrate a high level of capacity in the following areas.**

## Essential:

- Wholehearted commitment to the vision and values of Churches Together in England, together with an understanding of, and empathy for, the experiences of churches with very different theologies and ecclesiologies.
- Proven leadership skills and a commitment to fairness and promoting equality, diversity, and inclusion, as well as to Nolan's seven principles of public life - selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Highly developed interpersonal skills, combined with diplomacy and a team-oriented approach, with the ability to build sustained positive relationships with key stakeholders and colleagues.
- Proven experience of chairing a Board or senior committee, with sound knowledge and application of effective governance and the responsibilities of Trustees in a regulated setting; this will include an understanding of complex strategic issues and problem solving.
- A willingness and ability to devote the necessary time to the role, which we estimate to be a minimum of around three days per month and ability to travel to London, Hertfordshire and Derbyshire as required.

## Desirable:

- A good understanding of communications, and how an organisation can use social media to maintain and enhance its profile.
- Experience of churches at national level and the ability to influence, and have contacts amongst, senior church leaders.
- A good level of theological literacy.
- Experience of guiding an organisation through significant change.

We welcome applications from diverse or marginalised groups and will make adjustments where reasonable.

# Trustee responsibilities and role description

**In addition to the responsibilities held as Chair, the role also has general Trustee responsibilities. Trustees play a vital role in making sure that CTE achieves its core charitable purpose. They oversee the overall management and administration of the charity. They ensure that the charity has a clear strategy and that our work and goals are in line with our vision. They support and challenge the staff team to enable CTE to grow and thrive. Board members have a collective responsibility, which means that Trustees always act as a group and not as individuals.**

## Statutory responsibilities:

**A Trustee is a non-executive position; a summary of Trustees' main duties and responsibilities as defined by the Charity Commission is that Trustees must:**

- Ensure their charity is carrying out its purposes for the public benefit.
- Comply with their charity's governing document and the law.
- Act in their charity's best interest.
- Manage their charity's resources responsibly.
- Act with reasonable care and skill.
- Ensure their charity is accountable.

As CTE is registered not just as a charity but also as a company limited by guarantee, every Trustee is also a director of the company, and has legal responsibilities in that capacity. As defined by the Companies Act, the statutory duties of company directors include acting within their powers, promoting the success of the company, exercising independent judgement, reasonable care, skill, and diligence, avoiding conflicts of interest, not accepting third party benefits, and declaring interests.

Overall, Trustees have a duty to act prudently, in good faith and must exercise their powers for the benefit of, and in the best interests of, the charity; consequently, Trustees' personal interests must not be allowed to conflict with, or cause harm to the charity.

### Remuneration & Tenure

All Trustees are appointed for a term of three years, which may be extended for a further three years. There is no maximum length of service.

The Chair and Vice-Chair are appointed for a term of three years, which may be extended for a further three years upon approval by the Board and Enabling Group.

Trustees, including the Chair, receive no remuneration, but do receive travel expenses and other reasonable out of pocket expenses as appropriate. Third-party indemnity provision is in place.

**Individuals are automatically disqualified as charity trustees if at least one of the following points apply:**

- If they have unspent convictions for offences of dishonesty or deception (an offence of dishonesty or deception is one where dishonesty or deception must be proved for someone to be convicted. It does not just mean dishonesty or deception was involved in committing the offence). The same goes for attempting, aiding or abetting (encouraging or assisting someone to commit) these offences. Theft is a good example: dishonesty must be proven for a defendant to be found guilty.
- If they have previously been removed as a trustee, charity officer, agent or employee, by the Commission or the High Court due to misconduct or mismanagement (or the Scottish equivalents).
- If they are currently declared bankrupt or subject to bankruptcy restrictions or an interim order
- If they are subject to a debt relief order, a debt relief restrictions order or interim order.
- If they are disqualified from being a company director.



Ecumenical and Inter-Faith Prayer Service for Peace in Ukraine Marcin Mazur / Catholic Bishops' Conference of England and Wales

### Role overview & duties:

#### Specifically, the role of a Trustee at CTE is to:

- Serve as a member of the Board, which has ultimate responsibility for directing the affairs of the charity, ensuring that it is solvent, well run and delivering the charitable outcomes, including the public benefit requirement.
- Provide strategic direction to the charity, setting overall policy, financial plans and budgets, defining goals, ensuring the effective management of risks, and evaluating performance against agreed targets.
- Use their specific skills, knowledge and experience to help shape the development of the charity and to help the Board reach sound decisions. This involves scrutinising board papers, participating in discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.
- Participate in board committees, working in partnership with other trustees and members of the Executive team.
- Act as an ambassador for the charity and use their networks to promote its work.

---

### Time commitment and support

Overall, we anticipate that the role of Chair will require a minimum time commitment equivalent to around three days per month, following an initial period of induction.

The Board meets four times a year, usually for up to four hours; meetings are normally held at CTE's London office in Tavistock Square. The Enabling Group meets twice a year, overnight, alternatively in Hertfordshire and Derbyshire. The Chair takes a significant role in preparing papers for and subsequent to these meetings.

There is also an expectation that the Chair will attend the Finance and Operations Committee, which meets four times a year, on zoom; the Bill Snelson Young Ecumenists Committee, which holds twice-yearly grant award meetings, on zoom; and meetings of the Presidents, which are held two or three times a year, in person. At certain times it may be necessary to convene additional Board and/or committee meetings.

The Chair will be required to conduct monthly 1:1 meetings with the General Secretary, in person or on zoom, including an annual appraisal, and to be available for consultation.

The Chair and/or Vice-Chair may be expected to take part in scrutiny groups, which meet with applicant member churches; attend other internal and external events; and deal with other ad hoc matters which may arise.

As well as the Vice-Chair, the Chair is supported by a Company Secretary, who chairs the Finance and Operations Committee, and an Honorary Treasurer.

---

## APPOINTMENT OF CHAIR OF TRUSTEES

---

### How to Apply

If you are interested in this role, please send a CV and covering letter to Lorraine Shannon at [lorraine.shannon@cte.org.uk](mailto:lorraine.shannon@cte.org.uk) and kindly complete the equal opportunities monitoring form [via this link](#)

**Closing date for applications:** midnight on Sunday 14 April 2024

**Interviews:** will be held during April / May (date tbc).

If you would like to have an informal discussion about the role, please contact Richard Bradbury at [richardb@beverleycommunitychurch.org](mailto:richardb@beverleycommunitychurch.org)

---

### GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

