



THE
WILLATS
TRUST



APPOINTMENT OF
CHIEF EXECUTIVE

Macaulay
search



INTRODUCTION TO THE WILLATS TRUST

The Willats Trust gives grants to Christian workers to share the Good News of Jesus in some of the poorest and most marginalised communities in the UK and Ireland.

As a young man, William Willats, observed that the poorest people in the city of Bath, where he lived, didn't go to church simply because they didn't have suitable clothes to wear to a religious place of worship. As a Christian he felt the injustice of this and set about taking the 'church' to the people. He set up a 'Spiritual Guide' programme where workers would visit the poorest in society to read them the Bible, pray with them and help them understand God's word.

During this time, Mr Willats acquired a considerable number of properties across the Bath area.

Since 1858 The Willats Trust has used the rental profit from its property portfolio to support 'Guides' who bring the Good News of the Gospel to communities with little or no experience of or interaction with the Christian faith.

OUR GRANTMAKING

The Trust currently owns and manages a property portfolio of in excess of £35m. Many of these properties are Grade 2 listed. A significant proportion of the profits from these properties become the funds for grant-making.

Since its foundation, the Trust has supported thousands of community evangelists, with ministries ranging from homeless outreach, to working with refugees and many other disadvantaged communities. The one common thread, uniting all grantees, is the passion to preach the Gospel and share the good news of Jesus where poverty is greatest.

In our last round of grant-making we awarded a total of approximately £450,000 and are at the moment supporting a total of 62 'Guides' working across the UK and Ireland.

Our medium-term ambition is to increase this figure to £1m in annual grant-making.

Our grants currently range in size from £5,000 to £15,000 a year for three years.

The Trustees meet twice annually to prayerfully assess applications.

ALICE'S STORY



"I grew up in a family where sharing the Gospel was normal. At university, I made friends with students from China and spent time sharing the Gospel with them; reading the Bible with them on the floor of my room as I did not have enough chairs!

I have a real love for people in this area, Jesus called us to share the Gospel to all nations. Many refugees, from Iran and elsewhere, are housed on our estate and so this is a great opportunity to see this in action.

I have lots of opportunities to engage with women in Toxteth. We meet new people through our evangelistic groups and then spend time reading the Bible and praying with women across the area. Sian (not her real name) was born in an Imam family in Pakistan. Her husband lived in England so she moved here, but shortly after, he passed away from cancer. She was admitted into a mental health hospital and I started visiting her. One day, she said that she never did anything outside the hospital and asked me what I usually did after the visit. I was going to a Bible Study and I invited her. Through this Sian found Jesus and is now really big evangelist within her community.

Because we are working in such a deprived area we have very little money as a Church. The Willats Trust has meant that despite our low resource, we've been able to continue our work. The Willats Trust is really unique and great fit for the work we do."

[Click here](#) to watch a video of Alice serving her community in Toxteth

CONTEXT

Mr Willats bequeathed the Trust an incredible endowment which for 166 years has been used to build the Kingdom and transform lives, families and communities in some of the toughest places to live across the UK and Ireland.

The Willats Trust is providing vital funding for Christian workers to take the hope of the Gospel to people and places that feel isolated, abandoned and overlooked. Often, in communities where the church itself is constrained by lack of funds.

The increasing uncertainty and insecurity in the world is fuelling a spiritual hunger and desire for a renewed sense of hope and purpose. The recent Talking Jesus survey, conducted by Savanta ComRes in 2022, revealed that 33% of non-Christians are open to knowing more or experiencing more of Jesus Christ*.

This is a moment of opportunity.

We have an ambition to more than double the amount we award in grants from £450,000 to £1m a year, to transform our grant-making to be best-in-class and to forge dynamic partnerships that extend the reach of the hope of the Gospel across UK and Ireland.

We are now looking to appoint a dynamic Chief Executive, with a Kingdom heart and commitment to evangelism, who brings a breadth of senior leadership experience, commercial skills, and prayerful wisdom in navigating the opportunities and challenges of the season ahead.

*Talking Jesus Report 2022, Savanta ComRes, p26



ROLE DESCRIPTION

Reporting to the Trustees through the Chair of Trustees the Chief Executive will be responsible for the overall administration and management of The Willats Trust, including its grant-making, the management and administration of its operation, and the maintenance and development of its property portfolio and investments.

The role will be supported by independent contractors (including an accountant and chartered surveyors) as well as part time salaried staff roles. As with any charity director, serving as the Chief Executive of The Willats Trust can be both a satisfying and challenging role. The role encompasses many functions of the organisation from the mundane to the extraordinary, all whilst embodying the mission of the Charity and helping guide its vision.

The heart of the Chief Executive role is leadership: establishing direction; ensuring the 'big picture' is understood; motivating their colleagues; put in place the appropriate structures, processes and procedures; review, learn, redirect; hold to account and monitor the performance of the Charity.

The direct reports of the Chief Executive are:

Property Manager

Finance Manager

Team Administrator

Our plan is to soon recruit a Grants Officer.

[Click here](#) to read the bios of staff and Trustees.



CURRENT PRIORITIES:

Priorities for the incoming CEO will be:

- Working with the Board to facilitate the development of a compelling grant-making strategy.
- Strengthening our impact monitoring and evaluation systems so that we can be more rigorous in measuring the transformation we are enabling.
- In partnership with the Board restructuring and diversifying the investment portfolio so that it is lower maintenance and has a higher rate of return.
- Improving the ways of working to ensure optimum efficiency, effectiveness and good governance.
- Fostering a culture of excellence so that The Willats Trust becomes known as the most effective funder of evangelism in the most deprived communities across the UK and Ireland.

KEY RESPONSIBILITIES

The main areas of responsibility include:

Leadership:

- Focusing, envisioning and uniting staff around the Trust's vision, mission and values.
- Ensuring the effective working of the staff team and its interface with the Trustees including developing strategies, objectives and priorities for approval by the Trustees and leading their implementation.
- Scanning the external environment for changes that may affect the Charity and to proactively advise the Board and take necessary action.
- Developing a culture committed to continuous learning and improvement.
- Building a strong and positive team culture where employees thrive and excel and which attracts and retains talent.
- Ensuring that the Charity's Christian values, ethos and policies are relevant, fair and consistently implemented.



Management and Administration:

- Providing management oversight of the team, investments, grant-making, systems and processes so that the charity maximises its effectiveness in fulfilling its mission and vision.
- Developing and facilitating goals and objectives that are consistent with the charity's mission and vision and ensuring that there are robust policies, systems and processes underpinning them.
- Ensuring effective governance and statutory compliance across the charity, including for property, risk management, recruitment and charity regulatory requirements.
- Overseeing all grant-making, programmes and activities to ensure that the Charity's objectives are met and that impact can be evaluated and measured clearly.

Finance and Risk:

- Developing, in partnership with the Board, and implementing systems and strategies that enable the charity to meet its financial goals, maintain and enhance its property portfolio to fund its grant-making and associated activities.
- Ensuring that the charity's finances, financial controls and financial systems are effectively and efficiently managed to the highest standards and meet all regulatory and audit standards.
- Overseeing the development of the annual financial plan, budgeting and multi-year modelling.
- Overseeing the financial control and reporting of the charity, including management accounting, annual reports, quarterly board reports and performance reporting and analysis including maintenance of all financial assumptions around rents, occupancy, sales and purchases, recruitment, pay and investment yields.
- Ensuring that the major risks to which the charity is exposed are reviewed regularly and that systems have been established to mitigate those risks.
- Overseeing the provision of accurate statutory financial information ensuring that it is submitted on a timely basis and in accordance with the external auditors' needs.

Governance:

- Fostering good communications with the Chair and the Board, drawing upon their respective strengths and abilities and ensuring that the Board receives timely advice and appropriate information on all relevant matters throughout the year.
- Together with the Chair:
 - enabling the Board to fulfil its duties and responsibilities for the proper governance of the Charity,
 - developing an annual programme of Board (and committee) meetings and away-days.
- Ensuring that the Board is kept up-to-date on the performance of the Charity in meeting its objectives, priorities and policies.
- Facilitating the onboarding of new Trustees and sub-committee members as appropriate.

External Relations:

- Networking and facilitating mutually beneficial partnerships with other like-minded grant-making and funding organisations.
- Building strong relationships and serving as the chief point of contact with the 'Guides' (grantees) and raising profile and support for The Willats Trust through personal contact with national and regional churches, parachurch and community organisations.
- Coordinating representation of The Willats Trust to regulatory bodies, local government and other groups or bodies and fostering good relationships with them.



PERSON SPECIFICATION

This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 to the Equality Act 2010.

The kind of leader that we are seeking is described below:

Calling

A person with a desire to use their gifts and experience to facilitate the resourcing of Christian workers to take the Gospel of Jesus Christ to the least reached and hardest to reach communities across the UK and Ireland and an excitement about the mission they will be leading and shaping.

The Chief Executive (CEO) will lead a team of staff who support 'Guides' who are sharing the Christian Gospel in some of the most marginalised communities across the UK and Ireland. The CEO will be expected to conduct the business of the Willats Trust in line with the Christian values reflecting the Founder's original vision. The CEO will represent The Willats Trust and must have a willingness to share their personal journey to the Christian faith, have an understanding of and commitment to evangelism, and lead and join in prayer meetings.

Experience and skills

A person who:

- Has experience in senior leadership in an organisation of a similar scope and complexity including setting vision, developing and delivering strategy and overseeing finances.
- Is an accomplished team leader with the proven ability to delegate effectively and to build and inspire strong teams.
- Is an excellent communicator with the ability to build strong relationships with the Board of Trustees and at senior levels.
- Has commercial acumen with experience of assessing and making investment decisions involving property and other types of asset.
- Is a natural problem-solver who considers arguments, interprets and analyses sometimes conflicting information, to form conclusions and appropriate courses of action.
- Has experience of identifying and building relationships and strategic partnerships to support organisational objectives.
- Has sound judgement, clarity of thought, integrity and who leads by example.
- Ideally has experience of grant-making and an understanding of impact monitoring and evaluation.
- Has a degree level qualification or equivalent.

TERMS OF APPOINTMENT

The role is part-time (4 days a week) and permanent.

The Willats Trust will carefully consider flexible working patterns where possible, though the post-holder will be expected to work from the Charity's office in Bath for at least two days per week.

HOURS: Part-time (4 days a week) - 32 hours a week. Some weekend working and availability at other locations and outside of normal working hours may be required.

SALARY: Circa £70,000 FTE p/a and other benefits depending on experience.

HOW TO APPLY

Willats Trust is working with Macaulay Search to make this appointment. Applications should be sent by email to mark.powys-smith@macaulaysearch.com The closing date for applications is 5pm BST on Thursday 13th June 2024. Your application should comprise:

- A full CV including a full employment history showing responsibilities held and relevant achievements;
- A covering note of not more than one and a half pages summarising your motivation and reasons for being interested in this position. Please do make mention of your fit with the Christian faith and motivation for wanting to support the Trust's vision and mission;
- The names of three referees – two of whom should cover recent years of employment and one of whom should be your church leader. These details will be held in strictest confidence and references will not be sought until later in the process and not without your prior agreement.

THE PROCESS

A selection of candidates will be invited to a first interview via MS Teams on Thursday 4th July.

A second round of in-person interviews is scheduled for Tuesday 23rd July.

You can expect to hear from Macaulay Search if you have been invited for interview by the end of the day on Friday 21st June. Thank you for prayerfully considering this role. Please do be in touch with Mark Powys-Smith at Macaulay Search if you have any questions about this opportunity.

