



**CHURCH
MISSION
SOCIETY**

Chair of Trustees



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Introduction to CMS

The mission community you'll be joining

With Jesus. With each other. To the edges.

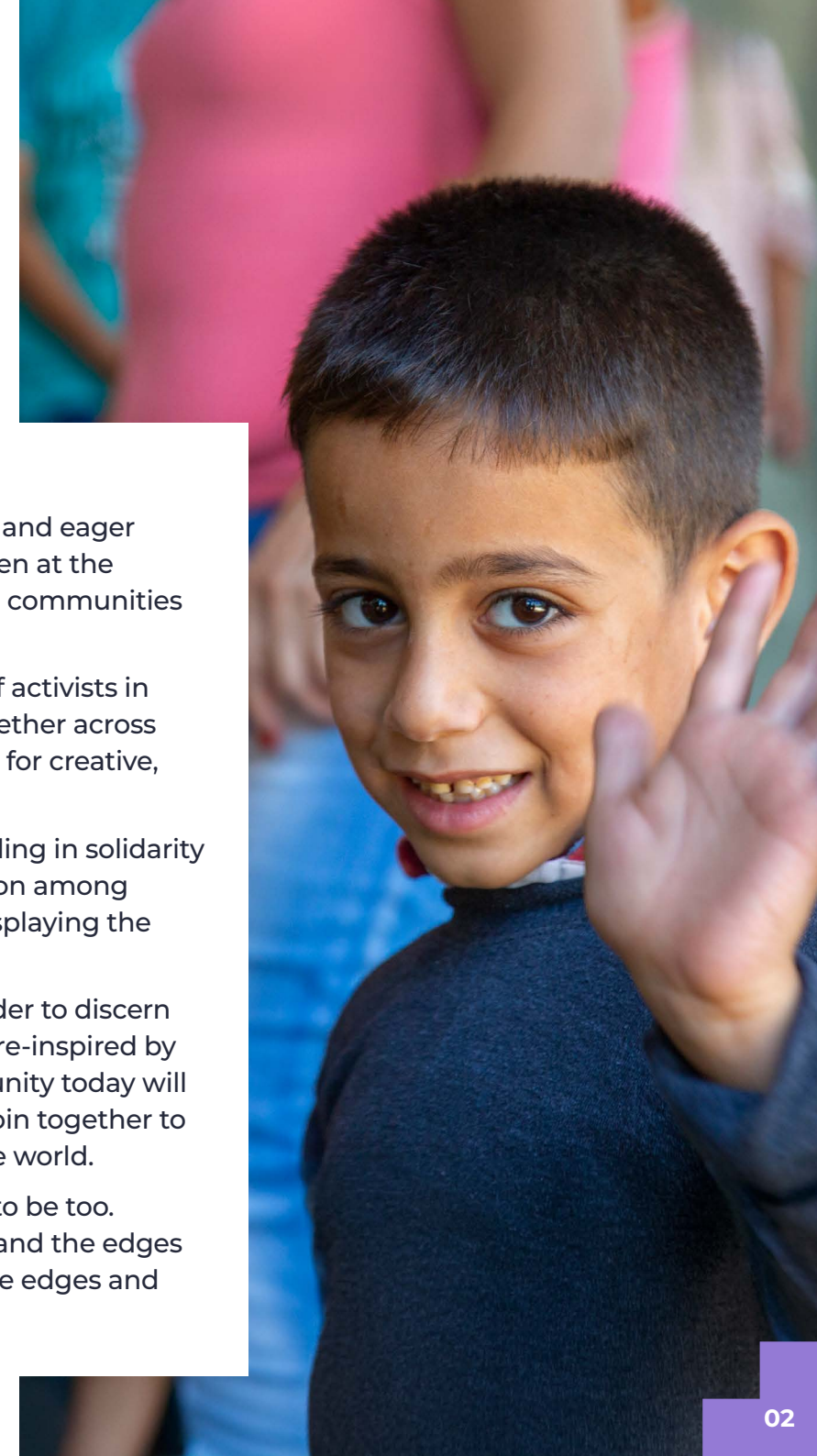
Welcome to Church Mission Society, where we are passionate about God's mission and eager to see more and more people become followers of Jesus. For 225 years CMS has been at the forefront of global mission, living out the gospel of Jesus, seeing lives changed and communities transformed across the globe. Often in ways we could not have anticipated.

Founded by William Wilberforce and other members of the Clapham Sect group of activists in 1799, today CMS supports hundreds of people and partners in mission working together across Africa, Asia, Latin America, Europe and the Middle East. We also train UK Christians for creative, ground-breaking mission in Britain.

From empowering marginalised people to reach their God-given potential to standing in solidarity with people whose faith makes them outsiders in their culture to pioneering mission among people who might have given up on God, CMS is at the cutting edge of mission, displaying the love of Jesus to many people who might not have believed he was for them.

In the last few years, we've undertaken a prayerful review of our organisation, in order to discern our mission call for this generation. In the process we have rediscovered and been re-inspired by the pioneering spirit of our founders. Those joining the CMS global mission community today will find a diverse group of people that have been reinvigorated with a fresh vision to join together to make disciples of Jesus among people at the edges, both in the UK and around the world.

Jesus spent much of his time with people at the edges, and that's where we want to be too. Church Mission Society invites people at the edges of church, the edges of society and the edges of our comfort zones to follow Jesus and play a part in his story. Come with us to the edges and discover God at work in ways you might not have expected.





Chair of trustees requirement

CMS is now embarking on the critical task of seeking a successor to Charles Clayton as Chair of Trustees. Charles has indicated his wish to step down no later than March 2025, by which time he will have served CMS for ten years as Chair, and through a time of great change. We are therefore looking for a person of integrity and ability to lead our board, enabling the trustees to make a significant contribution to the life and mission of CMS.





Context

Fundamentally, CMS is all about Jesus – following him and bearing witness to the good news of salvation through his death and resurrection in the UK and the world.

For 225 years CMS has been going to the edges of society, the church and our own comfort zones to make disciples of Jesus around the globe and across the road. We are participating in a global mission movement facilitating mission in every continent on earth in a wide range of different areas. We are delighted to have two sister organisations; CMS-Africa and Asia-CMS to help us.

With mission no longer being a “West to the rest” endeavour, and as Christianity has flourished in parts of the majority world, we have been repositioning ourselves and the role we play in God’s redemptive and restorative mission of his whole creation.

This has led CMS on a process of rediscovering our original ‘story’ through a re-founding process called the Isaiah Project. Through this we have regained our focus and alignment around mission ‘at the edges’ and our calling to play a catalytic role in facilitating movements of mission to and from these edges.

CMS upholds a holistic view of mission and the [Five Marks of Mission](#) as described by the Anglican Communion. When we work cross-culturally, we recognise that mission is contextual and, as a western mission agency within a post-colonial environment, our engagement in other countries and cultures should be done in such a way that supports and empowers the local body of Christ. Our attitude should be that of a ‘guest’ rather than a ‘host.’





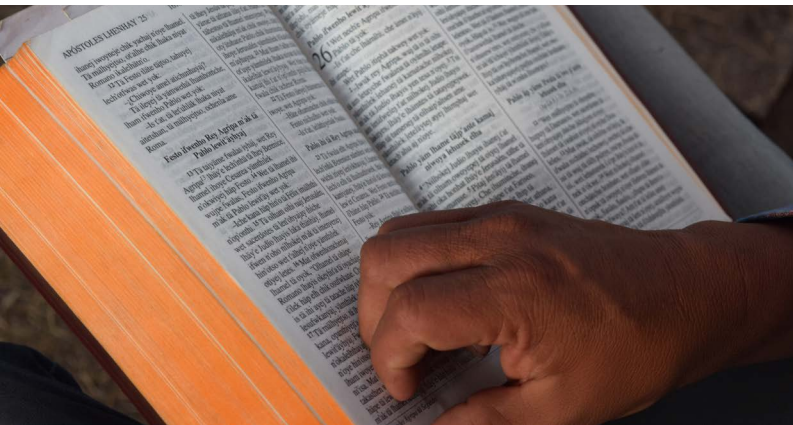
Strategic outcomes

We are committed to pursuing the following key outcomes:

- ▶ people encountering and following Jesus Christ,
- ▶ new communities of disciples growing in their own cultures and transforming communities, and
- ▶ mission at the edges being multiplied as passion for mission is imparted and mission movements grow.

To achieve these outcomes, we are focusing over the next five years (2024 – 2029) on three areas:

- 1. Alignment:** We want our mission engagement to be aligned to the edges of society, the edges of church and to the edges of our comfort zones. We want to see new disciples being made at these edges so, over time, we need to align our organisational policies, practices and processes to this direction. This includes our people in mission, resources, recruitment, and training.
- 2. Focus:** There are many different edge contexts around the world and we are aware that CMS does not need to be involved in everything – we are part of the wider global body of Christ. Therefore, we specifically want to be in edge contexts where the name of Jesus is rarely heard, where the established church is minimal or marginal or in contexts where it is difficult to follow Christ. We will partner with local organisations, churches, local and indigenous leadership to help bring that mission focus, be it in terms of methodology, theme or geography, to the edge context. These specific edge contexts will be discerned together with local strategic partners who best know what the key missional needs are for their areas, rather than chosen and imposed by CMS from the UK.
- 3. Catalytic Contribution:** Going forward we want it to be increasingly clear that we are about collaboration, not control. Our desire is to be a part of something which is greater than ourselves, that grows and spreads organically at and from the edge contexts we are focusing on. This involves taking on an intentionally catalytic role, to encourage the coming together of organisations, people, resources and to facilitate a global learning exchange of effective and sustainable ways of making new disciples of Jesus at the edges.





Our approach

In order to achieve these outcomes and support these organisational priorities, we are developing an approach based on groups of people from CMS and other organisations (which we call 'hubs' internally) all working together as a way of organising our mission engagement and as a vehicle to see mission movements flourishing to these edge-contexts.

A hub is simply a group of people (mission partners and local partners) working together in a specific edge context around shared plans and objectives. Hubs are developed by working closely with our strategic partners and grassroots organisations with a heart for making disciples of Jesus in a particular edge context.

Over the next five years we aim to see 9-12 hubs being developed globally, with our resources and

recruitment being increasingly aligned to these areas. Five hubs have been launched so far with the following foci:

1. Supporting and discipling Christian believers from a Muslim background in the Middle East and North Africa.
2. Making disciples of Jesus in areas suffering from prolonged armed violent conflict in DR Congo, Sudan and South Sudan.
3. Mobilising indigenous Christians across the Chaco region of northern Argentina, discipling and developing a new generation of missional leaders.
4. Discipling believers in minority Christian contexts in South Asia.
5. Training and support for Christians in Britain to engage in mission effectively in their local communities.

Further hubs are being developed for the following edges/contexts:

1. Catalysing pioneering mission across Latin America.
2. Supporting the development of a new generation of leaders in the Middle East and North Africa.
3. Joining in with what God is doing in minority Christian contexts in Africa.

It has been wonderful to collaborate with local leaders in each of these areas to develop plans for these hubs and to see the first hubs growing in maturity. All of this makes it an incredibly inspiring time to join the board of CMS. As we are in a strategic transitional phase, there are challenges around navigating organisational change, and we need to bring many people with us, including staff, mission partners and the wider community of CMS supporters. Yet the stories that are already emerging from these hubs are providing energy and motivation for us all.

A more detailed outline of our 2024 planned activities and outcomes is included as appendix 1.



Vision, purpose, mission, values and culture

Our vision: To see our world made new through the love of God as we follow Jesus to the edges.

Our purpose: We exist to make disciples of Jesus at the edges.

Our main goal: Communities and society are transformed as new disciples participate in the life and work of Jesus in our world.

Our core values: Pioneering. Relational. Faithful. Evangelistic.

Our culture: CMS works hard to ensure that every member of staff is valued, supported and encouraged to continually learn and develop their skills. We rely upon God's presence, wisdom and grace and prayer is central to everything we do.





Governance and management

As a registered charity and a company limited by guarantee, CMS is governed by a board of trustees. The CEO, **Alastair Bateman**, is responsible to the trustees for leadership of the operation and management of CMS through his leadership of the senior management team, which encompasses the development of links with CMS's wider community. This also comprises:

Mrs Debbie James, deputy CEO and People and Learning Director

Mrs Becky Morris, Finance and Corporate Services Director

Canon Andy Roberts, Mission Director

Mr Jonny Baker, Britain Hub Mission Director

Rev Virginia Lockett, Fundraising and Communications Director*

**(This post is currently being advertised as a full-time role)*





Role of chair

The chair provides overall leadership to the trustees in developing strategic vision, the articulation of policy, the management of risk and ensuring effective governance.

The role also involves helping the staff team and Board of Trustees to maintain links with key contacts and mission partners, representing CMS appropriately in the public sphere as well as regularly meeting staff.

Specific responsibilities include:

- ▶ providing leadership to the CMS Board of Trustees to ensure it works to the highest standards and effectively fulfils its responsibilities.
- ▶ working with the CEO in implementing the policies and strategies set by the board, while respecting executive responsibility.
- ▶ providing oversight, support and advice to the executive leader, being available on a regular basis and in that context undertaking his annual appraisal.
- ▶ sharing with the CEO in the spiritual oversight of the community.
- ▶ developing and maintaining a positive working relationship with the chairs of CMS Africa, Asia CMS, CMS New Zealand, CMS Australia, CMS Ireland, SAMS-USA.

Main tasks:

- ▶ to chair the Board of Trustees: facilitating prayer, debate and discussion especially in areas of strategy, policy development and risk management.
- ▶ to keep under review the composition of the board, ensuring its members collectively contribute the broad range of skills and experience necessary for board effectiveness, and assessing its performance on a regular basis.
- ▶ to lead the Board of Trustees in being accountable to the CMS membership through the annual report.
- ▶ to liaise effectively with the chairs of the sub-committees (finance, fundraising, mission practice, governance).
- ▶ to communicate the CMS mission and vision to key external stakeholders in the wider Church and beyond.



Ideal candidate attributes

The ideal candidate, who may be lay or ordained, will demonstrate a strong and informed interest in the work of CMS and a genuine passion for its mission. The successful candidate will be familiar with the issues relating to complex, diverse organisations and their financial challenges. The successful candidate will be able to ensure that all trustees contribute actively and effectively to the flourishing of the organisation.

In addition, the successful candidate will:

Faith and Values

- ▶ have a passion for God's mission in cross-cultural contexts.
- ▶ combine spiritual maturity and wisdom expressed through a personal mission, discipleship and lifestyle.
- ▶ be able to demonstrate a vibrant faith and membership of a recognised Trinitarian church (preferably one that is in communion with the Church of England) and ideally have a good understanding of Anglican Communion structures and practice.
- ▶ have the ability to represent both an evangelical and ecumenical perspective with grace and generosity.



Experience

- ▶ have a demonstrable track record of strategic leadership in his or her chosen field in an organisation of comparable scale and complexity including responsibility for its management and financial sustainability.
- ▶ have relevant and proven chairing skills, with the ability to facilitate and lead discussion and debate on strategy and policy while fully understanding the distinction between trustee and executive responsibilities.
- ▶ have proven experience of operating in international contexts and an ability to build cross-cultural relationships.
- ▶ experience of charity governance and dealing with the UK Charity Commission would be an advantage.

Abilities and skills

- ▶ have excellent communication skills.
- ▶ be able to maintain positive relationships with those involved in the work of CMS, both internal and external.
- ▶ have excellent listening and negotiating skills and experience.

In addition, flexibility for occasional (roughly once yearly) travel to meet with CMS Chairs of the wider CMS Network (CMS-Africa, Asia-CMS, CMS New Zealand, CMS Australia, CMS Ireland, SAMS-USA) and other external parties, eg Anglican contacts, would be desirable.



Period of appointment and time commitment

The chair is appointed for an initial period of four years. It is estimated that the role requires a time commitment of approximately 30 days per year. Trustees are not remunerated, but reasonable expenses are reimbursed, including occasional international travel.

How to apply

Church Mission Society is being supported by Macaulay Search.

Applications should be sent by email to Sam Stephens at sam.stephens@macaulaysearch.com

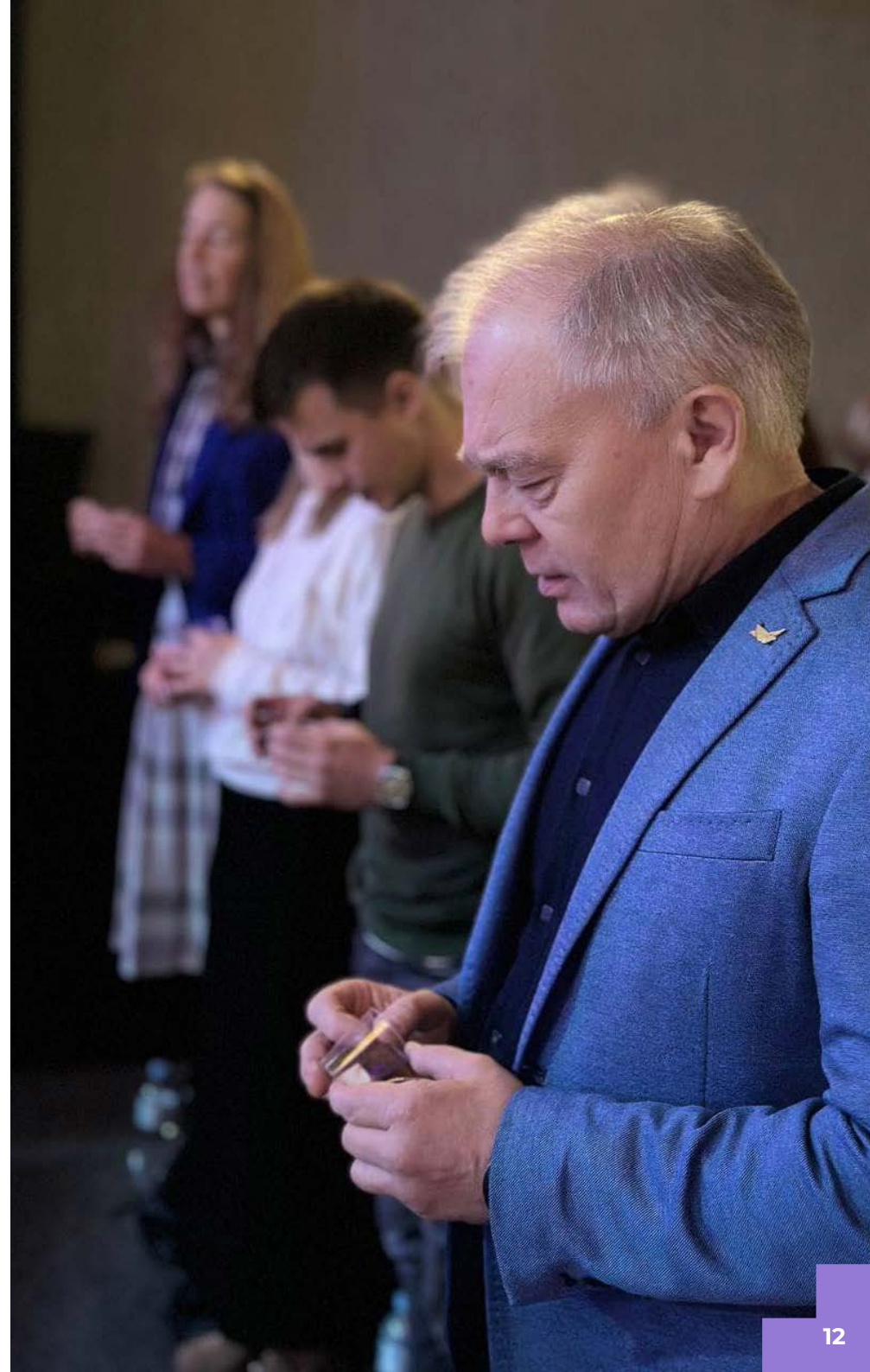
The closing date for applications is 14 August 2024. Your application should include:

- ▶ a CV including a full employment history showing responsibilities held and relevant achievements and a mobile number.
- ▶ a cover letter describing what attracts you to serve as Chair of Church Mission Society and the career and personal experiences that prepare you for the role.

For an informal and confidential discussion about the role, please contact Sam Stephens at the email address above.

We welcome and encourage applications from people of all backgrounds. We do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion*, sexual orientation, age, veteran status or other category protected by law.

*It is a requirement for this post holder to be a committed and practising Christian in sympathy with CMS's values and aims and to uphold its Ethos Statement.



Process

A selection of candidates will be invited to interview on Zoom on 9 September with the appointment panel comprising of CMS trustees John Stansfeld, Chloe Louter, Anne Keene and Simon Upcott.

A smaller group of candidates will be invited to a second round in-person interview at Church Mission Society offices in Oxford planned for 19 September.

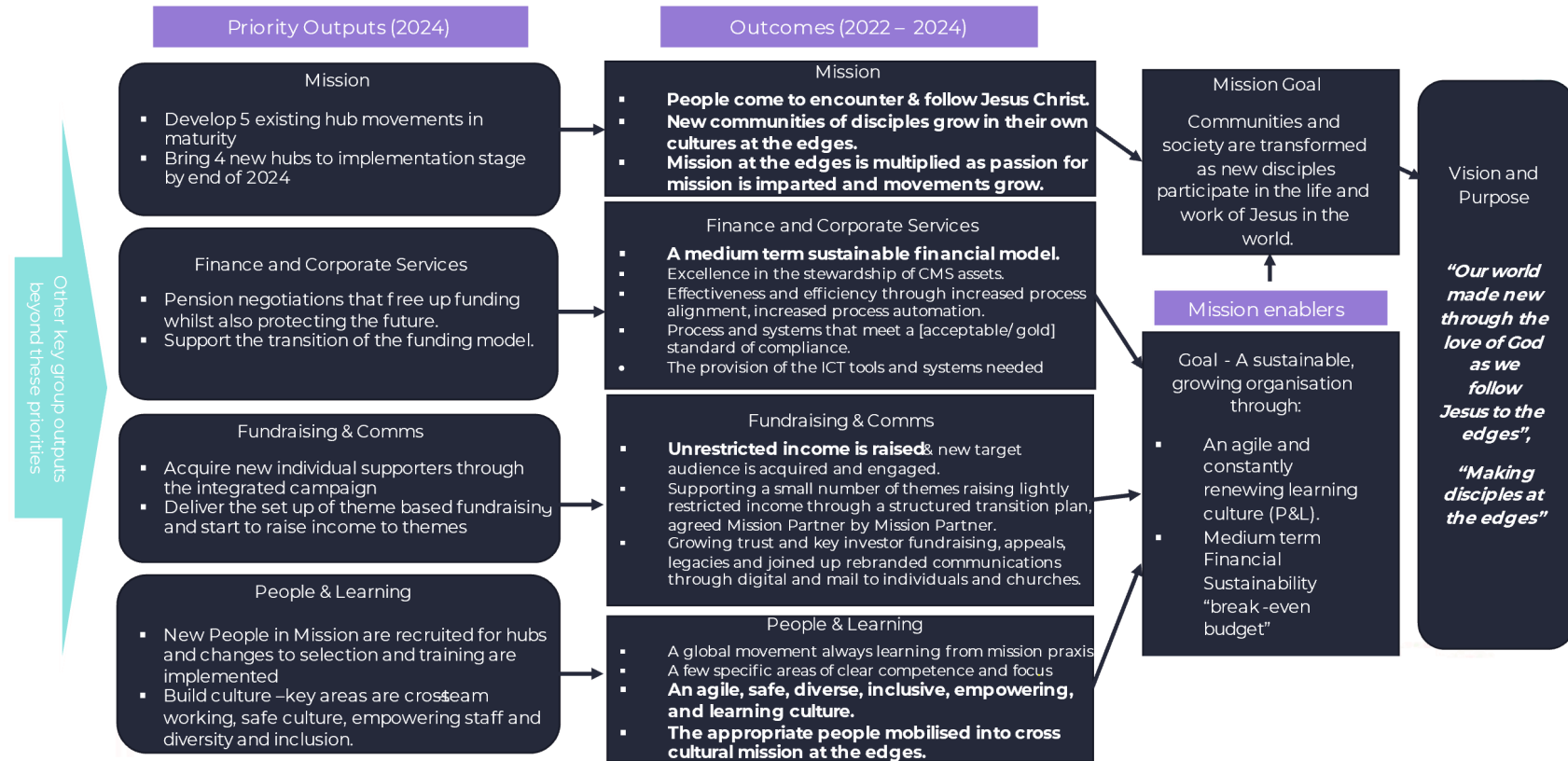
The appointment is made by the full board of trustees on the advice of the appointment panel and the Nominations and Governance committees.

You can expect to hear from Macaulay Search by 23 August if you have been invited for interview.



Appendix 1:

How it all fits together: Strategy Summary for 2024



Notes to the figure above

- **Vision** – the change we long to see.
- **Mission goal** – the wider long-term impact/change we contribute to.
- **Outcomes** – group level changes we want to see over 3+ years.
- **Outputs** – priority outputs for this year 2024. Not all that group’s work, but the ones with particular significance across CMS that we track and report on quarterly.



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