

Role Profile

Trustee

Role

The Trustees of Renewal are part of the church's governance, as illustrated below:

Governance: Renewal is unusual in that it is both a church, therefore follows a Biblical pattern of government, and a charity, which means it also has to comply with the law and the requirements of the Charity Commission. As a consequence, we have a dual leadership structure:

Church	Trustees
Elders Senior Pastor Pastors Staff Team People	Trustees Senior Pastor / Operations Staff Team People

Elders

Overall responsibility for everything that happens in Renewal, but choose to concentrate on providing spiritual direction, pastoral oversight, determining policy and establishing parameters and guidelines within which others are to operate.

Senior Pastor

Responsible to the Elders for the vision of the church and the day-to-day running of both the spiritual and pastoral parts of Renewal.

Pastors

Assist the Senior Pastor with the spiritual and pastoral parts of Renewal.

Operations Managers

Responsible to Senior Pastor, the Elders & Trustees for everything except the spiritual and pastoral activities, e.g. H & S, business development, safeguarding, finance, administration, buildings, etc.

Trustees

Areas of responsibility include: legal issues; charitable status; finance; paid staff; property & buildings. The Trustees Board consists of 8 people, 4 of whom are Elders and 4 are non-Elder Trustees. The non-Elder Trustees serve for a period of 4 years, with one standing down each year. The Trustees collectively are responsible to the Charities Commission for their actions.

Key Activities

- To be active and not a dormant Trustee, as each individual Trustee is liable for the decisions the others make in their absence
- Act jointly – an individual has no powers on their own unless they have been specifically given them by the committee (as minuted at a formal meeting)
- Act constitutionally (and within the law) – all Trustees must act within the powers and remit set out in Renewal's Articles of Association [which sets out the legal basis on which Renewal is governed – a copy will be given to the successful applicant]
- Act in the interests of the congregation – put yourself in the congregation's position and make decisions that are best for them
- Act reasonably and honestly – remembering to minute discussions and debates so that this can be demonstrated
- Have a duty of care to act prudently and reasonably
- Not to benefit personally unless allowed specifically by the Articles of Association or by law
- Avoid conflict of interest and declare any potential conflict immediately
- Implement and adhere to Renewal's Articles of Association.

Decision Making

All Trustees are expected to participate in decision making and to express their views in an agreeable manner. While debate is encouraged and disagreements are inevitable, all Trustees are required to actively support the collective decision once made, irrespective of their personal views.

In addition, all Trustees are expected to live by Renewal's Mission, Values and Vision [a copy of these is available from the Church Office upon request].

Person Specification

The successful applicant must:

- Be a Partner of Renewal and a committed Christian
- A business background is helpful, although not essential
- Not be related (by marriage or otherwise) to any individual employed by Renewal Christian Centre or Renewal Conference Centre Ltd
- Have a commitment to the Church, Charity and aims
- Have a willingness to devote the necessary time and effort
- Possess good judgment and independence of mind
- Show a willingness to work collectively as part of a group
- Seek constructive debate and dialogue over confrontation
- Trustees should attend no less than 75% of Trustee Meetings on an annual basis
- Maintain strict confidentiality

Eligibility

You cannot act as a Trustee if you have been convicted of an offence involving dishonesty or deception, are bankrupt or have entered into a formal arrangement with a creditor, or have been removed as a company director or charity trustee because of wrongdoing. There are further restrictions for us as a charity that supports children's work and vulnerable people. The appointment of any Trustee is subject to acceptance by the Charity

Commission. The role of Trustees is not paid and the expectation is that expenses will not be claimed during the period of office unless by exception.

Application Process

All applicants must be nominated by 2 other partners in Renewal, one of whom should be a Pastor, or Ministry Leader within Renewal. Applicants will be shortlisted, and those shortlisted candidates will have an interview by a panel of church partners ensuring our highest form of transparency. After the interviews the nominated candidate will be publicised within Renewal, allowing any partner to object [on specified grounds]. The Elders will then review any objections and decide whether or not to continue with the appointment.

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Charity Number 1117019. Registered in England & Wales No. 5996380.

