



Bible
Society

Macaulay
search

Appointment of Trustees

For the word of God is alive and active. Sharper than any double-edged sword, it penetrates even to dividing soul and spirit, joints and marrow; it judges the thoughts and attitudes of the heart.



Introduction

Working in over 200 countries, Bible Society is a charity on a global mission to bring the Bible to life for every man, woman and child. We believe that when people engage with the Bible, lives can change – for good!

In some parts of the world, the Scriptures are difficult to access or are simply unavailable. In this country, the Bible is readily available but its value is unrecognised by millions.

With an income of £20m and 160 staff, we're working hard to increase Bible confidence in the church, change the conversation about the Bible in wider culture, and catalyse Bible inspired change. We take the Bible and find ways to increase access and engagement with it and help people connect it with their everyday lives.

We are seeking to reach the spiritually open, non-church going public by inspiring them with innovative and compelling campaigns using digital and traditional media to help overcome some of the barriers to engaging with the Bible.

This requires us to reflect the audiences we exist to serve. To that end, Bible Society is making big efforts to bring diversity at every level of the organisation including in these board appointments – this includes across sex, ethnicity, class, geography, educational background and denomination.

This will include courageous leaders from these different backgrounds, putting themselves forward without obvious role models who have gone before, but who can skilfully navigate cultural change and be the role models for future generations.

To help us, we are looking for up to three trustees who bring expertise in one or more of the following areas:

- Marketing and communications – particularly experience of working with the media and the opportunities and pitfalls of engaging in public debate.
- Digital campaigns – experience of leading successful audience-centred digital campaigns.
- Entrepreneurship – commercially minded, creative and entrepreneurial business leaders with experience of successfully scaling a business and a start-up, make-it-happen mentality.

About Bible Society

Thomas Charles, William Wilberforce and others established The British and Foreign Bible Society, now known simply as Bible Society, in 1804. Our patron is HM the Queen, and our President is His Eminence Archbishop Angaelos OBE, the first Bishop of the new Coptic Orthodox Diocese of London of the Coptic Orthodox Church in Britain and Ireland.

Bible Society was established and remains a lay-led organisation. We work in fellowship with and serve the whole Church irrespective of denominational or theological tradition. When we publish the Bible we do so without doctrinal note or comment. Our approach is one of inviting 'conversation'.

Operating under a Royal Charter, our charitable object is simply to encourage 'the wider circulation or use' of the Bible.

In recent years, the majority of our national advocacy work has been through the media, education, the arts (especially film) and politics. For example, the think tank Theos is part of Bible Society's family and has an effective and distinctive voice in the public arena. Open the Book, which through a network of more than 17,000 volunteers delivers Bible stories to over 2,800 primary schools, is also a key Bible Society programme.

We are active in Westminster, providing support to the cross-party group Christians in Parliament and helping deliver the National Parliamentary Prayer Breakfast. We have a state-of-the-art visitor centre in North Wales which tells the story of Mary Jones, Thomas Charles and the transformative impact of the Bible and Bible Society in Wales and the world. We run a competition called The Pitch that inspires innovative short films based on individual stories or texts from the Bible.

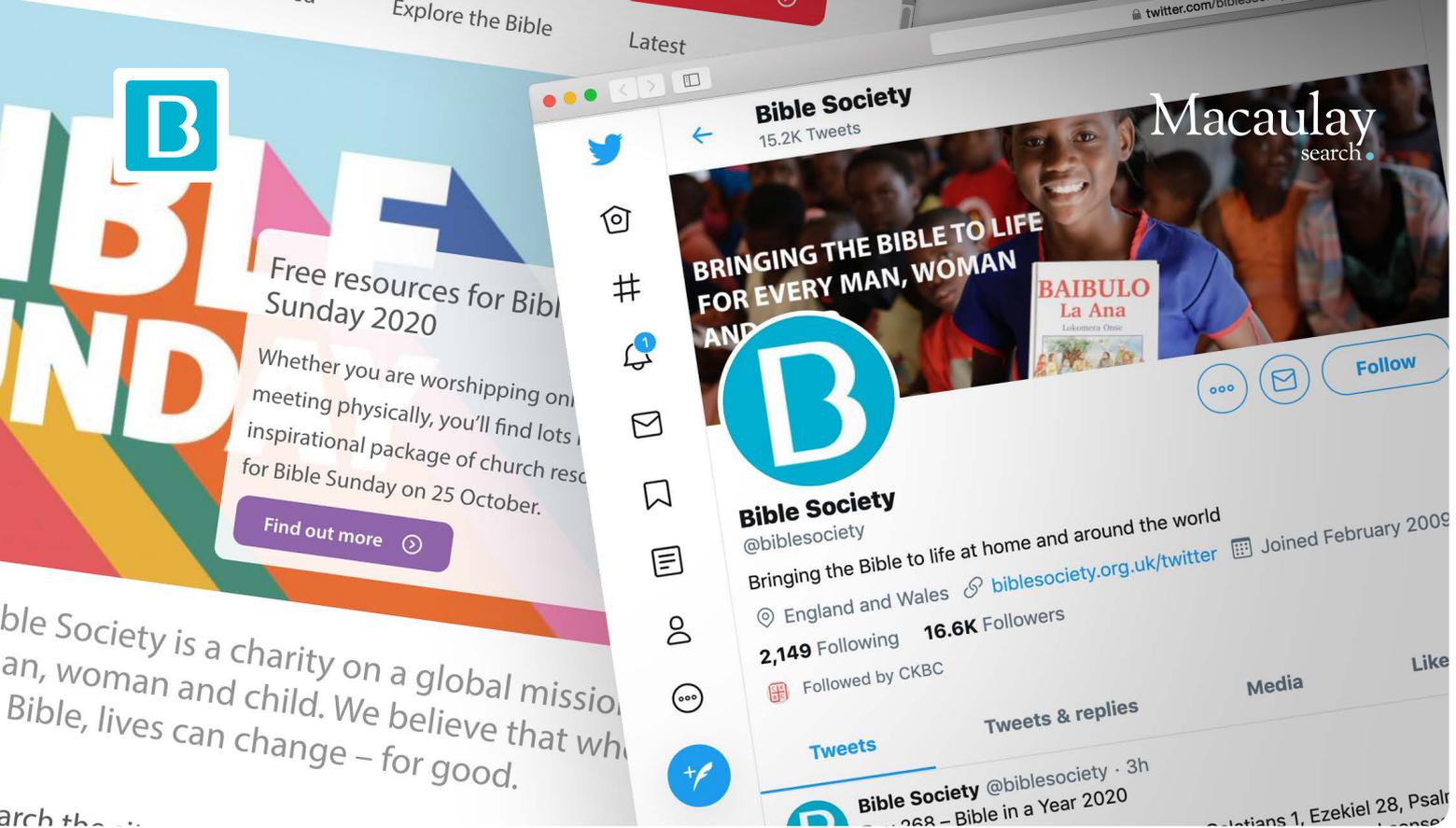
Internationally, Bible Society is a founder of the global Bible Society movement, now known as the United Bible Societies fellowship and referred to as UBS. Bible Society remains a significant servant of that fellowship. The UBS fellowship is one of the world's leading Christian organisations, with national offices and operations in over 200 countries. This ensures both global interconnection and local ownership. It is second only to the United Nations in its global reach.

Bible Society's international strategy has a particular focus on China, the Middle East and Africa whilst also operating elsewhere. We are affiliated to Amity Printing Company, the largest Bible printing factory in the world based in Nanjing (over 200 million Bibles in over 130 languages over the last 30 years, almost half of which have been distributed within China). We have recently commissioned Amity to print the first high-quality study Bible in China.

We are working closely with colleagues in Syria, Iraq, Lebanon and Jordan to meet the growing needs there at this difficult time. We are supporting numerous projects to translate the Bible into local languages. We recently concluded successful African leadership conferences in Malawi, Kenya and Cameroon, and we are delivering increasing numbers of Bibles for highly successful work that is reducing recidivism rates in a number of African prisons. These are just examples of our multi-faceted international work.



"The Word of God is like a lion. You don't have to defend a lion. You just let it loose and it will defend itself." Charles Spurgeon.



Context

Global trends show that the world is becoming a less secular place.

Christianity is growing all over the world, particularly in China and parts of sub-Saharan Africa where the demand for Bibles and Bible-based materials is increasing at an exponential rate.

At home, 7% of the national adult population are church-going Christians actively reading the Bible regularly, with a further 6% church-going but less engaged with the Bible. A further 55% of the adult population express an openness to spirituality but most would not describe themselves as religious.

We have a highly effective grant making and capacity building programme that last year saw £3.8m (of our £20m income) invested in our sister Bible Societies around the world. Increasingly our attention is now focused on growing Bible confidence in the Church and inviting the spiritually open in the UK to engage with what it has to say in their own lives.

Under the leadership of CEO Paul Williams, who joined us in September 2016, we have been changing to deliver these priorities:

- **We have sought to become audience-centric in all that we do.** We went through a very significant research process in conjunction with YouGov in which we surveyed 20,000 people in the UK to understand our audience and their attitude to the Bible, segmenting our audience, and then creating personas and pathways for each one.
- **We have restructured as a communications agency.** To support our audience-centric nature, we have restructured as a communications agency instead of a publishing and production house. This means we are organised less by function and more by project, with project managers and project teams overseeing and delivering workstreams.
- **We have moved from being a fundraising agency to a mission partner.** For instance, inner city churches in London wanted support developing Bible material for distraught families who were victims of street violence. We worked with them using our Navigating Trauma programme, adapting a global resource to a UK context.

We are filled with excitement about the possibilities, and a deep sense of hope about the value that the Bible can bring for all. We see a growing unity in the body of Christ around this value, and a growing need for the Bible's message of reconciliation and peace in an increasingly fractious and fragmented world.

'Forever, O LORD, your word is firmly fixed in the heavens. Your faithfulness endures to all generations.'

Psalm 119.89-90



Responsibilities

The role of a Bible Society Trustee is to provide strategic leadership and advice in line with the charity's strategic plan and objectives and to use your knowledge, skills and experience to ensure that Bible Society achieves its charitable objectives. You will also be an ambassador for Bible Society in the public arena, with the ability to effectively represent Bible Society in your sphere of influence. For more details please see Appendix 1.

Person profile

We are seeking to appoint up to three trustees. Applications are sought from individuals who bring expertise in one or more of the following areas:

- Marketing and communications – particularly experience of working with the media and the opportunities and pitfalls of engaging in public debate.
- Digital campaigns – experience of leading successful audience-centred digital campaigns.
- Entrepreneurship – commercially minded, creative and entrepreneurial business leaders with experience of successfully scaling a business and a start-up, make-it-happen mentality.

We also have a strategic priority to reach youth audiences so please highlight where your experience has focused on younger generations.

In addition to these specific areas of professional experience, we are seeking individuals who have;

- A spiritually mature Christian faith, a passion for the Bible and commitment to Bible Society's vision, mission and values.
- Ability to speak one's mind, challenge and be challenged constructively and the confidence to engage and contribute in areas outside your specialism.
- Excellent communication and interpersonal skills, able to both empower and challenge supportively.
- Ability to work well as part of a diverse team of Trustees and in support of the Executive Team.
- An ability and willingness to represent Bible Society in an ambassadorial capacity.
- An understanding and acceptance of the legal duties, liabilities and responsibilities of Trustees and are clear on the difference between governance functions and management functions.

Please note that the Bible Society's byelaws do not permit ordained people to serve on the board.

Term of Appointment and Time Commitment

Trustees are appointed for a term of three years extendable by mutual agreement for up to two further terms of three years. The roles are unpaid but reasonable expenses are reimbursed.

The time commitment required of trustees is likely to equate to approximately 10-12 days per year. This will include:

- Five board gatherings per year (one afternoon, three overnight and full day, and one day of prayer and reflection)
- Reading board papers and liaising with board and executive by email, zoom and phone.
- Possible attendance of one of the two Board committees – Audit and Finance and People and Remuneration.
- Occasionally representing Bible Society at events and meetings with key stakeholders.





How to Apply

Applications should be sent by email to Sam Stephens at sam.stephens@macaulaysearch.com. The closing date for applications is 26 October.

Your application should comprise:

- A full CV including a full employment history showing your roles, responsibilities held and relevant achievements;
- A covering note of not more than one page summarising your motivation and reasons for being interested in serving as a Bible Society Trustee;
- Daytime, evening and/or mobile telephone numbers (to be used with discretion).

The Process

Macaulay Search has been engaged as advisor on these appointments. A selection of candidates will be invited to be interviewed in the w/c 23 November by the appointment panel comprising Ian Dighé, James Featherby, Sue Heatherington and Paul Williams. You can expect to hear from Macaulay Search if you have been invited for interview by 11 November.



Appendix 1

The trustees have legal responsibility for the activities of Bible Society. The duties they owe to Bible Society are those of fiduciaries, and of charitable trustees in particular.

The key responsibilities of trustees are to:

- 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 interests
- Manage their charity's resources responsibly
- Act with reasonable care and skill
- Ensure their charity is accountable

In leadership terms, the key responsibilities of Bible Society's trustees are to:

- Steer and agree vision, mission and values
- Shape strategy and ensure impact
- Provide insight and judgement
- Agree and monitor overarching policies
- Ensure financial viability
- Ensure accountability
- Select the CEO and support the Leadership Team
- Govern risk
- Govern conflicts of interest
- Ensure legal compliance
- Review governance effectiveness