



The Guild of Health and St Raphael

Trustee Recruitment Pack

The Guild in brief

The Guild of Health & St Raphael's work is focused on the healing mission of the church which was initiated by Christ. Since 1905, we have been an innovative organisation working with medical and psychological science to promote human flourishing. Primarily this has been through prayer and the sacraments of the church, but we have a long history of taking a holistic view of health and wellbeing taking into our remit mindfulness, environmental engagement, justice and peace movements and taking seriously the need for healing amongst the young and old in all parts of society.

We are at an exciting moment in the history of the charity as we seek to fold all aspects of our rich history, action, theology and outlook into the Healthy Healing Hub Project, re-envisioning what Christian healing means for the modern world, for churches who work hard to bring God's mission to their community and for individuals who seek healing in their own lives. Within UK society, mental health issues are on the increase and the health services are subject to ever increasing pressure to meet the demands and expectations placed on them. Individuals and communities are suffering. Given there are more churches than health centres in the UK, with quality training and resourcing, churches can be well placed to help meet the challenges facing society. Through this work, churches and Christians will not only re-discover this key aspect of Christian mission and spiritual life, but will also serve a genuine need in wider society.

The Healthy Healing Hubs Project aims to resource local churches by providing the theological bedrock, the confidence and the resources to meet some of the health needs of their community as part of their mission in the world. This project directly connects the health needs of the community with the mission of the church to bring human flourishing according to the command of Christ to heal. In this way we aim to continue the valued action of the Guild for over 115 years.

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"I am really excited by the Healthy Healing Hubs project, and believe that this marks a big potential step forward in developing the Church's ministry of healing, which is such a central part of our mission in and to a hurting world. I look forward to seeing it develop across the country, and am hugely grateful to the Guild of Health and St Raphael for taking this very strategic initiative."

-The Rt. Revd James Newcombe

Bishop of Carlisle

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Welcome

Thank you for your interest in becoming a trustee of The Guild of Health and St Raphael.

The Guild of Health & St Raphael is ecumenical and national in its reach. Accordingly, trustees are drawn from a range of Christian denominations across the UK. Where possible we make use of conference calls and digital communication for some of our meetings. Face to face meetings are, however, also regarded as essential, and usually held in London. The trustee Board is committed to a regular audit process, whereby we consider the skills and networks we need to access to best service the work of The Guild of Health and St. Raphael. The audit process informs trustee recruitment, enabling us to find people to rectify identified skills deficits. At present we are aware of the following needs to enhance the mix of skills and experience within the Trustees:

- Fundraising and income generation, including good business networks
- High level advocacy skills. Marketing and new project launching.
- Legal and/or policy making experience.
- Medical, nursing or allied health professionals.

I have been a trustee of The Guild of Health and St Raphael for the just over a decade and Chair for the half of that time. It has been enormous privilege to be part of this Charity particularly as we have wrestled together to discern the way ahead in the changing landscape of health, healing and the Mission of the Church in this area.

As a result of careful listening and the hard work of our CEO Rev Dr Gillian Straine, we have now preparing to fold our work into the Heathy Healing Hubs project. The project has caught the imagination of many of us who work in the field of health care and who believe healing to be at the core of Jesus' mandate to us.

Therefore, we are recruiting people who are leaders in the field of health care, project management, fundraising, advocacy, publishing and policy making.

If you believe you have the skills and qualities we are seeking and would like to assist us in bringing HHH into being, we look forward to hearing from you

The Revd. Lucyann Ashdown

Chair

Where are we now

The Guild of Health & St Raphael is a company limited by guarantee registered in England and Wales with company number 487460, and a charity registered in England and Wales with Charity Number 211016.

The Guild employs three members of staff: the CEO (The Revd. Dr. Gillian Straine), the COO (The Revd. Stephen Radley) and a resource development partner (Mrs. Wendy Lloyd). We use contractors to help with bookkeeping and membership administration.

Membership has grown 19% over the last 12 months, a significantly higher growth rate than realised over the previous five years. We are experiencing unprecedented invitations to teach about the healing ministry as our networks and national presence increases.

In order to survive, we need to exercise financial prudence. We aim to establish a secure financial future through the Healthy Healing Hub project which seeks to meet our established aims and objectives:

- to bring together Christians including doctors, psychologists and other health professionals and ministers of religion, to work in fellowship for fuller health, both for the individual and the community.
- to enable members to study the interaction between physical, mental and spiritual factors in well-being through conferences, publications and other educational endeavours.
- to sustain and strengthen by prayer and sacrament people who are sick or suffering in any way, and all those who minister to them.
- to help men and women to realise in themselves, as members of the Christian family, the abundant life offered by Christ and share this in the world.

Financial Overview

The 2017/18 annual turnover was £57,133 which was realised through; 18% donations & legacies, 9% conferences & seminars, 73% investment income.

We aim through the development of the Healthy, Healing Hubs project to see our income increase year on year by attracting new grants; through the sale of resources and training; and through a subscription model for churches who register as a Healthy, Healing Hub. Our aim is to generate enough income to be self-sustaining

from revenue income within the next 5 years. In order to develop and launch the HHH project in June 2020 the Trustees have decided to invest actively in the project, and after a careful assessment of our needs, investments will be drawn down over the next 5 years.

As at 31 March 2019 reconciled investments amounting to £857,952 were held by the Guild of Health & St Raphael.

For a copy of the latest Annual Accounts and the Healthy Healing Hubs business plan are available with this pack or on request

TRUSTEES DUTIES AND RESPONSIBILITIES

Main Responsibilities

- To formulate and regularly review the strategic aims of the Guild in accordance with its legal objects and to ensure that the policy and practices are in keeping with the aims.
- To monitor the performance of the Guild against the agreed strategic aims.
- To ensure that the Guild functions within the legal and regulatory requirements of a charitable organisation and company limited by guarantee and strives to achieve best practice.
- To act as guardians of the Guild's assets.

Main Duties

Formulating and reviewing aims

- Ensure that the Guild has a clear vision, mission and strategic plan, and that there is congruence between trustees and management.
- Work with staff to formulate business and financial plans necessary to support the vision and mission.
- Agree and review the CEO's annual and longer term objectives and targets, and to ensure these are in line with the overall vision and strategy of the Guild.
- Agree policies which support the vision and mission of the Guild, monitoring their implementation.
- Follow the Charity's Governance Guidelines at all times.

Monitoring performance

- Appoint the CEO and ensure that there is appropriate investment in their ongoing professional development.
- Agree method of monitoring the progress of the Guild in relation to its vision, mission and strategy, including any business plans and annual targets.
- .Ensure the CEO is accountable and their actions are in the best interest of the charity at all times.

Legal and regulatory compliance

- To ensure the Guild complies with all legal and regulatory requirements.
 - Understand the aims and objectives of the charity, ensuring that governing documents and policies are effective.
 - Agree the levels of delegated authority.
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Guardians of the Guild's assets

- Ensure that the Guild has satisfactory control systems and procedures for all monies, properties and assets.
- Ensure the monies invested on behalf of the charity are well managed.
- Ensure that the major strategic and operational risks to which the Guild is exposed are reviewed and systems established to mitigate against risk.
- Ensure that intangible assets such as organisational knowledge and expertise, intellectual property and the Guild's good name and reputation are safeguarded.

Promotion of the Charity

- To actively promote the Guild, its activities and needs to the private, public and voluntary sectors in order to enhance and assist with fundraising and profile raising.
- To support other key events run by the Guild, including press nights or development evenings.
- Assist with fundraising and awareness raising through appropriate speaking and networking events, with support and training as appropriate.

Person Specification

Essential

- We are specifically seeking trustees with expertise in the following areas:
 - Marketing and new projects;
 - Advocacy;
 - Fundraising and income generation.
 - Developing Chrism as a journal for all professionals involved in health and healing from a Christian perspective.
 - Commitment to the charity's objects, aims and values and willingness to devote time to carry out responsibilities.
 - Understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship and adhering to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
 - Strategic and forward looking vision in relation to the charity's objects and aims.
 - An understanding and acceptance of the legal duties, responsibilities and liabilities of charity trusteeship
 - A willingness to devote the necessary time and effort to their duties as trustees.
 - A willingness to support the Guild's activities and to encourage the participation of others.
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- Good, independent judgement, political impartiality and the ability to think creatively in the context of the Guild and external environment.
 - Good communication and interpersonal skills and the ability to respect the confidences of colleagues.
 - IT literacy with access to a PC and the internet.

Time Commitment

- The Council meets at least 4 times a year and trustees are expected to be available for all of these meetings.
- In addition to Council meetings, other contact – usually electronic or by telephone – will be necessary.
- It is expected that all trustees are active in one sub group of the Council
- Time commitment is around 1.5 days per month

Term of Office

- Trustees are appointed to serve a term of three years. Trustees may extend this period if requested by the retiring trustee and their position has not been filled.

The board is keen to improve its diversity and would welcome and encourage applications from all backgrounds. The role of a trustee is a voluntary position and is therefore not remunerated, but reasonable travel and other expenses incurred as part of the role will be reimbursed. The charity is based in London, and ability to travel to London for meetings is essential.

How to apply

If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Lucyann Ashdown and we can set up meetings with the chair and/or CEO.

To make a formal application, please provide by email to lucyann.ashdown@gmail.com

- A CV or equivalent biographical information
- A short covering letter that explains your motivation for the role and confirms that you won't be subject to any conflict of interest.
- Names and contact details of two referees

Interviews will be held on Monday 2nd February 2020 in central London



