

New Trustee Introduction and Role Description

OVERVIEW

The Charity

Together for the Common Good (T4CG) was registered as a charity in March 2017. The initial idea for the work began in 2011, and we have been active since 2012.

Vision

Our vision is of a world being transformed as more and more people take responsibility for the Common Good and are committed to the flourishing of all.

Mission

We see a society in the UK today that has deep fault lines and is more polarised and fragmented than it has been for many years. Our mission is to help people across the churches play their part to strengthen the bonds of social trust.

Our work

Our work encourages the churches to restore their relationship with people and place. We call and equip people to fulfil their unique vocational responsibility by putting Common Good principles into practice and by working with others of different opinions and backgrounds in shared purpose to build up civil society.

We do this through training resources (for clergy, lay people and teachers), public conversations, online resources, publications, talks, sessions and advisory support, all of which enable the Common Good to be developed and practised. All our work is informed by Common Good Thinking, our framework of principles (see Appendix for detail).

Relationship building is at the heart of what we do. We are volunteer-driven and partner with people and organisations across the churches, as well as with allies from fellow faith and non-religious traditions. We offer online and offline resources and create spaces for people to reimagine a culture that puts people, communities and relationships first.

Our inspiration

Our inspiration is rooted in the partnership between the Anglican Bishop David Sheppard, the Catholic Archbishop Derek Worlock and Free Church leaders in Liverpool a generation ago. They modeled an outward-facing church upholding the sacred, committed to its civic role as a good neighbour, helping to resolve local problems and strengthen social trust. Building Common Good between estranged interests, they made a distinctive Christian contribution to the city's renewal.

Our staff team

Our staff team comprises our founder director, Jenny Sinclair (f/t), daughter of Bishop Sheppard, and Alison Gelder (p/t), our Director of Operations, who is a former CEO of a national charity. We are supported by Louise Lambert (p/t), our Team Support Worker, and Chris Knowles (p/t) who is leading our lay leadership project during 2020-2021.

Our volunteers and associates

The team punches above its weight due to an unusually high level of *pro bono* assistance in the form of volunteers, associates and working groups.

Values

Our values are derived from the principles of Catholic social teaching: The Common Good, the Human Person, Social Relationships, Stewardship and Everyone is included, no one is left behind. See Appendix for detail.

Internal Aims

T4CG operates in the spirit of Generosity, is Relational, is committed to Resourcing others, is Empowering, Encouraging and Ecumenical. See Appendix for detail.

Strategic goals

To be a leader within a wider movement committed to bringing the Common Good alive; to influence public conversation; to support the churches and build their capacity; to build an infrastructure to support that work. See Appendix for detail.

ROLE DESCRIPTION

Objectives

To be the main force pressing the organisation to the realisation of its opportunities for action and the fulfilment of its objectives and to represent the organisation authentically in line with its vision, mission, values and internal aims.

Responsibilities

Faith and values:

- Must be a practising Christian who is willing to work together with other Christians across denominational boundaries or people of all faiths and none
- Able and willing to join in with the trustees' regular times of prayer
- Supports our vision, mission, values, internal aims and strategic goals

Planning:

- Review the staff's performance in achieving the charity's mission
- Review and assess the organisation's strategic plan in light of a changing environment
- Review and approve the organisation's financial goals
- Review and approve the organisation's budget
- Approve major policies

Organisation:

- Recruit, appoint, evaluate, monitor, appraise, advise, stimulate, support, reward and if necessary or desirable, change the staff team of the organisation
- Regularly discuss with the staff team matters that are of concern to him/her or to the Trustee Board
- Be assured that management succession is being properly provided
- Be assured that the organisational strength and staffing is equal to the requirements of the long-range goals
- Approve appropriate salaries, terms and conditions of service for all staff
- Put forward names of prospective members of the Trustee Board and fill vacancies as needed
- Annually approve the staff's work plans and review their performance
- Annually approve the performance of the Board of Trustees and take steps (including composition, organisation and responsibilities) to improve its performance

Operations:

- Review the results achieved by the staff team in relation to the organisation's aims and objectives, annual and long-range goals and the performance of similar projects
- Be certain that the financial structure of the organisation is adequate for its current needs and its long-range strategy
- Provide candid and constructive criticism, advice, comments and praise
- Approve major actions of the organisation, such as capital expenditure on all items over authorised limits and major changes in activities and services

Accounts examination:

- Be assured that the Board is adequately and currently informed – through reports and other methods – of the condition of the organisation and its operations
- Be assured that published reports adequately reflect the nature of the services and the financial condition of the organisation
- Ascertain that the staff team have established appropriate policies to define and identify conflicts of interest throughout the organisation and is administering and enforcing those policies
- Appoint independent examiners
- Review the compliance with relevant laws affecting the organisation

Fundraising:

- Be responsible for the overall fundraising practice, principles and policies
- From time to time assist the staff team in fundraising activities as needed

Attributes and skills:

- Share the T4CG vision
- Willing to use fundraising knowledge, expertise or contacts to build the organisation's sustainability
- Personable and collaborative
- Credibility in, and good working knowledge of, our fields of activity, well connected and willingness to use contacts for the benefit of T4CG
- Able to represent T4CG and speak on our behalf with the confidence of the Board and staff team
- Strong track record in charitable governance
- Able to deliver on the objectives set out in the trustee job description

Commitment:

- Attend Board meetings four times annually and occasional sub committees as arranged
- From time to time to fulfil tasks as agreed at the Board
- Attend a Common Good training workshop, and T4CG events from time to time

APPENDIX

Team and Board members

Find details of our staff team, volunteers and trustee board here:

<https://togetherforthecommongood.co.uk/about/team-partners>

Annual Report

Read about our activity and partners in our latest annual report via this link:

<https://togetherforthecommongood.co.uk/wp-content/uploads/2020/07/T4CG-Annual-Report-2019-2020.pdf>

See over for our values, internal aims and strategic goals.

Values

We apply these principles in everything we do, in every decision, both internally and externally. We call this **Common Good Thinking** and we derive this framework from Catholic social thought:

The Common Good

Our definition:

- The Common Good is the shared life of a society in which everyone can flourish – as we act together in different ways that all contribute towards that goal, enabled by social conditions that mean every single person can participate. We create these conditions and pursue that goal by working across our differences, each of us taking responsibility according to our calling and ability.

The Human Person

- *Human Dignity:* Every person is worthy of respect simply by virtue of being a human being.
- *Human Equality:* All human beings are of equal worth in the eyes of God.
- *Dignity of Work:* Work is more than a way to make a living – it is good for our humanity, because through work we participate in God's creative plan.
- *Respect for Life:* People matter more than things: each human life has value, from the youngest to the oldest, from the weakest to the strongest.

Social Relationships

- *Reconciliation:* building relationships that overcome mistrust or estrangement by encountering people with whom we disagree.
- *Subsidiarity:* taking responsibility at the most appropriate level rather than controlling from the 'top', which can lead to dependency.
- *Solidarity:* supporting one another, an awareness of our interconnectedness and interdependence.
- *Participation:* taking responsibility, according to our gifts, joining with others to shape the common good.

Stewardship

- The Earth is our common home. It is God's dominion, and it is our shared responsibility to be good stewards of everything entrusted to us. Caring for nature is integral to human flourishing. We are physical beings living in a world of finite resources which must be looked after for the good of all. We are accountable for this to God, as well as to our own and to future generations.

Everyone is included, no one is left behind

- To build a common good, there needs to be a preferential option for the poor, vulnerable and marginalised. They must be included and valued in relationship: working *with*, rather than doing *to*, enables flourishing. If the strong are separated from the weak, they become impoverished, since being fully human means living together sharing a common life.

Find out more at <https://togetherforthecommongood.co.uk/about/common-good-thinking>

Internal Aims

- T4CG operates in the spirit of **Generosity**, therefore we aim to be non-centralising, and celebrate and collaborate with other workers in the vineyard.
- T4CG is **Relational**, and relationship building is at the heart of our work. Our default is to work in partnership. We respect diversity of opinion across background, class and opinion.
- T4CG is committed to **Resourcing** others to participate according to their unique vocation, sharing our knowledge about the Common Good, teaching at appropriate levels.
- T4CG is **Encouraging**, therefore we honour, listen to and recognise every individual's unique contribution.
- T4CG is **Empowering**, therefore in the spirit of Subsidiarity, we encourage and support individuals and other organisations in their vocational responsibility for the Common Good.
- T4CG is **Ecumenical**, therefore we build relationships across the Christian traditions, and encourage joint leadership.

Strategic goals

Agreed February 2019

GOAL 1

T4CG will be a **leader within a wider movement** committed to bringing the common good alive. It will be an exemplar of how to put common good principles into practice, building relationships and calling on organisations and partners to identify and fulfill their vocational responsibility.

How

Build and maintain relationships, engagement with churches and other organisations. Identify and nurture Associates who support CG champions.

GOAL 2

Drawing from the well of Christian tradition T4CG will make a significant impact in convening and **influencing public conversation**, helping to offer a response to urgent societal and political issues of the day.

How

Being a beacon organisation convening public conversations. Maintain comms quality to influence & equip leaders. Work with collaborators. Develop new ways to make CG thinking accessible.

GOAL 3

Working with partners T4CG will **support the churches** to engage hundreds of thousands of people (including church leaders) **with the principles of the common good to build their capacity** and to fulfill their own vocational responsibility.

How

Identify partners to deliver training and disseminate resources. Nurture associates, equip people in own contexts. Respond to local expressions of T4CG & CG in practice.

GOAL 4

Build a structure fit for purpose Strengthen trustee board and core team. Clear role for founder. Sustainable funding.

How

Recruit Chair and Treasurer. Expand board to 7-9 Trustees. Establish a CRM/database. Identify and support right people: volunteers, associates, working groups, staff. Effective fundraising.