



Dear friends,

It is the nature of life that there are patterns and seasons. It so happens that for me this time of year is the season of meetings! Let me give you a flavour of what it's like:

Just last week we had our Baptist Union Council which meets twice a year for 2 days to "set the broad strategic direction of our Union" so it is a really key moment in our calendar. You can find out more about what goes on at Council by visiting www.baptist.org.uk/council, where the agendas and reports from Council are published, as well as the representatives for your region. A key topic for this meeting was identifying and training the next generation of Baptist ministers. It seems to me that this will be our major challenge for the next decade as we are already seeing a shortage of ministers compared to the posts available and a large portion of our existing ministers are due to retire over that period.

This week I will be attending a board meeting for the Retired Baptist Ministers Housing Organisation (see www.rbmho.org for more information) and a meeting of the Association Treasurers, and next week we have meetings of our Finance & Audit Committee and the Baptist Pension Scheme Employers' Group. The following two weeks have meetings of Baptist Steering Group and Baptist Union Trustees. For all of these meetings I have to prepare papers to inform the discussions and then ensure that we follow through on the agreed actions. If you're interested in how these structures fit together, take a look at www.baptist.org.uk/governance.

Please don't feel like I'm complaining - I find great joy in the variety and the opportunity to use my God-given skills to serve our Baptist family, but it can be exhausting at times like this! I'm also grateful for the work of the team here at Baptist House and many others who also use their own skills and expertise to support Baptists Together.

However, rest is also important, so I'm certainly looking forward to some time away from the office over Christmas. And in the last month I have found time to book our family summer holiday for 2020, so that is definitely something to look forward to!

May God give you joy in serving him as well!

Richard

Richard Wilson

Support Services Team Leader

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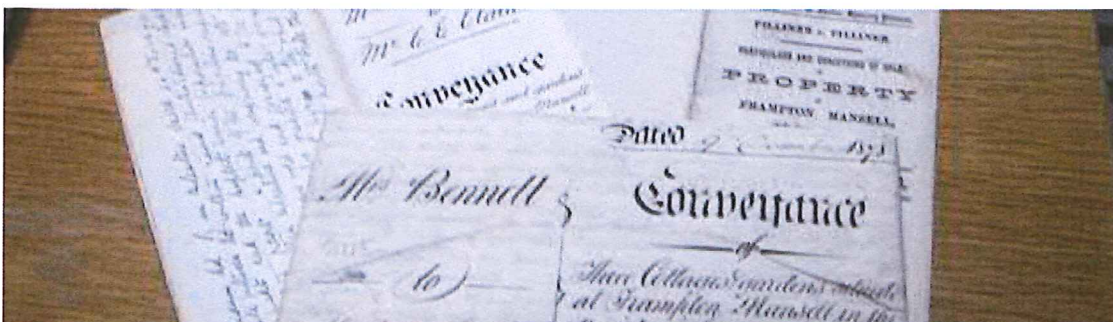
INTERIM TEAM LEADER VACANCY
Faith and Society Team at Baptist Union of Great Britain, Didcot

Would you or someone you know like to provide interim leadership to the work of the Faith & Society specialist team and participate in the wider collaboration and leadership of Baptists Together? Full details of this role are available [here](#).

Perhaps God might be calling you, or someone you know to apply?

Closing date for applications is **09:00 on Monday 18 November**

To view full list of vacancies visit our [jobs page](#).



Information from the [Legal and Operations team](#)

Please click [here](#) for information on:

- Election guidance
- CIO Training Day at Baptist House in Didcot 27 February 2020
- Fraud and cybercrime

- Gigabit Broadband Voucher Scheme




National Communications Survey

Faith and Society Specialist Team is having a season of listening, asking the Baptist family about how they connect and communicate. [This survey](#) is an important part of the listening.

If you have not yet had an opportunity to do so, please spend a few minutes filling it in by [clicking here to access the survey](#) (closing date 9am on Monday 18 November).

Thank you to those who have already completed it.



Webinars

The next Support Services webinar is "[Reserves and Reserves Policies](#)" on Wednesday 20 November 2019 at 1pm. This **webinar for churches** explores:

- Understanding Reserves and the need for a Reserves Policy.
- The Charity Commission guidance on setting the policy and related disclosures
- Some common pitfalls in understanding how to calculate "Available" or "Free" Reserves

There is no need to register or book - just click on the link a few minutes before the start time. A video replay will be available on our website the following week if you are unable to join the live webinar. Videos of previous webinars are available including:

- [An Introduction to Pensions for Baptist Churches](#)
- [Being a Good Charity Trustee](#)

- [Redeveloping Church Property](#)
- [Payroll](#)
- [Managing Church Property](#)
- [GDPR](#)
- [Church Accounts](#)
- [Introduction to CIOs](#)

If you have a topic you'd like to see added to our future webinar programme, please let us know at supportservices@baptist.org.uk



Workshop for People caring for Listed Places of Worship

A Stitch in Time: Why maintenance and small repairs matter

Saturday 23 November at Church of St Peter & St John, Lowestoft and Christ Church, Didsbury

This FREE one day practical workshop will provide a step-by-step guide to determining which parts of your place of worship are the most important to maintain and conserve through small scale repair activity. This will cover the importance of a listed building and the implication of this in terms of consents and permissions and is the last in a series provided as part of the Taylor Review Pilot project. Click [here](#) for more information or [here](#) to sign up.

Further information on the Taylor Review Pilot Project is available on the [Historic England website](#).

Subscriptions 2019

Thank you to all those churches who have either paid their subscription or signed up to our Direct Debit scheme to collect your annual subscription. Over 90% of churches have paid their subscriptions for 2019.

If your church has paid, but not signed up for the Direct Debit scheme, you can opt to pay by this method for 2020 by completing and returning a [direct debit](#) form now.

If your church has not yet paid, could you please make payment as soon as you can, or contact the [Finance Team](#) if you require a copy of the letter

Thank you.



Baptist Assembly 2020, 8 – 10 May

Please save the dates for next year's Baptist Assembly at the Bournemouth International Centre. The draft programme begins with an opening celebration on the evening of Friday 8 May and finishes with closing worship before lunch on Sunday 10 May 2020. We are hard at work developing the full programme for the event over the coming months and look forward to seeing you there. As the Government has moved the May bank holiday to Friday 8 May, we recommend making early enquiries on accommodation as Bournemouth is likely to be busy.



LOANS: Is your church looking to take out a loan, maybe for a new site or to enlarge or redevelop existing buildings or to buy residential property. We are delighted offer loans to organisations that are members of Baptists Together, with competitive rates of interest and no fees in most cases. Visit our [loans](#) page to find out more information and details of how to apply.

Anthony Collins solicitors

Workshop - Funding capital projects for churches

Anthony Collins Solicitors are delighted to partner with [Action Planning](#) - specialist fundraising and strategy consultants in the Christian charity sector, to present this workshop.

- explore how to develop a powerful case for support that will encourage people to give
- unpack why people give and how to ask them to do so
- examine the various sources of funds available to churches for capital projects, and how to be realistic and effective when reaching out

- provide tips on what to look for when entering into construction contracts and how to ensure you have the right charity structure to carry out the project
- explore how to put together an effective action plan for fundraising for your capital project, whilst recognising the importance of underpinning this with prayer

Date: Tuesday 26 November 2019

Time: 09:30 - 16:15

Venue: [Anthony Collins Solicitors, 134 Edmund Street, Birmingham, B3 2ES](#)

Cost: £80 plus VAT

Book your place [here](#)



Churches' Ministerial Counselling Service (CMCS)

Ministry can bring its own stresses and ministers are not exempt from the other problems of everyday life arising from family and personal circumstances. CMCS was established to provide confidential, independent help by way of short-term professional counselling. Baptists Together normally subsidise up to 12 sessions. Click [here](#) to see who is eligible to benefit from this service.

If as part of a church leadership team, you are unsure how best to support your minister through tough times, it may be helpful to gently remind your minister about this additional source of help. More details can be found on the dedicated [website](#). For those who are eligible via Baptists Together, a contribution of £15 per session is normally expected from the client being counselled, payable direct to the counsellor, with the balance of the counsellor's fees being met by Baptists Together. Click [here](#) for details on how to arrange counselling. Please note that a client's name remains confidential at all times and is only known to their counsellor and their Area Co-ordinator.

Here are some comments from ministers who have used the service:

"The two times I have used this service it has helped me re-balance and cope with pressures of ministry ... I have already recommended the service to someone else."

"It has opened my eyes to the benefit of ongoing counselling and reflection to people in ministry. Although I asked for a referral because of a personal situation, the experience has hugely helped my professional development too."



Pastoral Fund Grants – Empowering Acts of Kindness

The Baptists Together Pastoral fund exists to provide short-term financial assistance to Baptist ministers and other workers in Baptist organisations. It can provide a grant to allow someone to:

- Support their family during hard times or a change in circumstances
- Travel to visit a sick family member
- Receive counselling
- Continue in their current role, which may otherwise not be possible
- Take a retreat or holiday to recharge after a difficult period
- Address other needs, as appropriate

Click [here](#) to find out if you qualify and for more information or e-mail pastoralfund@baptist.org.uk



your
kingdom
legacy

The **Your Kingdom Legacy** programme has been established to support Baptists Together member churches in attracting legacies to support their mission and ministry. The programme will fund a free 'simple' will for any Baptist church member or accredited Baptist minister aged 60 and over, at no cost to the local church.

More details of the scheme can be found at www.baptist.org.uk/legacy, including links to download the resources or order paper copies.



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