



Making Mission Possible

**CHIEF
EXECUTIVE
OFFICER**



INFORMATION FOR PROSPECTIVE CANDIDATES





A Note from Carnelian Search

CPAS is one of the key organisations shaping the future of the UK church. Its residential holidays influence the lives of thousands of young people each year. Its leadership training and patronage work are shaping the current generation of church leadership.

CPAS's role in the UK is unique, long-standing, and influential. As such, the CEO of CPAS is a prominent role within the Church of England and its evangelical constituency.

We are excited to be working with the Trustees to identify who God is calling to be the next CEO of CPAS. This is an opportunity to lead an historic and well-regarded organisation through the next phase of its journey and to impact the UK church for Christ.

This role requires a superb leader who is deeply faithful to Christ, an able communicator, diplomatic and able to work with people from a range of church backgrounds. He or she must be a strategic and inspiring leader, able to represent CPAS at a senior level and have a heart for this ministry.

If you would be interested in conversation to explore whether this role is of interest to you, please do get in touch. See the end of this document for contact details.

Allan Beckett
Director, Carnelian Search



Introductory Letter

Thank you for your interest in the role of CEO at CPAS. This is an important role in the life and witness of the UK church, requiring a capable and Christ-centred leader.

CPAS is a vital and vibrant Anglican evangelical Mission agency, part of the Church of England and serving the whole church in England. We are an evangelical foundation, committed to serve the whole church. Our founders' aim was clear, to take the gospel 'to every person's door, with a single eye to the glory of God' which has meant that our work has always been in partnership with local churches. Currently we focus on training, patronage, and on the Christian holidays we run for young people. We value our rich heritage and partnerships across the evangelical constituency, and seek to be biblical, missional, prayerful, and Christ-like in all we do.

Looking towards 2025, our prayer and aspiration is to see:

- every Church a pathway to faith,
- every leader a catalyst for evangelism,
- every Christian a courageous witness, and
- every child the chance to explore Jesus



The Trustees are profoundly grateful for all that God has been doing in and through CPAS and seek to appoint a faithful and visionary new CEO who will lead us into the next generation of serving the mission of Christ in our nation.

The appointee will have a sense of the challenges of and opportunities for evangelism in today's society, and how these might translate into the work of CPAS. CPAS has many doors open for its work through its direct connections to many dioceses, over 700 parishes through its patronage work and many more parishes where CPAS is not patron. A huge legacy of goodwill and experience exists among thousands of leaders trained by CPAS, and an outstanding volunteer pool has engaged with tens of thousands of young people over the last few years.

Nevertheless, we face challenges in knowing how best to equip today's and tomorrow's leaders, how to continue to reach young people in a 'post-Christian' society, and how patronage might continue to be used for evangelism even as church structures develop and change.

If, having read further, you feel you bring the character, skills and experience we are looking for, we would be very keen to hear from you.

The Rt Rev Mark Tanner (Bishop of Chester)

Chair of the Board



JOB DESCRIPTION

Job purpose

To provide Christ-like, prayerful, missional, inspirational, and highly skilled leadership which transparently and publicly embodies the values, ethos, and purpose of CPAS,

- enabling CPAS to equip each new generation of leaders and churches for a rapidly changing future and new landscape,
- ensuring CPAS continues to provide effective support to those who partner with us in ministry, our patronage churches and church leaders more widely at local, diocesan, and national contexts,
- leading, supporting and managing the CPAS staff team, ensuring a focused, resourced, motivated, and prayerful team, whilst continuing to develop our vision and activity in line with our founding ethos and purpose, and
- being accountable to, and through, the Trustees, ensuring that the Charity runs legally, ethically, and safely.

Core Tasks

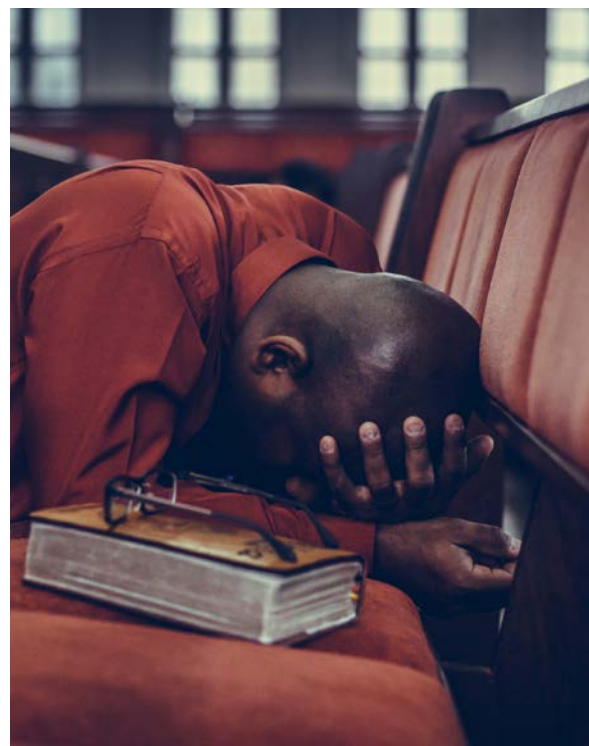
The CEO provides overall leadership for CPAS (under the oversight of the trustees), with the role broadly requiring the post-holder to:

REPRESENT

- CPAS to the wider church, speaking for us and maintaining working relationships with parishes, deaneries, dioceses, and the national church,
- CPAS within the evangelical constituency, and
- CPAS at meetings with other organisations and mission agencies.

ENSURE

- first-class practice and culture around safeguarding and wellbeing of all engaging with CPAS,
- excellent leadership, development, and management of staff,
- a good network of contacts at diocesan and national levels within the Anglican church, encouraging the development of effective ministry within churches,
- CPAS' rootedness in the local church, alongside parishes, supporting, advising, and consulting with parish clergy,
- the implementation of agreed policy and monitoring of CPAS in terms of both ministry and financial performance, and
- close working with the management team in making recommendations to Trustees.



PROMOTE

- a culture of biblical excellence and obedience in everything CPAS is and does, and
- the work of CPAS throughout the UK and Republic of Ireland.

SUPPORT

- Ventures and Falcons as they serve, grow, and evolve,
- the relationship between two trustee bodies, a Council of Reference, and a diverse and able staff team, and
- the ministry of CPAS and your own role in it in prayer.

ATTEND

- Trustees' meetings, working closely with them to determine policy and in delivering results with the agreed parameters and budget,
- the Patronage Trustees' meetings, and
- the Council of Reference and other major CPAS events.

DEVELOP

- CPAS' mission and vision with enthusiasm and wisdom, seeking a rolling refreshment of vision over the years and a constant rejuvenation of the society,
- the overall ministry of CPAS through participation in collective prayer/worship and by maintaining an active spiritual life as a committed member of a local church, and
- themselves: reading, consulting, preaching, thinking, and teaching theologically and biblically about the ministry of local churches (particularly Anglican) and voluntary organisations that support them.

CPAS is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment.

All appointments are subject to acceptable pre-appointment checks, including a satisfactory Enhanced DBS Check.





PERSON SPECIFICATION

We note that the successful applicant may well be ordained in the Church of England (or a church in communion with it). Although ordination is not a requirement of the post, they will be demonstrably committed to the mission and ministry of the Church of England as well as the wider church in the UK and the Republic of Ireland.

Knowledge/experience

We seek

- a deeply Christ-centred CEO with a heart for prayer and a passionate love for Jesus and the lost; led by God in all things and exhibiting clear spiritual, emotional, practical, and reflective intelligence,
- the person who, in Christ, will lead CPAS into our next generation of service, work, and partnership, communicating ably with a younger and more diverse demographic, responding to the leadership of the Holy Spirit, and credible in offering wider leadership within (and possibly without) the church; someone who “gets today’s cultural moment and anticipates tomorrow’s” and engages them with creative wisdom and rooted grace,
- a communicative leader with rich theological gifts, demonstrable experience of leading growth in a local church context, and a profound commitment to mission; someone who will be able to shape the ministry of CPAS according to appropriate Biblical principles,
- an inspirational leader with proven leadership ability and ample relevant experience; someone with tested management experience leading both paid staff and volunteers,
- a person who is both able and credible in overseeing safeguarding work and culture across CPAS, and
- a winsome networker with an understanding of Church of England structures and dynamics at national, diocesan, and local levels.

Skills

We need

- a CEO who acts justly, loves mercy, and walks humbly with our God;
 - a kingdom-builder not an empire builder, an encourager not a hero, an ambassador not a general,
 - one who is strong enough not to be walked over and gracious enough not to walk over others,
 - one disciplined in the art of humility and practised in the ways of wisdom,
 - a leader who is able to relate across the evangelical constituency, willing to listen but ever conscious of maintaining the integrity of the CPAS core beliefs,
 - one who embodies our ethos and values bringing unity, energy, purpose, and passion,
- a leader who demonstrates courage and graciousness in response to contentious issues,
- a leader with vision who is able to build and develop the mission of CPAS, and inspire a fantastic staff team in its implementation,
- a team leader who is able to encourage, pastor and bring out the best from within the office and wider staff team,
- an excellent problem-solver and decision-maker,
- a leader able to think and plan strategically,
- a self-motivated people person, a good time manager and a proven achiever,
- an effective communicator and competent advocate of CPAS and its staff, and
- an effective listener with proven excellence in preaching and personal evangelism.

Passion

With a passionate desire to see the conversion of the lost in the UK and Republic of Ireland, the postholder will be a strong advocate of the critical role of churches in mission and evangelism. He or she will have a strong sense of calling to this role and will long to see churches and leaders equipped and enabled for the evangelistic task.



Travel

Because of the nature of delivering courses and training across the UK and Republic of Ireland, the postholder will be required to travel on a regular basis.

Christian faith

CPAS is a Christian agency, part of the Church of England, working to support churches across the UK and Republic of Ireland. It is therefore important that the postholder has a committed personal faith and is an active member of a local Church of England Church. As the post includes significant representation of the organisation externally, they will be required to sign the CPAS basis of faith.



ORGANISATIONAL STRUCTURE

The CEO currently supervises three members of staff:

- Director of Ministry - who supervises the Ventures & Falcons Principal, the Patronage Secretary and the Leadership Principal.
- Director of Operations and Finance – who linemanages the Head of Fundraising & Communications, the Finance & Services Manager, and the Office Manager
- Personal Assistant to the CEO

Financial Footnote

- CPAS has a broadly balanced income and expenditure of a little over £3m p.a. Our income comes from Ventures and Falcons holiday fees, personal donations, parishes, charitable trusts and investment income. Our expenditure is mainly on staff (a head count of approx. 30 FTE) and direct holiday (Ventures and Falcons) costs.
- In common with many Christian charities, we face challenges around church support and ageing demographics and are vulnerable to a general predicted decline in charitable donations over the coming years. CPAS has invested in both the people and systems necessary for a modern fund-raising operation, and so feel well equipped to take advantage of the strength of our missional appeal.
- In God's grace, CPAS has strong reserves of around £7m. Whilst some of this is held for operational reasons, (mainly for the possible purchase of new premises and for the potential liabilities of a closed historic defined benefit pension scheme) there is nevertheless scope for missional investment. We would therefore like our new CEO to join the Trustees in praying and working through the exciting challenge and opportunity that this brings.





OTHER ENTITIES

The following entities are closely related to CPAS:

- **CPAS Patronage Trustees.** The CEO works to support the CPAS Patronage Trustees in accordance with 2019 Code of Practice. The patronage board appoints its own Trustees but has chosen to ask CPAS to approve them because of the importance of the relationship between the two bodies.
- **Council of Reference.** The CEO also relates to the Council of Reference and its chair. The council being both the legal membership and representative stakeholders for the Society.
- **Church Pastoral Aid Trust.** The CPAT acts as custodian for some CPAS properties and for independent trusts managed by CPAS. Directors are appointed by CPAS and include the CPAS CEO.
- **Society for the Relief of Poor Clergy.** An independent charity. The CPAS board receive regular updates from SRPC.
- **CPAS Pension Scheme.**
- **JFW Deacon's Mabledon Charity.** This charity makes grants to evangelical clergy in need, to evangelical organisations to enable the running of training or conference centres, and to enable sabbatical leave for staff working in Anglican evangelical mission agencies. Sole trustee is CPAT.

RECRUITMENT PROCESS

Carnelian Search have been appointed to lead the search. Please contact them if you would like an exploratory conversation. cpas@carneliansearch.com

