**WORK PLACE CHAPLAINCY SCOTLAND**

**Listening & caring - in confidence**

**COMPOSITION & PROFILE OF WPCS TRUSTEES**

The Trustees shall be up to fifteen in number and the following organisations shall be entitled to make nominations for appointment of Trustees:

Council of Confederation of British Industry

Scottish Trades Union Congress

Scottish Council Development and Industry

Church of Scotland, Roman Catholic Church in Scotland, Scottish Episcopal Church

Other Christian Churches in Scotland propose trustees who will be considered by the WPCS board

Up to three other persons may be co-opted as Trustees as agreed to by not fewer than one third of the above nominated Trustees. The Trustees acting for the time are hereinafter referred to as “the Trustees.” Trustees shall serve for a term of up to a maximum of four years which may be extended for one further term of up to a maximum of four years.

**Board Member Profile, Work Place Chaplaincy Scotland**

The board is responsible for the efficient running of the organisation as a whole. While many functions will be delegated to staff, some of the areas which the board may, at times, require to deal with directly include: setting of remuneration, serious breaches of discipline or good practice, issues of sick or compassionate leave, oversight of annual appraisals. In these circumstances any trustees with a close working relationship to WPCS staff may find themselves in an uncomfortable position.

Occasionally the board may wish to discuss issues, in confidence, of a commercially sensitive nature, eg. “we have been approached by Caledonian MacBrayne, who currently support a “Mission to Seafarers” Chaplain on the Clyde, to say that they are minded to switch funding to WPCS next year” (totally hypothetical!). In these circumstances it would not be appropriate to have a representative of another chaplaincy organisation present on the board.

**Profile of a Prospective Trustee/Director**

* An active Christian faith
* Lay or ordained
* Good knowledge of their sending organisation with regular, direct access to higher management levels
* A working knowledge of business, preferably at board level
* An ability to think creatively and openness to new ideas
* Good networking skills
* A commitment and enthusiasm for the concept of modern Christian chaplaincy
* A commitment to meeting four times a year and a willingness to represent WPCS interest at other times
* Given the rapidly changing patterns and practices of contemporary commerce and industry and subsequent ongoing developments in work place chaplaincy, a current or previous involvement with, or knowledge of chaplaincy is not required.