

BETHEL HEALTH AND HEALING NETWORK CANDIDATE PACK





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About us

Bethel Health and Healing Network an independent multi award winning charity. Originally formed in 2004 and achieving charitable status in 2006, based on Christian vision and principles .Bethel achieved charitable status in 2006. We have continued to successfully provide and support services for the health and well-being of some of the most vulnerable people in the West Midlands area - supporting them to improve their physical, emotional, and spiritual health.

Our head office is based in Balsall Heath Birmingham, which provides our administrative services for the charity.

We currently have a team of 12 staff members, headed by a CEO and led by a Board of Trustees. Our services are supported by approximately 42 volunteers who work tirelessly in collaboration with our staff to deliver bespoke services to the community. We are passionate about ensuring access to high quality services to disadvantaged, vulnerable and isolated communities.

Our Vision

Bethel exists to enable and empower people to become physically, emotionally, and spiritually healthy.

Our Mission

We aim to offer a range of holistic services that promote health and well-being to people in need.

Our Values

We have worked with all our staff, volunteers and service users to develop and agree our shared values.

These are the values that underpin and guide our actions as we strive to deliver our vision.

- Compassion
- Fairness
- Empowerment
- Integrity
- Partnership



Our Strategic objectives

We recently refreshed our strategic objectives that will inform and set our direction for the next 3-4 years.

The strategic objectives by which we will achieve our vision and mission are:

1. Promoting better mental health and well-being among the diverse communities of Birmingham.

Our Priorities:

- Review our Rapha Listening Services to extend its reach to diverse communities
- Improve access to and sign posting to complementary support services
- Delivery of an enhanced approach to Rapha Listening to support people with low level mental health problems

2. Developing a Place of Welcome

Our Priorities:

- Work with partners and service users to improve level of services provision
- Develop and embedding new models

3. Expansion of the Doula Service to serve existing and target new beneficiaries.

Our Priorities:

- Develop and embed a Bethel improvement methodology building on our existing approach
- Work with partners to expand and extend our offer
- Use evidenced based approaches to improve service delivery

4. Increasing impact through partnership.

Our Priorities:

- Review and strengthen strategic partnerships with statutory, and third sector partners and like-minded organisation



Our Strategic objectives

5. Bethel Health and Healing is an effective and sustainable organisation.

Our Priorities:

- Adapt to the accelerated role of Information Technology and consider the implications of Artificial Intelligence
- Develop a systematic approach to income generation, which identifies funding linking to mission, vision, and values of organisation
- Ensure that strategic and operational activities plan and adapt for the increase in demand for services





Our Services

Our flagship Services:



Bethel
Doula
Service

Provides emotional and birth partner support for vulnerable and isolated pregnant women and new mothers across the city



Rapha
Listening
Service

Provides a friendly listening service to the local community and those with low level mental health concerns.



Bethel Doula Service

We provide support to vulnerable and isolated pregnant women in Birmingham during their pregnancies, their childbirth and after their babies have been born.

Our team of experienced Senior Doulas and Volunteer Doulas help service users by:

- Meeting with and listening to each new service user to assess their needs
- Being a supportive and friendly birth partner
- Helping women to attend medical appointments
- Arranging essentials such as baby clothes, nappies, and Moses baskets
- Providing breast feeding support
- Hosting a weekly Mother & Baby group
- Running a fortnightly Parent Education & Health class
- Providing friendly emotional and practical support
- Helping to access other local support services



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Our Services

Bethel Rapha Service



The word Rapha means healing (hebrew). Aligned with our vision, the Rapha service is developing to ensure that we support the 'whole-self' wellbeing of our service users which includes emotional, physical, spiritual and mental health.

We currently offer a friendly listening service for the local community. It has been set up so that local people can have somewhere to go where they can talk to someone in confidence about whatever is on their minds and to have someone to sincerely, actively listen.

Our Rapha service volunteers are professionally trained to offer service users the opportunity to be

- Listened to in a way which is not judgemental
 - Respected and assured of a confidential listening service.
 - Listened to by someone who has been professionally trained to hear and understand
- The service is available to anyone over 18 years of age, we are currently expanding our pool of volunteers to include individuals who speak a community language.



BETHEL HEALTH AND HEALING NETWORK CHAIR ROLE



Job title Chair of the Board

Direct report Board of Trustees

Role Summary

The role of the Chair is vital to Bethel Health and Healing Network (the organisation). The Chair is expected to provide dynamic and effective leadership and direction to the board of Trustees. The aim is to enable and support the Board to fulfil their responsibilities for the overall governance and strategic direction of the organisation, consistent with the founding Christian vision and values of Bethel Health & Healing Network whilst maintaining the Nolan principles.

The Chair will ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations and to make sure that the organisation pursues its objects as defined in its governing document.

The Chair's role is also to work in partnership with the CEO to support the employees, helping them to achieve the aims of the organisation; and to optimise the relationship between the board of Trustees and the staff.

Key Responsibilities:

- Ensure the organisation is run in accordance with their governing document, charity law, and the decisions of the management committee and any other appropriate legislation or regulations.
- Ensure the organisation pursues its objects as defined in its governing document.
- Ensure the trustees as individuals and collectively are aware of their roles and responsibilities
- Lead the process of involving the trustees in setting clear organisational vision, aims and objectives, the development of strategic plans and in the overseeing that the organisation works towards fulfilling them
- Provide leadership for the board of trustees in their role of setting the strategy and policy of the organisation
- Provide support to other trustees in their roles
- Maintain careful oversight of any risk to reputation and/or financial standing of the organisation.
- Receive regular informal progress reports of the organisation's work and financial performance through the chief executive.
- Attendance and membership of other committees or working groups when appropriate in role as Chair

BETHEL HEALTH AND HEALING NETWORK CHAIR ROLE



- Ensure that effective communication exists between Trustees, staff, members, and other stakeholders.
- Consult with chief executive on matters of strategy, governance, finance, and HR.
- Oversee the chief executive's activities in the context of the implementation of Board's strategy and policies.

Board Committee Meetings

- Setting agendas for regular Board meetings and annual AGM
- Chairing and facilitating the Board meetings.
- Allows everyone an equal voice and takes all views into account
- Approves minutes of management committee meetings
- Ensure confidentiality is respected.

External Liaison

- Be the Ambassador/public face of Bethel Health and Healing Network, informed and prepared to represent the organisation to a wide range of organisations, at local meetings and events etc.
- Represent the organisation at appropriate events, meetings, or functions.
- Act as a spokesperson for the organisation where appropriate.

Relationship with Trustees/Board members

- Appoint Trustees/Board members as vacancies arise.
- Co-opt a board member to temporarily fill a board vacancy or skill deficit, as required.
- Undertake annual appraisal with all Trustees/Board members.
- Consult with Trustees/Board members on matters of strategy, governance, finance, and HR.

Relationship with the Chief Executive Officer (CEO)

- In participation with the board, appoint the CEO and lead the process of appraising and constructively guiding the performance of the CEO.
- Consult with CEO on matters of strategy, governance, finance, and HR.
- Oversee the CEO's activities in the context of the implementation of Board's strategy and policies.

BETHEL HEALTH AND HEALING NETWORK CHAIR ROLE



- Maintain careful oversight of any risk to reputation and/or financial standing of the organisation.
- Receive regular informal progress reports of the organisation's work and financial performance through the CEO.

Person Specification and Attributes

- **Service user and community focus** - a high level of commitment to service users and the community, in line with the underpinning values and ethos of Bethel Health and Healing Network and to tackling health inequalities in disadvantaged groups.
- **Strategic direction** - the ability to think and plan ahead, to develop a clear vision and to enthuse others, balancing needs and constraints.
- **Holding to account** - the willingness to accept accountability for Board performance, and probe and challenge constructively.
- **Effective influencing and communication** - a high level of ability to gain support and influence, political acumen.
- **Team working** - be committed to working as a team member.
- **Self-belief and drive** - the motivation to improve the organisations performance and confidence to take on challenges.
- **Intellectual flexibility** - the ability to think clearly and creatively, make sense of complexity and clarify it for other people.
- **Understanding of legal duties**, responsibilities, and liabilities of trusteeship, together with an understanding of the financial aspects of running a charity.
- **Previous experience** as Chair of a voluntary organisation is an advantage.

Time Commitment

- The Board meets at least six times a year.
- From time to time, the Chair should be available to attend and represent the charity at events, meetings or functions in the day and evening times.
- It is important that the chair attends the organisations office(s) and be available to the chief executive/senior paid staff members on a regular basis.
- In addition to board meetings, other contact – usually electronic or by telephone – will be necessary.

BETHEL HEALTH AND HEALING NETWORK CANDIDATE PACK



Location

196 -198 Edward Road, Balsall Heath, Birmingham, B12 9LX

To Apply

For application or further information about the role please call 07983 828837 and ask for Rosie or email rosie@bethelnetwork.org.uk

Application deadline - 2nd of July 2021

If successful at shortlisting stage you will be invited for interview on the 14th July 2021

Bethel Health and Healing Network is proud to be an equal opportunities employer.

www.bethelnetwork.org.uk



Registered address: 196 -198 Edward Road, Balsall Heath
Registered charity number: 1116225