

Appointment of Non-Executive Director

Candidate information

September 2020



Saxton Bampfylde



A bank with a difference

For Kingdom Bank, everything we do flows from our faith which makes us distinctly different from almost every other bank. We aim to place Jesus Christ at the centre of our business with the goal of seeing lives changed as a result of the work of the churches and organisations we serve. This means that we have values that we live and work by. We genuinely care for the people we deal with - our colleagues, our customers and our suppliers. We also manage money well, so that it will do good in our society.

Our Values

Our values shape our approach to business. They really do make a difference to what we do and the way that we look after our customers. They are:

Keeping God at the centre - We set time aside to seek and glorify God through weekly prayer, Board devotions, and annual retreats for directors and staff. We fulfil our calling by embracing biblical principles with integrity and accountability.

Valuing people properly - We treat customers as we would want to be treated - with respect and honesty, providing straightforward, value-for-money products designed to meet their needs. We encourage every member of our team to grow and

develop while always seeking to give outstanding personal service to customers.

Handling finance responsibly - We provide a secure home for savings and only lend to customers responsibly. We manage all the resources we use wisely since everything belongs to God.

Changing lives for good

We use financial services to support Christian churches and charities.

Our history

With a 65 year history, Kingdom Bank has a rich heritage on which to draw. The inspiration for the foundation of this modern financial institution was the pressing need to provide affordable quality Church premises for new congregations.

In the early 1950s Pastor George Oldershaw was fulfilling his calling of planting new Pentecostal Churches across the UK from within the Assemblies of God fellowship. As the congregations became established he was keen to help them purchase premises but found the High Street Banks nervous of lending. His solution was to establish a fund where more established churches would deposit money and the newer fellowships could borrow.

In 1954 the fund became a Registered Charity known as Assemblies of God Property Trust. The organisation saw slow but steady growth and was authorised by the Bank of England in the 1980s and subsequently by the Financial Services Authority.

On 1 January 2005 Kingdom Bank was launched as a wholly owned subsidiary of the Charity, authorised and regulated by the Financial Services Authority and ready to serve the whole Christian community in the UK. Today the Bank is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority.



Our bank today

As the bank's needs for additional capital grew, it became evident to Assemblies of God Property Trust that they needed to find new owners for the bank, which led to Stewardship leading the acquisition with a small group of Christian philanthropists. This included adding new capital to the bank immediately and support for enhanced marketing and IT development. Further, as Chris Sheldon, the current CEO, retires shortly, a new CEO designate, Paul Houghton has been appointed and further appointments are being made to enhance the leadership and executive teams for the opportunities ahead.

With the impact of the pandemic, we are aware of the extreme pressure that churches and Christian organisations are currently facing. Our customers will need extra help and support at this time, which our new investors are committed to providing. The merger could not, therefore, have come at a more opportune moment, and we are focusing our efforts on helping our customers and growth to reach new customers.

We are investing in our online banking service, enabling existing customers to manage their accounts and new customers to apply and save with us online. We are also investing in new staff to enable more churches to borrow money to fund church growth, supported by the top quality advice and support that they need.

Together with Stewardship, we will enhance a range of ministries by supporting churches and individuals to give them a more certain financial future.

The role of the Non-Executive Director

We are now seeking a Non-Executive Director to join our Board. Specifically, we are looking for a financial services professional with both experience of managing risk and UK regulatory compliance, and an understanding of lending to small to medium-sized entities, including those secured on commercial and residential property. This Non-Executive Director will serve as Chair of a future-formed Board Risk and Compliance Committee.

Given an occupational requirement for this role to be filled by a Christian, we are seeking candidates with an active Christian faith who can additionally demonstrate:

Qualifications and experience

- A professional qualification recognised within the finance sector;
- Experience of lending, secured on commercial property or residential niche markets;
- Experience in risk management and UK regulatory compliance;
- Experience of formulation and delivery of corporate strategies, policies and objectives into real achievements;
- Experience of successful organisational growth, change and development;
- Experience of a successful high performing, customer-focused organisation;
- Experience of corporate governance.

Knowledge of

- Banking regulatory framework;
- PRA/FCA regulations, including anti-money laundering and customer conduct;
- Legal responsibilities of a Non-Executive Director;
- An understanding of specific issues facing Churches and Christian charities;
- Wider up to date business understanding and experience - particularly around digital, marketing and business development.

Skills

- Strong, effective team-working skills, able to work as part of a team with the rest of the Board under the leadership of the Chairman;
- Ability to question intelligently, debate constructively, challenge rigorously and decide dispassionately;
- Effective analytical, creative and strategic thinking skills to successfully manage short term issues and plan for long term visions;
- Ability to listen sensitively to the views of others, inside and outside the Board;
- Willing to support Executives in their leadership of a business while monitoring their conduct;
- Commitment to promoting the highest standards of corporate governance;
- Ability to promote and maintain our distinct Christian mission.

Personal qualities

- Strategic vision, good judgement and a prayerful approach to leadership;
- Ability to speak one's mind, challenge constructively and hold one's own amongst others;
- Highest standards of integrity and probity;
- Highly relational and treating all people with respect and dignity;
- Enterprising and committed to excellence in all areas.

Terms of appointment

- Non-executive Directors are remunerated at a rate of £10,000 - £12,000 per annum.
- The time commitment is approximately 20-25 days each year.
- There are 7-8 meetings a year. These are a mix of virtual meetings and on-site meetings in Nottingham.
- Candidates must be willing to sign the Evangelical Alliance statement of faith.

Kingdom Bank is committed to increasing and promoting diversity at all levels in our organisation. We warmly welcome applications from people from the widest possible range of backgrounds.



What our clients say —

We are happy to "put all our eggs in one basket" with Kingdom Bank, not because of the interest rate but because of what you do. It is about the fact that our money is building the Kingdom of God and the ethical nature of the bank.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Kingdom Bank on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code FALADA.

Click on the 'apply' button and follow the instructions to upload a CV and covering letter, outlining why you would like to join Kingdom Bank as a Non-Executive Director.

The closing date for applications is by **noon on Wednesday 30th September**.

Initial interviews with Saxton Bampfylde will take place in the weeks of 5th and 12th October.

Interviews with Kingdom Bank will take place in the weeks of 26th October and 2nd November.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

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