



# BMS Leadership Review

**BMS World Mission vision statement**  
*Together we are working for a world  
where all can experience faith in Christ  
and the abundant life only he provides*



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# Dear potential consultant



We are delighted you are interested in conducting the Leadership Review on behalf of BMS' Board of trustees.

## How would we describe BMS?

BMS World Mission was founded in 1792 and we are proud of how we have adapted to the challenges facing each generation. We remain passionate about making Jesus known across the world and transforming the lives of those in the most marginalised and least evangelised societies on earth. Together, we're inspired by our heart to bring the gospel where it's not known, to bring practical hope to a troubled world and to bring help for the journeys of the displaced.

BMS has grown as a global community of mission personnel, partners and international workers in more than 30 countries across Africa, Asia, South America and Europe, supported by more than 1,500 churches around the UK. Through our supporters and alongside our trusted partners, we send Christians from around the world and equip local disciples in over 30 countries across four continents, responding to suffering and injustice with the promise of abundant life in Christ. You will find more information about BMS activities on our website, [www.bmsworldmission.org](http://www.bmsworldmission.org)

## What is exciting about BMS at this time?

BMS is on a transformation journey. The phenomenal growth of the Church in the Majority World is arguably the most significant development in Christianity in the 21st century. While the Church in the West has struggled, in Africa, Asia and Latin America it thrives. This reality has presented unprecedented opportunities for the spread of the gospel, as mission becomes from everywhere to everywhere.

In response to these opportunities, BMS is embracing fresh ways of working. We recognise we need to act as catalysts to enable growth through polycentric mission. This will be made possible through networks, hubs and partnerships and will happen organically. Nevertheless, we recognize we need to intentionally integrate Majority Church insights and participation into our decision making, leadership and governance structures. This is why we recently recruited some new trustees from the Majority World.

Together we are working for a world where all can experience faith in Christ and the abundant life only he provides.

Best wishes,

Marc Owen  
Chair of the Board

## Background to leadership review

In December 2024, BMS Trustees agreed various strategies which collectively set the course for our polycentric future over the coming season. Included in these sub strategies are the Global Engagement Strategy and the ILC strategy both of which make provision for the development of collaborations aimed at mobilising and enabling Majority Church world mission. They recognise that there is a need to go beyond the provision of mission training and include building fundraising and supporting capabilities associated with effective mission sending.

Emphasis has shifted from project grant delivery or mission sending to finding generative ways of working of fruitful missions such as CCM and DMM, enabling leadership development and long-term sustainability.

It is anticipated that partnership will be transformed away from transactional approaches, towards deeply reciprocity relationship and multi-party collaborations.

Alongside a multi-directional People Pool and BMS's growing role as an influencer for polycentric practice, it will be increasingly necessary for BMS to loosen its organisational moorings in the UK and become increasingly globally dispersed. As BMS seeks to support the growth of Majority World mission, it increasingly sees its role as a catalyst, facilitating a polycentric alliance of partners, people, networks and initiatives.

In 2021 a leadership review was conducted by external consultants. This resulted in a new departmental and leadership structure that would enable BMS to implement their new strategic direction effectively. The Directors structure was in place from July 2022. Now the organisation is established on its new strategic journey, the Board of trustees want to review the leadership structure to ensure that it remains fit for purpose particularly in the light of the organisation's move to more globally-dispersed staff and leadership.

The leadership review will focus on the leadership structure established in 2021 considering the organisation's vision and current strategic direction.



Clean water project, Middle East



## Objectives

The objectives of the leadership review are:

1. To review the current leadership structure and propose options for change; and
2. To propose options for creating a more globally dispersed leadership team

## Scope

- Leadership structure

## Out of scope

- Departmental structure review
- Strategy and transformation journey
- Governance review
- Review of individual staff members

## Stakeholders

- Trustee leadership review group
- Executive Director Team
- Senior Leadership Team
- Board of Trustees

## Responsibilities

- To conduct review and report to the Board of Trustees

## Deliverables

- Report to Board of Trustees, setting out findings, options and analysis informing each option, with a preferred option highlighted
- Each option should include an estimate of costs, and an assessment of the operational and logistical advantages and disadvantages of the proposal

## Timeline

- Start: 1 January 2026
- Interim report: 2 March 2026
- Final report: 11 May 2026

## Budget

- £10-£15,000

## Proposal and selection process

The closing date for proposals is 7 November 2025 (09.00 UK time).

- Your proposal should be in pdf format and no more than 4 pages and include relevant CV/s.
- It should be uploaded using the form at [www.bmsworldmission.org/leadership-consultancy](http://www.bmsworldmission.org/leadership-consultancy) or sent by email to: Heather Drury [hdrury@bmsworldmission.org](mailto:hdrury@bmsworldmission.org)

The Leadership Review group of BMS' Board of Trustee will lead the selection process.

- **Shortlisting** will take place by **Friday 14 November 2025**.
- **Selected candidates' interviews** will be held in person on **Tuesday 25 November 2025**. This interview will involve a presentation, details of which will be shared with those invited to the second interview.

Please do not hesitate to get in touch with Heather Drury if you have any questions about the process.



Harvesting watermelons, Uganda

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