



## WATCH AGM 2022– Election of Trustees

### Introduction: **Casting your Election Ballot**

- A. Information about the election of trustees
- B. **List of Nominees** standing for election
- C. Nominee Bios/Election Statements
- D. Extract from Constitution

NOTE. There will be the opportunity in the morning to ask nominees questions prior to casting your ballot - see SCHEDULE.

### Introduction: **Casting your Ballot**

1. **If NOT attending** the AGM, please use the POSTAL BALLOT Form and follow instructions. Members cast their own Election Ballot. If you have assigned a Proxy, your proxy cannot cast an Election Ballot on your behalf.
2. **If attending in person**, an Election Ballot will be handed to you at Registration to complete and place in the ballot box by the time appointed (tbc). If misplaced on the day, this ballot will not be replaced. Keep it safe. (There are no proxy election ballots.)
3. **If attending online**, you will be presented with an Electronic Election Ballot (or Poll in Zoom jargon). (There are no online proxy election ballots.)
4. **Elections results** are announced at 1.55pm.

### **A. Information about the election of trustees**

Below (D) are extracts of the Constitution in relation to elections. In brief, the WATCH Constitution applies to us in this way:

#### **1. Rotation**

Every trustee elected to the committee is in office for a term of 3 years. One third (1/3) of trustees, excluding co-opted trustees who are not counted for rotation purposes (currently one trustee), are required to retire each year so that there is a rotation. With 5 trustees stepping down this year having served 2 terms or the equivalent, the required one third (1/3) rotation is fulfilled.

#### **2. Numbers of trustees**

The Constitution allows a maximum of 15 trustees. The Charity Commission recommends a maximum of 12. If there are vacancies, the committee may co-opt up to a maximum of three (3) persons as trustees to serve until the following AGM, when



a co-opted trustee would stand for election by the membership. The Secretary and Treasurer are not required to be trustees. Currently, the Secretary is not a trustee.

### 3. Ex officio Officers

Ex Officio Officers are the Chair and two Vice Chairs. Ex Officio Officers are trustees by virtue of their office.

### 4. Ambiguity about Terms

Trustees may serve 6 years/2 terms (or equivalent), after which they step down from the committee for one year before they may stand again for election. There is ambiguity in paragraph 14 of the Constitution which suggests exceptions to the term limit in unusual circumstances, assuming in the best interests of the charity\*.

\* See Agenda item # 3 for Resolution to Ratify the committee's recommendation that Rosalind Rutherford serve out a third term, as elected Vice Chair at last year's 2021 AGM.

## B. List of Nominees standing for election as trustee

- The deadline for nominations was 20 August. No further nominations will be taken from the floor of the AGM.
- There are no contested vacancies.
- Martine Osborne is standing for Chair (I). The Chair as an ex officio Office holder and a trustee by virtue of their office. Martine is also standing as a regular trustee (IA) in the event she is not elected Chair.

	Nominee	Nominated by	Seconded by
1.	Martine Osborne <i>for Chair</i>	Felicity Cooke	Michèle Kitto
1A.	Martine Osborne <i>(for trustee)</i>	Felicity Cooke	Michèle Kitto
2.	Roger Neill <i>for Vice Chair</i>	Lizzie Taylor	Mary Kells
3.	Nicola Denyer	Simon Talbot	Romie Ridley
4.	Isabelle Hamley	Kate Massey	Kat Champion-Spall
5.	Helen King	Judith Maltby	Felicity Cooke
6.	Jane Oldham	Lizzie Taylor	Martine Osborne
7.	Jennifer Thomas	Yvonne Clarke	Claire Creese
8.	Imogen Vibert	Sally Wright	Michèle Kitto



## The following 6 Trustees continue automatically\* for 2022-23

- Rosalind Rutherford – Vice Chair (2017, Vice Chair: 2021-2024)  
*See Agenda item 3. Resolution.*
- John Briggs – Treasurer (2020)
- Felicity Cooke (2017; Vice Chair: 2018-2020; 2021)
- Lizzie Taylor (2017, 2020)
- Mary Kells (2020)
- Sally Wright (2021)

\* “Automatically” refers to prior elections to 3-yr terms. Roger Neill (elected 2021) would be continuing on the committee when elected as a Vice Chair at this 2022 AGM, making for 7 trustees in all continuing in practice.

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## C. Nominee Bios/Election Statements

### **Martine Osborne – for Chair**

#### **1. Brief bio**

- Area Dean of Hounslow and Vicar at St Michael, Chiswick
- Ordained in 2009
- Member of WATCH and long-term campaigner for gender justice in the Church of England, being particularly active in the women bishops campaign through my Twitter alias, @MrsMitre
- Previously was a director of an investment bank in the City for fifteen years and have also written and illustrated books
- Living in Chiswick with husband Peter, five children mostly grown up now

#### **2. What I can offer as Chair**

#### **Bringing renewed clarity to our goals and bringing unity of purpose**

- Longer term
  - For our Church to reflect the image of God better through gender equality in all aspects of mission and ministry
  - For our Church to give up its exemptions under national equalities legislation
- Shorter term



- Raising awareness
  - of the ongoing gender inequality – both everyday sexism and the institutionalised discrimination of the 5GPs and Declaration - and how this impacts women and their vocations in the Church – both ordained and lay
  - of the theology that affirms God’s will for gender justice in the Church; that this theology has been upheld in Synod; and the fallacies of theological arguments against this
- Getting rid of the obfuscating jargon – perhaps with a #Fightthejargon campaign
  - Refusing to refer to ‘Fulham/Society/Maidstone/Resolution parishes’ and calling them what they are ‘parishes who put limits on women’s ministry’
- Pressing for transparency for those churches who limit women’s ministry
- Increasing membership of WATCH, especially getting more men to join

### Bringing renewed energy to how we set about achieving our goals

- Communications
  - Raising our profile on Twitter and in the media generally, with a willingness to provide a bold and provoking quote
  - Possibly introducing a Podcast doing interviews with a wide range of people eg ordinary churchgoers; senior clergy on all sides of the debate; writers and researchers - to highlight different ongoing issues, such as
    - How women are held back in vocations by both clergy who limit women’s ministry explicitly and who do this in a covert way
    - How people can be members of churches for years without realising there are limits on women’s ministry
  - Improving the website
    - More stories of real people’s experiences
  - Events and debates – maybe getting author Kevin Giles and others to speak
- Building a strong committed team
- Working closely with other groups such as NADAWM and Transformations

### **Roger Neill – for Vice Chair**

Roger Neill is a member of the diocesan synod for Peterborough and is rural deanery synod representative for the Brackley deanery representing Newbottle with Charlton parish. He is in his second year (co-opted then elected) as a trustee for WATCH. A lifelong, imperfect feminist, he is strongly opposed to the doctrine of ‘headship’ which often (consciously and unconsciously) underpins opposition to women as priests and ministers and marginalises women in the laity.

He joined WATCH consequent to his personal experiences in witnessing the manipulation by a clique within the PCC of his then parish, King’s Sutton, in imposing a continuation of male-only priesthood against the wishes of the majority of the congregation (and the parish at large). He believes that in several ways the 2014 ‘settlement’ isn’t working, disadvantaging women in both the clergy and the laity, and that that needs to be a clear focus for WATCH.



He has had a career in innovation consultancy and in marketing communications. He was managing partner for the international innovation consultancy, *Synectics*, and founding director of the *Centre for Creativity* at City University London. He has conducted masterclasses and workshops around the world, working in some 40+ countries and cultures. Before that, for ten years he was with *Saatchi & Saatchi* (appointed to the board of directors at 27). With *Lintas* he became chairman in Australia/New Zealand and regional director for Asia/Pacific. He was then deputy chairman of *WCERS Worldwide* in London. Roger was World President of the *International Advertising Association* 1990-1992.

An expert on the innovators, artists, writers and musicians of the late nineteenth and early twentieth centuries, he also helped Sam Wanamaker to re-build *Shakespeare's Globe* in London. Until recently he was chair of the Friends of the Heseltine Gallery at Chenderit School in Northamptonshire and latterly has been working with teachers to re-introduce the arts into the core curriculum in Wales. His most recent published book is *DIVAS: Mathilde Marchesi and her Pupils*.

### **Nicola Denyer**

Licensed Reader (St. Mary's Monkseaton), Lay Ministry Development Officer (Diocese of Newcastle), MoSAIC Convenor (Diocese of Newcastle), General Synod rep (House of Laity), member of the Lay Ministry Network and Discipleship Enablers Network (national).

I stood for election to General Synod on an Inclusive ticket, and am completely committed to a Church of England which is authentically and wholeheartedly open to all.

I was a nurse, midwife and Safeguarding Children Trainer for the NHS before a back injury led me to leave the NHS. I worked for 4 years as an Assistant Chaplain in a local hospice, and in May last year started my current post as Lay Ministry Development Officer. This role allows me to engage right across the Diocese with both the Laity and Clergy, to enable and build confidence in vocation and ministry, to listen well to people and encourage the flourishing of individuals and church communities, where all are valued and included.

I am committed to the WATCH Strategic Plan, and would welcome the opportunity to be involved in the 5 strategies. I think I could bring experience in building relationships and encouraging a wider membership, particularly with the laity. I use social media channels frequently in my work, and could assist in reaching out to new members in new ways. I am able to speak truth to power in appropriate ways, and am connected to a number of networks that could also work to further the Strategic Priorities of WATCH.

### **Isabelle Hamley**

I am a priest in the CofE and have held a variety of posts – parish priest, university chaplain, TEI lecturer and work for the National Church. I have worked both full-time and part-time to accommodate family, and so am well acquainted with the challenges of being a woman and a mother as a priest. In the last six years I have worked for the national church, first as chaplain to the Archbishop of Canterbury, and now as theological adviser to the House of Bishops. In these posts I



have witnessed how hard it still is for women to be in leadership in the church, at every level and in many different ways, and I have worked to raise questions wherever appropriate. I have worked with the Transformations Steering Group. I also have a more academic interest in the role of women in the life of the church, and did a PhD in feminist readings of Scripture.

I am passionate about helping women flourish in ministry and release the gifts that they have for the church and wider world, and have plenty of experience of the complex negotiations and work involved to make this happen at a structural level as well as at the grassroots, and would love to use this experience for WATCH.

### **Helen King**

I am an authorised lay preacher in Oxford Diocese, a member of General Synod and an elected member of Ministry Council. I am currently the Vice-Chair of the General Synod Gender and Sexuality Group and also a member of the steering group of Changing Attitude England. As a former member of the Movement for the Ordination of Women who was on General Synod during the years in which women deacons, and then women priests, became possible, I have considerable 'history' with the way the structures of the Church of England have failed to give us the equality we need.

In addition to the campaigns to give full inclusion to LGBTQI+ people in marriage and ministry, we need to contribute to the ways in which ministry is changing. What is a priest, and how can lay people best be involved in leadership roles? How can the Church of England better include women of all classes and backgrounds? In my work on various Periodic External Reviews of the Church of England's Theological Education Institutions I have seen how women may still get the message that ordained roles are not for them, but also how lay roles can give them confidence to explore their vocations more fully.

A formative moment in my life was when I realised that women could be sidespeople (yes, I go back a long way!) When I stood for this role in my church, another woman who had also assumed only men could do this decided to stand too. Despite the classic objections that we could not carry the hymnbooks and that we should be making the coffee, we were elected. This story seems so unlikely now: what will people in the future find extraordinary about women's place in the church today? There is so much work still to be done and I would love to work with the other trustees to further the cause of women in the church in all areas.

### **Jane Oldham**

I have been doing lay work at St Mary's Church, West Kensington for the last 19 years. This has been a significant leadership role that includes leading services and preaching. Prior to this I completed a BA(Hons) in Applied Theology at Trinity College in Bristol. In my lay church work upholding the place of women in leadership in the church has been very important for me, particularly because St Mary's has Conservative Evangelical Patrons. This issue has become more crucial for me with appointments of Priests at St Mary's in the last three years. As a result, I have spoken and exchanged emails with many Priests, an Archdeacon, Bishops, Diocesan Registrars, Deans, theological lecturers and people in WATCH with the aim of trying to have a position of affirming women in leadership upheld. I'm



more aware now of shortcomings in the House of Bishops' Declaration on mutual flourishing, the outdatedness of the Patronage system, the reach of Church Planting networks, the political manoeuvrings that can go on behind the scenes with clergy appointments in churches and differences between clergy and laity that can be exploited by those in positions of power. I believe wholeheartedly that truth brings freedom and so want to try and encourage transparency wherever it is lacking in order to uphold justice and equality for women in the church at all levels. I also want to take opportunities to be more involved in organisations and bodies outside the parish church that can amplify and highlight voices of women in the church and issues that still need addressing.

I was brought up in the Church of England/Anglican church in England, New Zealand and Tanzania and have worked in Tanzania as an adult and had two brief periods living in Muslim countries. A number of my family members have been ordained, including my father, uncles, cousin and a grandfather. I have many friends who are ordained Anglican Priests or working in Christian ministry. I love the breadth of tradition in the Church of England and the wealth of different spiritual practices that have formed Christian disciples over the centuries.

### **Jennifer Thomas**

I have been in ministry for over 35 years, from a Parochial Evangelist in the Church Army, priested in 1994. My ministry spans across an international and local spectrum. I am currently Incumbent at the Church of the Ascension, former assistant Area Dean and acting Area Dean. I have served on many diocesan committees in my diocese. I was the former Chair of the Association for Black Clergy (ABC) and was a committee member of the National Committee for Minority Ethnic Anglican Concerns (CMEAC). Currently an Examining Chaplain to the Bishop, the National Church Bishop Adviser's for Discernment in the Shared Discernment Process and a Church Commissioners Committee member.

I have been a member of WATCH since it first began as MOW and previously served on WATCH National Committee for over 5 years when both Christina and Rachel were chairs of WATCH. I was a part of the WATCH group on General Synod when I served on the General Synod at the time.

I am willing to serve on the WATCH National Committee. I bring with me a rich diversity as a person who thinks outside the box, and bring my valuable insight of ministry in the church in a wide spectrum and that includes management, conflict training and media communication.

At present completing my Masters in Theology and Religious Studies. I enjoy going to the gym, zumba and I bring a warm sunshine personality.

### **Imogen Vibert**

I was ordained in 2002, and spent the first ten years of my ministry working in inner city parishes in Tower Hamlets and Hackney in East London. Since then, I have been working as a part-time Chaplain at a secondary school for girls in Southwark Diocese, St Saviour's & St Olave's School, a post which I really love. It has given me a great insight into the education system and also into the stresses, strains and joys of life which teenage girls, their educators and parents face today. In a community of all faiths and none, I love the challenge of trying to speak about the Christian faith in a way which connects for as many people as possible.



I have an interest in the area of peacemaking and reconciliation. I am part of a network called 'Reconcilers Together' based at St Ethelburga's Centre of Peace and Reconciliation, where I receive training and support from others involved in these areas of work. This is helpful for both my chaplaincy work and life in general.

I am passionate about equality and inclusivity, not only regarding gender, but also race, sexuality and disability. As well as continuing to learn about these myself, I would love to be part of helping the Church of England move forward in our understanding and subsequent action in these areas. I hope that involvement WATCH might enable me to meet likeminded people with whom I could work together to live this out.

Originally from Cheshire, I have lived in London since leaving university in 1996. I have a degree in French and am married to Seb who is French/Caribbean and we have 2 teenage sons. I love a historical novel, visiting new cities, dancing, and getting into a good TV series!

I really look forward to learning more about the work of WATCH and discerning ways that I might be able to contribute.

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## D. Extract from Constitution

### 10.3 Number of charity trustees

There must be at least six and no more than fifteen charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees, or appoint a new charity trustee.

### 10.4 First charity trustees

10.4.1 The first charity trustees of the CIO are:

The committee as elected on 19<sup>th</sup> November 2016

Emma Percy – Chair

Anne Stevens – Vice-Chair

Stephen France – Vice-Chair

Mark Bennet – Treasurer

Hannah Elias

Michèle Kitto

Rosalind Rutherford

Michael Smith

Jody Stowell

Yvonne Clarke

Cath Williamson

Esther Elliot

Jenny Humphreys





## II. APPOINTMENT OF CHARITY TRUSTEES

- 11.1 At every annual general meeting of the members of the CIO, one-third of the elected charity trustees shall retire from office. If the number of elected charity trustees is not three or a multiple of three, then the number nearest to one-third shall retire from office, but if there is only one charity trustee, she or he shall not retire;
- 11.2 The charity trustees to retire by rotation shall be those who have been longest in office since their last appointment or reappointment. If any trustees were last appointed or reappointed on the same day those to retire shall (unless they otherwise agree among themselves) be determined by ballot.
- 11.3 The vacancies so arising shall be filled by the decision of the members at the annual general meeting and vacancies not filled at the annual general meeting may be filled as provided in clause 11.6;
- 11.4 Any person retiring under the provisions of clause 11.2 shall be eligible for election for a second term of three years. Any person who has served two terms shall be required to take a year's sabbatical before being eligible for re-election;
- 11.5 Any person standing for election under the provisions of clause 11.3 shall be proposed and seconded by members of the charity;
- 11.6 If the committee elected by the members, including ex officio members is less than 15, the charity trustees may appoint any member to join the committee until the next Annual General Meeting at which any member so appointed shall be eligible for re-election onto the committee.
- 11.7 The charity trustees may at any time co-opt not more than an additional three members onto the committee to act as trustees. A person so appointed by the charity trustees shall retire at the conclusion of the annual general meeting next following the date of her or his appointment, and shall not be counted for the purpose of determining which of the charity trustees is to retire by rotation at that meeting.
- 11.8 The chair and the vice chairs ("the office holders") shall be elected by the members at an annual general meeting and for the time being shall automatically, by virtue of holding that office ("ex officio") be a charity trustee. Each office holder shall remain in post for a period of three years and shall be eligible to stand for election for a second period of three years.
- 11.9 If an office holder shall retire early from their post the committee may make such provision as it deems fit until the next annual general meeting at which meeting the members shall elect an office holder to replace the retiring office holder.
- 11.10 If unwilling to act as a charity trustee, the office holder shall cease to be an office holder except that there shall be no requirement for the treasurer or secretary to be charity trustees.

END