

tearfund

# Theology Trustee

## Following Jesus into the Board Room



# Introduction



Dear Prospective Trustees,

Tearfund is a Christ-centred international nongovernmental organisation, founded over fifty years ago and now active in over fifty countries around the world. We believe that we have been called to follow Jesus where the need is greatest, and to show God's love in doing all we can to end poverty. We have three current priorities: church and community transformation; working in 'fragile' states - those facing protracted crises and conflicts; and economic and environmental sustainability. Wherever possible we work through local churches, helping communities find their own answers to the challenges they face. When disasters strike, we respond prayerfully, professionally and fast. Through our work and those of our partners, we see emergency needs met, communities transformed, and society changed.

In our work we draw on experience from our own people based both in the UK and around the world. We have recently strengthened our leadership presence in different countries and regions, aiming to feel and act more like a truly global organisation and to position decision making closer to the communities we serve. We seek to base all that we do on a Biblical understanding of poverty and of the right response to that.

Tearfund is governed by a Board of Trustees with a wide breadth of experience and expertise. Their role is to provide strategic leadership and oversight to the organisation, bringing in external perspectives and experience; to pray for those who work within Tearfund and for those with whom we work; and to encourage and provide healthy challenge to the executive leadership. We do all this with prayer, seeking God's wisdom to discern his direction as we play our part in stewarding a culture that is Christ centred and Spirit filled.

As Mark Melluish nears his full term as a trustee, the Board seeks to appoint a wise and strategic-minded person who can bring life experience of applying theology to a wide range of issues and helping others do likewise. In addition to the governance entrustment of Board membership, it is our hope that the appointed trustee would be a future candidate for chairing the Theology Committee. In our passion and commitment to represent the diversity of God's Kingdom, we are particularly keen to invite applicants from presently underrepresented groups, including Black, Asian and Minority Ethnicities (BAME), female and younger leaders. The person profile for trustees is outlined in more detail later in this document.

If you feel that God may be calling you to serve in this capacity, and if you meet the criteria outlined below, I very much hope that you will get in touch. We look forward to hearing from you.

Warmly,

Anna Laszlo  
Chair

# Who we are

Tearfund is a Christian international relief and development agency working globally to end poverty and injustice, and to restore dignity and hope in some of the world's poorest communities. We operate in more than fifty countries around the world.

We deliver our strategy by:

- Working, where possible, through the local church;
- Empowering communities to lift themselves out of poverty;
- Responding to disasters and conflicts;
- Always seeking to reach those in the greatest need;
- Seeking to influence the global church and governments to bring about fair and just policies and structures at a local, national and global level.

Tearfund is a Christian organisation. We're passionate about living out God's kingdom's values of love, hope and transformation. It's what inspires and drives us. We were born out of the Evangelical Alliance in 1968 and our biblical values are the foundation of everything we do.

## How we work

Our work reflects our reputation for both spiritual passion and professional excellence. We aim to help the people in the world who are in the greatest need, regardless of race, religion, gender or nationality.

We do this by:

- Identifying the places of greatest poverty;
- Working through local churches and Christian partners to seek out and help the most marginalised and vulnerable people in those places;
- Responding to emergencies with our partners and our own operational teams.

**“We are committed to following Jesus where the need is greatest”**



**“Our work reflects our reputation for both spiritual passion and professional excellence. We aim to help the people in the world who are in the greatest need, regardless of race, religion, gender or nationality”**

We operate through local churches wherever we can, training and equipping them to end poverty and rebuild their communities. This is because we believe that:

- Churches are the most powerful local and global network for God’s love to reach people in poverty;
- Churches care for the whole person, inside and out. This makes lasting, sustainable change for an individual and a community possible.

Most of what we do is about taking communities through a facilitated process to name their own needs, recognise their own strengths, and find their own solutions to poverty. We model this all over the world. It’s effective, long-lasting, far-reaching and transformative. In the most vulnerable places we have experts ready to help people prepare for, withstand and recover from disasters.

Following a review in 2017, we have now prioritised three areas of work for the next five years and beyond: Church and community transformation (CCT), fragile states and environmental and economic sustainability. For more information please read our latest [annual report](#).

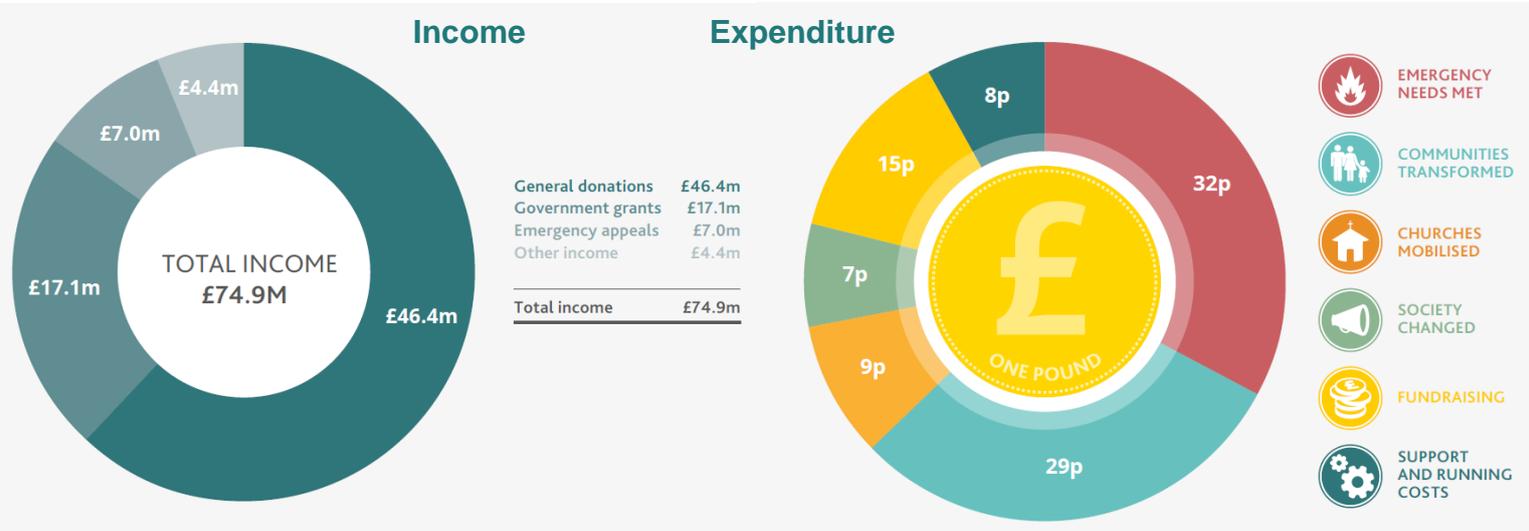
We campaign in the UK and across the world for just policies and structural change on issues such as corruption, poor governance, conflict and exploitation that will support people in poverty. In advocacy, Tearfund is seeking to mobilise churches and partners worldwide, in understanding and addressing the challenges of mankind’s cumulative impact on our fragile planet – such as climate, air, fresh water, bio-diversity and agriculture.

Tearfund has just over 1100 members of staff, with around 400 working in the UK. Working across more than 50 countries. We’re signatories to the Red Cross Code of Conduct and are certified against the Core Humanitarian Standard.

### Income and Expenditure

We seek to be as transparent as possible about our costs, outcomes and effectiveness. Being open and accountable to our supporters is one of our core values.

Income in the last reported year increased by 3% to a record high, built primarily on a tremendous response to Tearfund’s UK aid match appeal. A further important change was an increase in fundraising expenditure, which reflected a step-up in campaigning and digital activity; this has come with success and still compares favourably with the relative expenditure of other UK charities.



# The Role

“For we are taking pains to do what is right not only in the eyes of the Lord but also in the eyes of others”.

2 Cor. 8:21

Trustee-Directors of Tearfund are Company Directors and as such are responsible by law for the affairs of the Company. This includes oversight of the vision and values of Tearfund, as well as all its operations, albeit day to day affairs are delegated to the Chief Executive.

Trustees will be invited based on their ability to contribute to this responsibility.

Trustee-Directors of Tearfund are also the Charity Trustees and are subject to the provisions of the Charities Act 2006.

Time commitment: There are 5 full day Board meetings and 4 half day Committee meetings per year, plus typically 6 other days for preparation, informal meetings and attending Tearfund events.

The dates of the next Board meetings are:  
17<sup>th</sup> Sept – Strategy day (Woking)  
18<sup>th</sup> Sept (Woking)  
26<sup>th</sup> Sept (AGM, Teddington)  
4<sup>th</sup> Dec (Teddington)

Should the Theology Trustee live outside the UK, all expenses will be covered to allow for in-person participation in Board meetings and Committee meetings.

In addition to Board meetings, trustees are expected to visit one of our programmes once every few years.



# Person Specification

Tearfund is seeking a wise leader with experience of helping the global church live into its integral mission and creation care mandate. This trustee will contribute to Tearfund's evolving identity, vision, strategy, partnerships, and all aspects of godly governance. We are looking for a prayerful person who will actively seek to discern and help others understand Tearfund's work from a theological perspective.

Ideal candidates will bring a strategic mindset informed through many cross-cultural and cross-denominational relationships and through their own pursuit of a Biblical understanding of international development. The appointed trustee will facilitate purposeful and grace-filled discussions amongst the Board, the Executive Team, in meetings of the Theology Committee, and with external partners.

Though we are seeking particular skills, this person will be confident in expressing their views across a range of issues and playing a broad role on the board.

## Essential

- Theologian (note: not necessarily currently within a college or theological institution)
  - Deep theological expertise and thinking
  - Able to apply a theological lens to a wide range of global and local issues, including but not limited to those around development and creation care
  - Able to help the Board, Committee and organisation to think through issues and approaches from a theological perspective
  - Able to present complex theological thinking or positions clearly to different audiences
  - Experience in handling - from a leadership position - contentious theological issues, both in the wider public domain and within the Christian world
  - Deep understanding of global church cultures and trends
  - Rooted in the local church
- Able and willing to contribute not only in area of own specific expertise, but across the range of issues that the Board will engage on
- Good communication skills
- Good analytical skills
- Ability to influence in large and small group settings
- Able to understand complex written reports and papers
- Ability to think strategically in a governance setting
- Able to handle conflict
- Appreciation of international humanitarian and aid work
- Cross cultural experience

## Desirable

- Experience as a Chair of complex meetings / committees
- Public speaking
- Previous/current trusteeship within government, church or voluntary sectors

## Personal attributes

- Clear, vibrant and demonstrable Christian commitment.
- Able to sign Tearfund's Statement of Faith
- Commitment to Tearfund's values
- A strong commitment to justice for poor people

# How to apply

Should you be interested to discuss this trustee role, please contact:

[ewen.mcalpine@macaulaysearch.com](mailto:ewen.mcalpine@macaulaysearch.com)

The closing date for applications is noon BST on the 29th of July 2019.

Shortlisted applicants will be invited into a two-way discernment process with Board Members and representatives of the Executive Team.

Successful candidates will embrace signing Tearfund's Statement of Faith and confidently fulfil the requirements of the organisation's Personal Conduct Policy.

Many thanks for your prayerful consideration of this service opportunity.

