Christian Aid

Finance Trustee Candidate Information 2026

christian aid

Trustees Unlimited

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Belinda and daughter Abigail outside their home in Dagoretti, Kenya. Supported by local partner Beacon of Hope, Belinda has created a tiny, thriving urban farm which she uses to supplement the family's income.

Letter from the Chair

Dear Candidate,

Thank you for your interest in becoming a Trustee of Christian Aid.

I am delighted that you are considering joining us at such an important time in our history. As Chair of Christian Aid, I am continually inspired by the commitment, compassion and determination of our staff, volunteers, supporters, sponsoring churches and partners around the world.

Christian Aid was born out of faith in action, and for over 80 years we have stood alongside people experiencing poverty, injustice and crisis. Our purpose remains as urgent today as it was when we were founded: to work towards a world free from poverty, where everyone can live with dignity, realise their rights and fulfil their potential.

Our Christian identity sits at the heart of who we are. It shapes how we work, alongside communities and partners, responding to immediate need while tackling the underlying causes of poverty and injustice. We believe in the power of collective action and in supporting those most affected by poverty to lead the changes needed in their own lives.

The world continues to change rapidly, bringing new challenges and opportunities. Our new strategy provides a clear direction for Christian Aid, building on our strengths and ensuring we remain focused on our mission while adapting to a changing global context.

Our Trustees play a vital role in ensuring Christian Aid remains a strong, effective and impactful organisation. As Finance Trustee, you will help us steward our resources responsibly and strategically, ensuring they continue to support our work and our ambitions.

We are looking for someone who shares our commitment to ending poverty and advancing social justice, and who brings the experience, judgement and collaborative approach needed to contribute at Board level.

Thank you for taking the time to learn more about Christian Aid and this opportunity. I hope you will be inspired by our work and the possibility of joining us in this next chapter.

With warm regards,

+ Thabo Cape Town

Thabo Makgoba,
Archbishop of Cape Town
Chair, Christian Aid

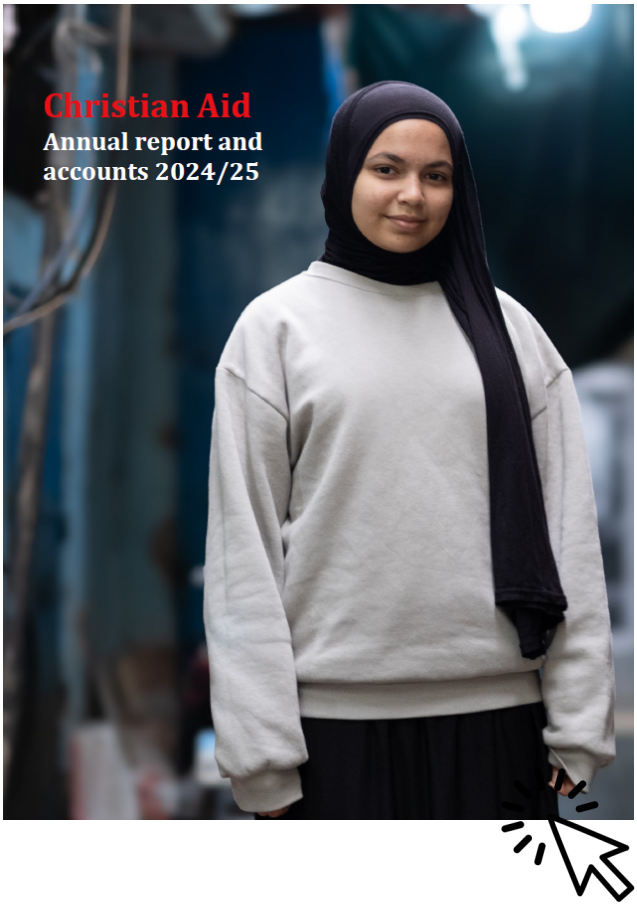
About Christian Aid

Christian Aid was born out of faith in action. Since our establishment in 1945, in response to the refugee crisis in post-war Europe, we have stood alongside people in their moments of greatest need while working to tackle the underlying causes of poverty and injustice. Our vision is of a world where everyone is treated with equal dignity, can realise their rights and play a full part in society. This stems from our belief that every person should be able to fulfil their God-given potential.

Our Christian identity sits at the heart of our vision, guiding why we work, how we work and who we work alongside. For more than 80 years, we have acted in solidarity with marginalised communities across the world, working with and for people of all faiths and beliefs. Our values of love, dignity, equality and justice shape our stewardship of resources, our partnerships and the way we seek to bring about lasting change.

We believe that the people most affected by poverty are best placed to lead the changes needed in their own lives. We therefore seek to shift power to local communities and partners, supporting them to identify solutions, strengthen their influence and bring about sustainable change. By connecting local action with national and global advocacy, we work to address not only the symptoms of poverty but also the systems and structures that perpetuate it.

The challenge of ending poverty is too great and too urgent for any one organisation to tackle alone. Collaboration is central to our approach. Working alongside trusted local partners, churches, civil society organisations and communities, we respond to humanitarian emergencies, deliver long-term development programmes and campaign for policies that promote justice and equality. We recognise that the most effective and enduring solutions are built through partnership, mutual learning and shared purpose.



Grounded in the life of the British and Irish churches, Christian Aid is supported by our sponsoring churches through their giving, action and prayer. We also harness the reach and influence of churches and other faith institutions around the world, recognising the vital role they can play in addressing the structural causes of poverty, from conflict and displacement to climate injustice and gender inequality.

Today, Christian Aid continues to work alongside communities across Africa, Asia, the Middle East, and Latin America and the Caribbean, supporting people to respond to crises, strengthen resilience and build a more just and peaceful world. Together with our partners, we remain committed to tackling poverty at its roots and creating lasting change for future generations.

Read more about our impact, activities and financial performance in our 2024/25 Annual Report and Accounts linked above.

Our mission, vision and values

Our vision:
Every person has life in all its fullness.

Our mission:
Driven by a faith that cannot ignore suffering and injustice, we join with churches and partners to break the chains of poverty.

Our values:

Love
Our cornerstone – our motivation to love and care for others and Creation by standing alongside those who struggle against the injustice of poverty.

Dignity
Our belief is that every human being is of equal worth and should be given the opportunity to realise their potential.

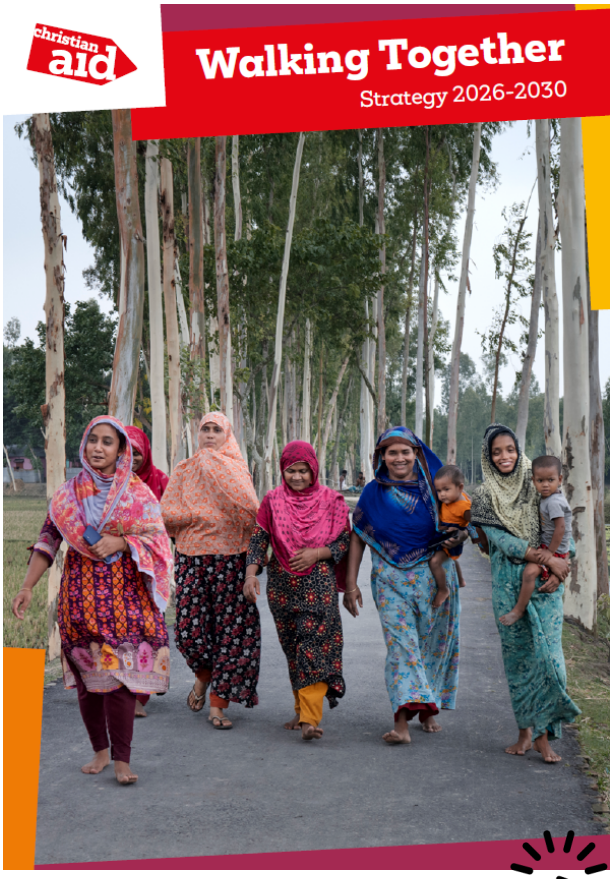
Equality
Our conviction is that all individuals and groups have the right to equality of voice, opportunity and outcomes.

Justice
Our determination to empower communities and to challenge the structures and systems that create poverty and prevent people from rising out of it.

Aurelia with her grandchildren. Working alongside our partner Congcoop in Guatemala, Aurelia has made a big impact on her community.

Our Strategy:

Walking Together (2026–2030)



Walking Together sets out Christian Aid's strategic direction for 2026–2030 and our shared ambition to help build a world free from poverty, where everyone is treated with equal dignity, can realise their rights and fulfil their God-given potential. Rooted in our Christian faith and more than 80 years of partnership with communities around the world, the strategy responds to a rapidly changing global context while remaining firmly focused on our mission to tackle poverty and injustice.

The strategy recognises that poverty is driven by complex and interconnected challenges, including conflict, climate change, gender inequality and the denial of rights. It reaffirms our commitment to addressing these root causes while supporting locally led solutions that enable communities to shape their own futures. Working alongside trusted partners, churches and civil society organisations, we seek to create lasting change by strengthening local leadership, influencing policy and connecting local action to global impact.

Walking Together also sets out how Christian Aid will build on its distinctive strengths as a catalyst, connector and convenor. By bringing together communities, partners, faith networks and decision-makers, we aim to amplify marginalised voices, foster collaboration and help drive the systemic changes needed to overcome poverty.

As we deliver this strategy, we will continue to learn, adapt and strengthen our organisation so that we can maximise our impact in an increasingly complex world. We invite you to read *Walking Together* to learn more about Christian Aid's priorities, approach and ambitions for the years ahead, and the important role Trustees play in helping us realise them.

Role Description (Finance Trustee)

Remuneration: No salary is payable, but reasonable out of pocket expenses are reimbursed.

Term of appointment: Appointment as a trustee will be for an initial period of four years (which may be renewed for a further period).

Time commitment: **Approximately 1-2 days per month (varies throughout the year).**

Board: Four meetings per year in locations around the UK including two residentials (usually requiring an overnight stay).

Finance, Risk and Audit Committee: Five meetings per year online, each lasting 2-3 hours.

Includes meeting preparation and occasional work with Board members and senior staff between meetings.

The Board

Christian Aid is seeking to appoint a new Finance Trustee to strengthen the Board's expertise and oversight of financial matters. The successful candidate will bring significant charity finance experience and will support the Board in understanding financial performance, risk and sustainability. They will help ensure that financial information is clear, timely and supports effective strategic decision making.

The Board of Trustees is responsible for setting the strategy and policy framework of Christian Aid, holding the Chief Executive and the Executive Leadership Team accountable, providing constructive challenge where necessary, ensuring effective governance and oversight, reporting to the sponsoring churches and the wider group of stakeholders (at the Annual General Meeting), and promoting Christian Aid externally.

The Board is committed to ensuring that Christian Aid continues to be effectively governed, financially sustainable and able to maximise the impact of the resources entrusted to it. Trustees are expected to contribute to open and constructive discussion, provide independent judgement and support robust decision making in the best interests of the organisation.

Role purpose

The Finance Trustee will strengthen the Board's expertise and oversight of financial matters, bringing significant charity finance experience to support effective governance and strategic decision making. They will provide constructive challenge and independent judgement, helping the Board understand financial performance, risk and sustainability, and ensuring that financial information is clear and meaningful.

Role responsibilities

Trustees have the overall legal responsibility for a charity. The law describes charity trustees as "the persons having the general control and management of the administration of a charity" (Charities Act 2011, section 117). Trustees must act and take decisions collectively to govern the charity. Trustees have no authority to act independently unless this has been authorised by the Board as a whole.

As a Christian Aid Trustee, you will have responsibility for:

- setting strategic direction
- ensuring effective governance
- overseeing financial sustainability and organisational risk
- reviewing policies
- ensuring the organisation's resources are used strategically to achieve agreed results.

You will be expected to work in partnership with the Chief Executive and Executive Leadership Team, recognising the value and commitment made by Christian Aid to working with and through partners overseas.

Specific responsibilities of the Finance Trustee

The Finance Trustee will play an important role in supporting the Board's understanding and oversight of financial matters. This includes:

- providing constructive challenge and independent judgement
- ensuring financial information is accurate, timely and meaningful
- helping the Board understand key financial issues, risks and opportunities
- supporting effective decision making by translating financial information clearly for Trustees from a range of professional backgrounds.

Wider contribution

It has proved valuable for Trustees to travel overseas occasionally to visit partners and see Christian Aid's work at first hand. A core role for the Board is for individual Trustees to act as ambassadors and advocates for Christian Aid, supporting fundraising and using their experience and networks to help expand the supporter base.

Furaha Kashisha is part of the Village Savings and Loan Association, supported by Christian Aid in the Democratic Republic of Congo. When war broke out in February 2025, she fled with her young grandson, losing everything. Thanks to this project, Furaha is now financially stable and hopes to rebuild her small business.

Person Specification

Essential knowledge and experience

- A recognised accounting qualification.
- Significant charity finance experience.
- Knowledge of the governance obligations and responsibilities of Trustees.
- Experience of financial oversight, including management accounts, cash flow, forecasting and financial reporting.
- Good understanding of financial reporting, management accounts, cash flow, forecasting and financial risk.
- The ability to identify key financial and organisational risks and communicate these clearly.
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.
- The confidence to provide constructive challenge whilst maintaining positive and collaborative relationships.

Desirable knowledge and experience

It would be desirable if candidates also had experience of some of the following areas:

- knowledge of the workings of NGOs in the UK and Ireland
- knowledge of the social, cultural, economic and political dimensions of international relief and development
- experience in an international organisation
- experience and understanding of diversity
- charity income generation
- experience gained outside the charity sector which complements charity finance and governance.

Personal qualities

Candidates must be able to demonstrate a combination of intellect, personal presence, energy and creativity sufficient to contribute at Board level. The successful candidate will also demonstrate:

- strategic vision and the ability to operate effectively at Board level
- good independent judgement and the ability to identify key issues from complex information
- the ability to think creatively and solve problems effectively
- willingness to speak their mind and provide constructive challenge
- ability to work effectively as a member of a team
- leadership skills
- effective communication and interpersonal skills
- a calm, engaging and diplomatic approach, with the confidence to support open discussion and effective decision making
- willingness to devote the necessary time and effort.

Commitment

Christian Aid values and encourages diversity in its Board and welcomes people from all sections of the Christian community. Board members are expected to be active Christians to help lead, direct and develop Christian Aid as the Churches' agency for international development and poverty eradication.

- A passion for poverty eradication and social justice.
- Knowledge of the challenges faced in developing countries.
- Commitment to Christian Aid's values and objectives.
- Understanding of Christian Aid's role as the churches' relief, development, advocacy and campaigning agency for international development and poverty eradication.
- Sympathy and support for Christian Aid as a Christian organisation, which works with churches, ecumenical bodies, local NGOs, organisations of other faiths and movements which have common values and competence in poverty eradication.

Board Advisors

If you are interested in contributing to the governance and mission of Christian Aid but feel that the Finance Trustee role is not the right fit for your experience, we would still be delighted to hear from you. Alongside this appointment, Christian Aid is also looking to strengthen its pool of Board Advisors. We are particularly keen to hear from individuals with expertise in one or more of the following areas:

- Investments
- Pensions
- Charity fundraising

If you are motivated by Christian Aid's mission and believe your skills could make a meaningful contribution, we encourage you to get in touch.

How to apply

If you would like to apply for this brilliant opportunity of Finance Trustee, or if you'd like to express your interest in becoming a Board Adviser, please provide the following:

- An up to date CV with the details of two referees (we will not contact them without your prior permission)
- A supporting statement, which addresses the criteria in the Person Specification, along with your motivations for applying.

Trustees Unlimited will be handling all enquiries and applications.

Please send your application to: applications@trustees-unlimited.co.uk including 'Christian Aid' in the subject heading.

If you would like to discuss the role in more detail, please reach out to Melissa Baxter at melissa.baxter@trustees-unlimited.co.uk / 07789 985229.

Closing date for applications: Monday 28th September 2026
Interview dates with Christian Aid: 15th - 19th October 2026

We look forward to receiving yourapplication.