TRUSTEE
Recruitment Pack
2026

faithinkids

Our vision

Faith in Kids exists to see confident parents and thriving churches working together to raise children who trust in Jesus eternally.

Letter from Chair of the Board of Trustees

Are you passionate about seeing the local church work in partnership with parents to raise children to trust in Jesus eternally? Are you motivated by our values of being gospel hearted, relational and courageous? Do you want to play a part in helping our charity thrive as we work to serve our 3 core audiences: parents, children's ministry workers and church leaders?

If so, you could be who we're looking for to help support Faith in Kids on the next stage of our journey. We're ambitious to expand our work and go wider and deeper with our audiences.

To help achieve that, we're looking for a new Trustee to join our board. We are specifically looking for an individual with a background in finance and accounting.

Whilst previous experience of being a Trustee is helpful, it is not a mandatory requirement; we are looking for people who really care about the work we do and are able to contribute to the work of the board. We are committed to supporting you to develop new skills in your role as our Trustee, for you to take beyond your time with us.

If joining the Faith in Kids board sounds interesting, we very much look forward to hearing from you.

Yolanda Ibbett

What we do

Our vision is to see confident parents and thriving churches working together to raise children who trust in Jesus eternally.

We do that by encouraging, inspiring and equipping the influencers of faith in children with support, training and resources.

Research in 2022* revealed that 38 per cent of practising UK Christians came to faith by the age of 5. A further 12 percent came to faith by the age of 10 and a further 26 per cent between the age of 11-18. This means that three quarters of those in our churches today came to faith as a child or young person. Investing in children's ministry is strategically vital.

*Source: https://talkingjesus.org/research

Who we are

Our values

Gospel hearted

We are unashamed. We are 'Jesus first'. We are about the better story; that is joyful, hopeful and found in Christ

Relational

We are wired for partnership. We connect to those we serve. We listen and we want to understand

Courageous

We will follow the need. We are daring, ambitious and bold in all that we do. We are not afraid to pioneer or to fail

Our strategic objectives

1. Resources

To develop market leading resources that pursue the goal of our vision

2. Strategic Partnerships

To develop relationships with gospel hearted organisations to unlock our vision and theirs

3. Reaching Wider & Further

We seek to take our efforts across cultures, socio-economic divides, church 'tribes', denominations and across international borders

4. Digital Accessibility

To creatively find ways to reach families and churches remotely

5. Influencing Church Culture

Being catalysts of change in the culture of children and family ministry

More about what we do...

We serve 3 key audiences:

PARENTS

We believe parents are God's 'plan A' for their children. We want to encourage them as they bring faith to life. We want to walk alongside parents, providing inspiration and support that points them to the God who equips them. We produce a range of resources, created with parents of all stages in mind. These resources include a popular podcast, a parenting book, family devotionals, in person events, videos and blog posts. We plan to offer a parenting course in the future.

KIDS LEADERS

We seek to help kid's workers connect families to church. We want to equip them to lead well. We offer training and a whole range of resources to be used in church and as outreach, including Sunday school series, all age talks, holiday club materials, seasonal ideas, toddler group stories, lesson plans and school assemblies. Our material is designed to work in churches of all sizes and dynamics. Our teaching ideas are springboards to allow the leaders to do the heart work of engaging with children, families and fellow leaders to point them to Jesus.

CHURCH LEADERS

We want to encourage church leaders to keep making the effort to support families and disciple children in their churches. We want to give church leaders the support, wisdom and guidance they need to take on this hard but important task. We provide articles, blog posts and training sessions that are relevant to church leaders and are exploring the production of new resources for this group.

More about the ways we serve our audiences and the resources we produce can be found at: **www.faithinkids.org**

What people say about us

> I just wanted to say a huge thank you for all the amazing content you've produced recently - both in print and on the podcast. Our church mums community often use the podcast as a springboard into conversations about discipling our kids - or as a tool to help us answer questions that come up. The other day I was walking with my friend and talking about all sorts of issues on our hearts and at least 3 times we found ourselves saying, 'This morning Ed said...' It turned out that she had listened to an episode on siblings from the back catalogue and I had just caught up on the one about raising confident kids and raising sporty children. Gems from each episode came up in unrelated parts of the conversation. Thanks again for making resources that inspire us to go deeper in this journey of discipling our children.
>
> **Parent**

> Thank you, your material has helped our church make a step change towards looking after our families better. As a result we feel more like a church family than before.
>
> **Kids Leader**

> As churches we need all the help we can get to reach our youth for Christ and to keep them following Jesus in today's culture. Faith in Kids have struck me as not only innovative but gospel faithful, wanting to resource and grow others not themselves, ready and willing to listen and learn as well as lead, aware of the need to support parents and not just youth leaders. Faith in Kids is a once in a generation organisation. They are well worth any support we can give them.
>
> **Church Leader**

Joining our board

We cannot fulfil our vision and mission alone. With your experience, knowledge and skills in the role of Trustee, you will be part of the Faith in Kids team that:

- Sets our direction and purpose
- Connects us to our 3 key audiences
- Supports our executive team and staff who manage and run the charity
- Promotes and always acts in the best interest of Faith in Kids

What we are looking for

When recruiting new Trustees to our board, we look for people who are:

- Collaborative and flexible
- Committed and responsible
- Able to represent Faith in Kids
- Able to think strategically
- Able to offer constructive challenge and think creatively
- Passionate about our cause and our values
- Able to hold others accountable
- In agreement with our statement of faith

Joining our board

We always aim for our Trustee board to have a mix of skills and backgrounds. We are specifically looking for a trustee who could bring the following skills:

Trustee: We are looking for someone who has a background in finance and ideally a qualified accountant to help bolster the existing skills on our Trustee board. You will not be involved in the day to day running of the finances, as this is managed by our Operations team and our external bookkeeper. You will be experienced in high-level financial reporting and making strategic recommendations at a senior level. Financial experience in the charitable sector is desirable but not essential.

We want to ensure our Board reflects the breadth of the audiences we seek to serve and to have a range of different voices within it. We know that diverse groups of people make better decisions. We also know that we will be stronger and more relevant as a board if we reflect the full diversity of the audience Faith in Kids seeks to reach.

Joining our board

Time commitment

Our board meets 3 to 4 times per year in person, typically in central London for about three hours. There are occasional ad hoc meetings in between. We also hold an annual strategy away day. We expect in total, you would be committing to approx 28 hours per year for Trustee meetings including prep with prayer, travel and occasional social gatherings in addition to this.

In addition, Trustees often also sit on a sub-committee or sub-group such as Operations, Risk & Compliance or Remuneration, or they offer additional support and advice when needed – this could be by supporting in fundraising or recruitment or by advising on specific projects. We anticipate this would be a further time commitment of approximately 5-10 hours per year, depending on the committee needs.

It's really important to us that Trustees are fully engaged in the work that Faith in Kids does and that they regularly interact with our Executive team and staff members. Our Trustees will from time to time support us in person at events.

Joining our Board

We are keen to work with Trustees to run our meetings in ways, at times and at places that are as accessible as possible. We're always happy to pay travel, accommodation and necessary expenses to enable Trustees to attend.

Trustees are normally appointed for an initial three year term before then considering serving additional terms. Trustees can serve a maximum of 3 consecutive terms - 9 years in total, though this can be shorter, depending on the requirements of the individual and the charity.

Our other Trustees

Our other Trustees come from a range of backgrounds in the charity, public and private sectors. Some have previous experience of being charity Trustees, some are newer to board membership.

Joining our board

Support for Trustees

We start by working with you to identify how to fulfil your potential as our Trustee. This would include:

- Providing all new Trustees with a comprehensive induction which introduces them to the work that Faith in Kids does and enables them to meet the Executive team, staff and other Trustees
- providing continuing support for Trustees. Every new Trustee is offered support from other trustees who are happy to be on hand for advice and support
- support for you to grow into your role, for example taking part in training on governance or accounting or meeting with you in advance to talk through papers
- development for us to become more flexible and approachable e.g. in terms of how or when we run our meetings
- identifying the best ways in which to work together, for example using WhatsApp to flag when a decision has been requested via email, or holding certain meetings virtually

We want all our Trustees to contribute to the work we do, but we hope in return that their engagement with Faith in Kids is a development opportunity for them too.

Our Chair conducts an informal review with each Trustee to ensure that they are supported in their role, able to make a full contribution at meetings and that they have been able to use their position as a Trustee to help with their own development. We are also committed to reviewing our board culture and effectiveness annually.

Joining our board

Want to find out more before putting in an application?

If you'd like an informal and private chat about being a Faith in Kids Trustee, and what it might involve, we would encourage you to get in touch. To organise a chat with someone from the team, please contact recruitment@faithinkids.org.

Applying to become a Faith in Kids Trustee

If you'd like to apply to be a Faith in Kids Trustee, please complete this short Google form.

Please write your answers in this online application form. You will also be required to upload a CV.

Please illustrate your responses with examples or evidence from your own life experiences – these could be from your working, church or personal life.

If you have any issues submitting your application, please contact:

recruitment@faithinkids.org

Recruitment timetable

Although we don't have a formal timescale in mind for recruitment, we do expect the process to take a couple of months and we would be aiming for new trustees to be able to join us by the end of the year.

This is the expected process:

1. Application form and informal conversations
2. Interview - a panel comprising members of the trustee board and executive team
3. Meeting with our Ministry Director
4. Informal appointment
5. First board meeting and formalised appointment (vote by the other trustees)

Trustee role description

Main duties

- Attend all Trustee meetings and gatherings as planned
- Ask questions, think strategically and challenge assumptions in Trustee meetings
- Read and respond to all communication in a timely manner
- Attend and participate in Trustee committee meetings
- Prepare for all Trustee meetings
- Be an ambassador for the ministry and be willing to promote our work and pray for the ministry

Key commitments

- Regularly pray for the organisation, the Trustees, the staff and our 3 key audiences
- Prepare for, attend and actively participate in Trustee meetings
- Join and attend any relevant Trustee sub-committees
- Use networks to champion and promote Faith in Kids
- Support staff members to improve operations by bringing specialist skills and knowledge
- Be aware of, and abstain from, any conflict of interest

We ask that Trustees both affirm and sign our **Statement of Faith** and our **Ethos Statement**. Both of these can be found here:

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faithinkids.org