



THE
WILLATS
TRUST

Appointment of
Trustees



INTRODUCTION

The Willats Trust is a grant-making, cross-denominational Christian charity with a vision to see our estates and most deprived communities around the UK transformed by the love of Jesus. Our mission is to fund relational evangelism – through local expressions of church, by working with like-hearted partners to share the good news of Jesus in the areas of greatest deprivation across the UK. In practice, this means we help fund evangelists, church planters, church pastors, youth workers, family workers, community workers – in fact, we are open to funding anyone with a passion for sharing the Gospel in communities experiencing high levels of poverty and hopelessness across the UK.

Since our establishment in 1858, sharing the Gospel in these communities has always been our priority. Thanks to the generosity of Mr Willats, who gifted a significant property portfolio to the charity at its inception, we have been able to use funds generated from this property portfolio to finance grant-making to support evangelists.

The focus of our grant-making is on salaries, not projects – helping workers stay present, committed, and sustainable in the roles God has called them to. We don't fund individuals directly, but partner with churches and para-church charities to financially support roles linked to sharing the good news of Jesus, with strong support, accountability and local connection.

Our heart in all that we do is to serve the church to be proximate to those most on the margins of our society. Unity is a core value for us, and we are committed to working together in mutual respect and shared commitment to the Gospel. As a permanently endowed trust, we can think strategically about our role in shaping this trajectory over the next decade, while also responding to immediate tactical needs. We long to see more Jesus-centric churches planted and sustained in areas of greatest deprivation, and we see ourselves as an enabler, working humbly alongside others who share this vision.

To see more about what we do [click here](#) for our website.

CONTEXT

The Willats Trust was established in 1858 by Mr Willats who was concerned how poor people could hear the Gospel when they didn't have the right clothes to access church. Mr Willats established and endowed the charity with a significant property portfolio to directly employ "Guides" to visit the poor in their homes or workplaces to share the good news of Jesus.

Fast forward almost 170 years and the original objective to share the good news of Jesus with those most on the margins remains our core purpose. With the passing of time, how this objective is achieved changes, and the Trust has recently undertaken a strategic review to best consider how we can fulfil the original charitable objective in the current season.

The focus of our grant-making is to be an effective funder of evangelism and making disciples to the top 20% areas of deprivation around the UK. Our strategy to achieve this is through financially supporting more thriving Jesus-centric churches who are embedded in the top 20% most deprived areas of deprivation around the UK. In practice, this means we come alongside existing churches, church plants or church grafts to help them fund church leaders, youth workers, children's workers, community pastors or evangelists. We don't directly employ, oversee, manage or appoint individuals – this is all done by the local church, and we are passionate about governance, accountability and support structures. Rather, our approach is to prayerfully discern who God is calling and equipping and where the overlap is with our mission and come alongside to help support this financially and practically.

Beyond immediate tactical needs, we also want to use our long-term endowment to help strategically influence more church planting in our most deprived communities over the coming decade. To that end, we not only want to see more Jesus-centric churches in these communities, but we aspire to seeing them being led by people who look like the communities they are serving. Consequently, we also champion and help fund training, mentoring and church leadership pathways for potential leaders of the church coming from these areas of deprivation.

It's a big vision and will take more funds than we have available. We are also clear about what our role is and is not and committed to working in partnership with those whom God has equipped with their specialism, whether that be leadership training, church planting, resource creation or other funders, but always with a focus on reaching our most overlooked communities, sharing the hope of the Gospel and making new lifelong disciples.

If this vision resonates with you, then continue reading ...



OUR GOVERNANCE

We have a governing Board of Trustees (currently five) which is committed to maintaining the highest standards of corporate governance. Non-executive trustees are unremunerated, except for the reimbursement of essential expenses, and are drawn from diverse backgrounds. They bring a broad range of relevant experience and skills to Board discussions. [Click here](#) to read the profiles of our existing Trustees.

There are three sub-committees of the Board, on one or more of which a new Trustee may be invited to serve:

- Grant-making
- Investment and Finance
- Property Management

There is a clear distinction between the oversight role of the Board and the responsibility of the executive team for the day-to-day running of the Mission.

The executive team is led by Chief Executive, Paul Taylor, who develops the strategy to achieve the vision and mission and oversees day to day operations. This involves liaising with like-hearted partners, including church networks and church leaders in this space, to build relationships and discern needs. Grant-making is overseen by a Grants sub-committee of the Board who sign-off all grants. In addition to grant-making activities, Paul oversees the commercial and financial aspects of the Charity which enable our grant-making, in conjunction with the relevant sub-committees of the Board, and under the supervision of the Board. Reporting to Paul is a full-time Property Manager, part-time Finance Manager, part-time Grant and Projects Manager and part-time Compliance Assistant.

ROLE RESPONSIBILITIES

We are seeking to appoint two new Trustees to the Board.

The role of a Trustee is to provide strategic leadership, governance and faithful stewardship in line with our strategic plan and objectives and to use your knowledge, skills and experience to ensure that our resources are deployed effectively in service of the church and the communities we exist to serve.

Key responsibilities will include:

- Contributing to the overall governance and strategic direction of the Trust.
- Safeguarding the vision, mission, values and charitable objectives of the Trust.
- Helping shape strategy that advances our mission to be an effective funder of evangelism in areas of greatest deprivation.
- Participating in evaluating the effectiveness and impact of our grant-making.
- Supporting unity within the Board, working constructively across different church traditions.
- Acting as an Ambassador for the Trust, helping us connect with like-hearted partners and networks.
- Attending and actively contributing to Board meetings and relevant sub-committees.

The time commitment of a Trustee is approximately 6-8 days a year.



PERSON PROFILE

Applications are sought from individuals who bring expertise in one or more of the following areas:

- **Mission-related:** someone with lived experience of planting, leading or supporting Jesus-centric churches in communities experiencing significant deprivation. You will probably also carry a sense of calling that is bigger than a single geographic area and will be able help us think strategically about how we use our resources to contribute to increased church planting and evangelism in our areas of greatest deprivation, alongside others, over the next decade and bring deep relationships with others already serving in this space.
- **Commercial property:** someone with professional property expertise relating to exiting portfolios of residential and non-purpose-built HMO properties, or property development, who can advise on asset optimisation and property exits over the coming years, which will enable us to give more money away.
- **Legal, financial or HR:** individuals with strategic leadership skills and a passion to see resources deployed for Kingdom-purpose.

In addition to these specific areas of professional experience, we are seeking individuals who have;

- A spiritually mature and active Christian faith, a passion for our vision and mission with the ability to sign up to the Evangelical Alliance Basis of Faith (please see the Appendices for more detail);
- A sharp strategic mind, able to think both long-term and tactically and to get to the heart of the issue quickly and to contribute their thoughts succinctly;
- Excellent communication and interpersonal skills, able to both empower and challenge supportively;
- A commitment to unity and collaboration across church traditions;
- An ability and willingness to offer time, wisdom, and prayerful discernment in service of the Trust;
- An understanding and acceptance of the legal duties, liabilities and responsibilities of Trustees and are clear on the difference between governance functions and management functions.

These posts are subject to an occupational requirement that the postholders are practising Christians under Part 1 of Schedule 9 to the Equality Act 2010.

TIME COMMITMENT IN MORE DETAIL

The roles are unpaid but reasonable expenses are reimbursed.

The time commitment required of a Trustee is usually likely to equate to approximately 6-8 days per year.

This would be comprised of:

- Approximately 4 quarterly three-hour Board meetings (during the working day) over the course of the year. Currently these take place in Bath, but this is under review. It is possible that 1-2 Board meetings may shift online if required, but realistically there is likely to be a few trips per year to Bath.
- An overnight stay for extended prayer, relationship building, strategic thinking and visiting some of those we have the privilege of supporting.
- 4 one hour Zoom meetings per sub-committee and everyone is on at least one sub-committee.
- Travel time for meetings and time spent to read papers and prepare for the meetings.

Trustees are appointed for an initial term of three years and may serve up to three terms (a maximum of nine years) in total.



HOW TO APPLY

We appreciate the rich diversity of our Trustees and Staff and seek to create a culture where everyone develops and fulfils their potential. We recognise the immense value of different perspectives brought by those with varied backgrounds, characteristics and experiences. We particularly welcome applications from under-represented sections of the community (specifically in our context, women, individuals of Global Majority Heritage and those from non-Anglican church worshipping backgrounds).

The Willats Trust is being supported by Macaulay Search.

Applications should be sent by email to Mark Powys-Smith at mark.powys-smith@macaulaysearch.com

The closing date for applications is 12 noon BST on Friday 8th May 2026.

Your application should include: A CV including a full employment history showing responsibilities held and relevant achievements. A cover letter describing what attracts you to a Trustee opportunity at The Willats Trust and the career and personal experiences that prepare you to serve in it.

Please do make mention of your fit with the Christian faith and motivation for The Willats Trust's vision and mission. Please could you also confirm your agreement with the Evangelical Alliance Basis of Faith (please see Appendices for more detail).

THE PROCESS

A selection of candidates will be invited to a first interview via MS Teams in the weeks commencing 8th & 15th June.

A second round of in-person meetings is scheduled for the week commencing 22nd June in Bath. You can expect to hear from Macaulay Search if you have been invited for interview by the end of the day on Friday 22nd May.

Thank you for prayerfully considering this role. Please do be in touch with Mark Powys-Smith at Macaulay Search if you have any questions about this opportunity.



APPENDICES

PRIMARY RESPONSIBILITIES OF A TRUSTEE:

As members of The Willats Trust Board, Trustees are responsible for ensuring the delivery of Willats Trust's charitable objects, mission, and vision. The Board sets The Willats Trust's strategic direction, upholds its beliefs and values and provides governance to the organisation by prescribing and monitoring management performance. Trustees all come with their specific skills and expertise and work together to create a balanced and effective Board for excellent governance of the organisation.

Their primary responsibilities include:

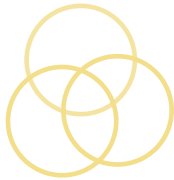
- To ensure that the charity carries out its purpose for public benefit:
 - Trustees must ensure that the charity is only carrying out the specific purposes for which it was established.
- To comply with the charity's Governing Document and Law:
 - Trustees are responsible for ensuring the charity adheres to its own rules (constitution or articles of association) and all applicable 2026 laws, including the Charities Act, data protection and safeguarding regulations.
- To act in the charity's best interests:
 - All decisions must be made to best enable the charity to fulfil its mission, rather than serving personal interests or those of donors/staff. Trustees have a mandatory duty to identify and manage conflicts of interests.
- To manage the charity's resources responsibly:
 - Trustees must ensure charity assets – including money, property and reputation – are used only for its charitable purposes and not exposed to undue risk.
 - They must implement robust internal financial controls and manage organisational risks diligently.
- To act with reasonable care and skill:
 - Trustees must devote sufficient time, thought and energy to their role, actively participating in meetings.
- To ensure the charity is accountable:
 - Trustees are responsible for fulfilling statutory accounting and reporting requirements, such as filing annual report and accounts with the Charity Commission.
- To contribute to the spiritual guidance of the organisation by:
 - Trustees will pray for the work of The Willats Trust and actively seeking God's guidance during Board meetings and demonstrating commitment to the Vision, Mission, Values of The Willats Trust.

A Trustee is accountable to the Board for the execution of this job description. The Board, as a whole, provides the authorisation, resources, affirmation, accountability and involvement to the CEO, necessary for the successful realisation of the responsibilities of that position. The working relationship between Board and CEO is reviewed annually as part of the annual review.

EVANGELICAL ALLIANCE

BASIS OF FAITH:

WE BELIEVE IN...



The one true God who lives eternally in three persons – the Father, the Son and the Holy Spirit.



The love, grace and sovereignty of God in creating, sustaining, ruling, redeeming and judging the world.



The divine inspiration and supreme authority of the Old and New Testament Scriptures, which are the written Word of God – fully trustworthy for faith and conduct.



The dignity of all people, made male and female in God's image to love, be holy and care for creation, yet corrupted by sin, which incurs divine wrath and judgement.



The incarnation of God's eternal Son, the Lord Jesus Christ – born of the virgin Mary; truly divine and truly human, yet without sin.



The atoning sacrifice of Christ on the cross: dying in our place, paying the price of sin and defeating evil, so reconciling us with God.



The bodily resurrection of Christ, the first fruits of our resurrection; his ascension to the Father, and his reign and mediation as the only Saviour of the world.



The justification of sinners solely by the grace of God through faith in Christ.



The ministry of God the Holy Spirit, who leads us to repentance, unites us with Christ through new birth, empowers our discipleship and enables our witness.



The church, the body of Christ both local and universal, the priesthood of all believers — given life by the Spirit and endowed with the Spirit's gifts to worship God and proclaim the gospel, promoting justice and love.



The personal and visible return of Jesus Christ to fulfil the purposes of God, who will raise all people to judgement, bring eternal life to the redeemed and eternal condemnation to the lost, and establish a new heaven and new earth.