

Role Description: Chair of Trustees

Organisation: Inclusive Mosque Initiative (IMI)

Role Overview: The Chair of Trustees provides visionary and strategic leadership to the Board of Trustees of IMI, ensuring effective governance, accountability, and alignment with IMI's mission to create inclusive, safe, and inter-sectarian spaces for Muslim worship, learning, and community building. This pivotal role supports the organisation's growth and impact while fostering a values-driven, accessible, and collaborative board culture.

Who We're Looking For:

A reliable, committed leader who:

- Is highly professional, with strong leadership skills and is a collaborative team player.
- Maintains healthy boundaries and fosters positive professional relationships.
- Is able to accept constructive feedback and take accountability.
- Has excellent interpersonal and relationship-building skills.
- Is passionate about creating truly inclusive and pluralistic spaces for Muslims.
- Understands and commits to [IMI's Core Values](#), and is able to apply them to governance.

And whose skills and experience show they can:

- With the Vice Chair and senior staff, lead organisational change and good governance practices.
- Steer the board in managing governance challenges calmly and strategically.
- Understands the key areas of charity governance.
- Represent the charity and act as spokesperson where necessary.
- Chair and facilitate meetings efficiently, including agenda planning and time management.
- Confidently lead contingency planning and handling urgent issues between Board meetings.
- Support Trustees and senior leadership in their self development and performance.

Principal Responsibilities:

Strategic Leadership

- Provide clear, inspirational leadership to the charity and its Board, maximizing impact for IMI's beneficiaries.
- Ensure the Board operates within its charitable objectives and provides a coherent strategic direction.
- Work closely with the Vice Chair to ensure effective governance and board management.
- Work with the Vice Chair to plan and facilitate Trustee induction days, annual Away Days and internal training sessions.
- Diligently follow the IMI Board Terms of Reference and other relevant policies.

Governance and Board Management

- Ensure Trustees fulfill their legal duties for effective governance, including compliance with **IMI's Terms of Reference** and policies.
- Lead the Board in robust risk management and financial oversight, ensuring accountability and sound financial health.
- Oversee development and periodic review of IMI's Trustee Terms of Reference and governance frameworks.
- Promote a healthy, accountable Board culture that supports positive change and effectively resolves conflicts.
- Champion a culture of inclusion through leadership practices and meaningful strategy.
- Regularly review board membership to ensure it reflects community diversity and has the right skills and experience for effective governance.
- Support Trustee development through training, annual reviews, and mentoring.
- Ensure the Board's health and accountability to IMI staff and community.
- Ensure the charity has a healthy work culture that centres wellbeing and accessibility at Board level, as well as for senior staff.
- Support Trustee recruitment, induction, and ongoing engagement activities, working alongside the Vice Chair and senior staff.

External Relations and Representation

- Act as a confident public representative and spokesperson for IMI at external events, meetings, and media engagements.
- Build and maintain productive relationships with partner organisations and key stakeholders.
- Represent IMI's values and work with integrity and professionalism.

Efficiency Leadership

- Collaborate with the Vice Chair and senior staff to plan and prepare meaningful, well-structured Board meetings.
- Chair Board meetings, ensuring clear, objective decision-making and proper recording of proceedings.
- Monitor implementation of Board decisions and ensure Trustee engagement and collective ownership.
- Facilitate constructive relationships within the Board and between Trustees and staff.
- Support senior staff in achieving strategic objectives where appropriate, maintaining regular, open communication to address concerns and challenges.
- Lead the annual performance review of senior staff with input from Trustees.
- Support senior staff's ongoing professional development and external support.

Time Commitment:

- On average one to five hours per week, including preparation and leadership of quarterly Trustee Board meetings, regular one-to-one meetings with the Operations Manager, Board development activities, and external representation.
- The Chair and Vice Chair support trustees to follow up on agreed actions between meetings.
- With agreement from Trustees, the board may also have one-off meetings about specific issues that are urgent.
- Trustees are encouraged to attend IMI events, which is a great way to learn more about our community.

Benefits of the Role:

- Access to governance, media, and social justice training (e.g., disability justice, interrupting state violence).
- Membership and continuous development opportunities through [the Association of Chairs](#).
- Dedicated wellbeing supervision and external support to ensure the role is sustainable and accessible.
- The opportunity to shape and guide IMI during a significant phase of growth and impact.

Term:

- The Chair serves a term of five years, renewable once, for a maximum of two consecutive terms.

This role demands a dynamic, principled leader dedicated to advancing IMI's mission through strong governance, strategic foresight, and compassionate leadership. The Chair plays a central role in ensuring the organisation thrives as a safe, inclusive, and impactful community space.

Eligibility

To be eligible, you must:

1. Live in the UK.
2. Must not be disqualified by law from being a trustee.
3. Must be at least 18 years old.

You can read more about these rules [on the government website.](#)

Application Process

To apply, please [fill in the online form and upload your CV.](#)

Deadline to apply: **30 June 2026**

Interviews will take place online.

Applications will be reviewed on a rolling basis – this position may close early if we find the right candidate(s).

For further information or if you'd like to discuss access requirements, please email admin@inclusivemosque.org.

More about IMI

What Does Inclusive Mosque Initiative Do?

We have two main streams of work:

1) Campaigning for safer, more inclusive support services.

We work with the mental health, domestic violence, and LGBT+ sectors to address the root causes of racism, ableism and misogyny, which stop Muslims from getting the help they need. Our key messages in our campaigning work are:

- Racism is connected to other forms of harm including misogyny, ableism, queerphobia and transphobia.
- Systems that support racism (like the asylum system) are designed that way on purpose. We also need to be intentional and strategic to get rid of them.
- We can often keep each other safe without needing the police. Many victims of violence are more likely to seek help if they don't have to deal with the police or the court system. To help Muslims get the support they need, we should focus on alternatives to policing and encourage those who have caused harm to get help as well.
- Society should provide communities with the resources they need instead of just trying to "save" them. This approach helps ensure that any support is meaningful and effective.

2) Community mosque events and paid-for services.

We host community events like Eid, Ramadan, and Halaqa events. We really need volunteers to help make these events happen, so a big part of IMI's work is finding, training, and supporting volunteers. We also offer Islamic marriage ceremonies, which we charge for.

How is IMI Funded?

We mainly get funding from charitable trusts and foundations. We also get income from public donations, consultancy work, and offering paid-for services like Muslim marriage ceremonies. We don't accept funding from the government.

What are IMI's priorities for the next few years?

We want to:

1. Make sure we have enough volunteers to run regular community events.
2. Create a plan for increasing our income (such as donations) to make sure our community events are sustainably funded.
3. Increase our core funding so we can hire more staff.

4. Develop ways to track how effective our campaigns are.
5. Set up systems to monitor our progress, evaluate what works, and use feedback from our community to make improvements.
6. Recruit, train, and expand our pool of volunteers to lead prayers.
7. Share what we've learned with Muslims in the UK who want to make changes in their own mosque communities.