Trustees

Overall Purpose

The Board of Trustees is responsible for the overall governance and strategic direction of the charity, developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines. Note the governing document requires all Trustees to be Christians and sign a statement of faith.

Main Responsibilities

- To ensure that the charity, and its representatives, function within the legal and regulatory framework of the sector and in line with the organisations' governing document and Christian ethos, continually striving for best practice in governance.
- To uphold the fiduciary duty invested in the position, undertaking such duties in a way that adds to public confidence and trust in the charity.
- To take appropriate professional advice in all matters where there may be material risk to the charity, or where the Trustees may be in breach of their duties. This course of action will ensure the obligation to exercise their duty of care.
- To determine the overall direction and development of the charity through good governance and clear strategic planning.
- To avoid any personal conflict of interest.

Main Duties

- Ensuring the charity complies with legislative and regulatory requirements and acts within the confines of its governing document and in furtherance to organisational activities contained therein.
- Always acting in the best interest of the charity, beneficiaries and future beneficiaries
- Promoting and developing the charity to help it grow and maintain its relevance to society.
- Maintaining sound financial management of the charity's resources, ensuring expenditure is in line with the organisation's objects and that its investment activities meet accepted standards and policies.
- Interviewing, appointing and monitoring the work and activities of the senior paid staff.
- Ensuring the effective and efficient administration of the charity and its resources, striving for best practice in good governance.
- Acting as a counter-signatory on charity cheques and any applications for funds, if appropriate.
- To maintain confidentiality about all sensitive/confidential information received.
- Whilst there is no formal requirement to live in or near south London, trustees are expected to attend in-person meetings on a small number of occasions each year, including at PECAN.

Accountable to

As trustees are responsible for the governance and functioning of the charity, they are accountable in varying degrees to a variety of stakeholders, including: service-users, members, funders, the Charity Commission, and Companies House. Close attention must be given to the governing document. From a practical perspective, the Chair of Trustees will be their main direct report.

Skills and experience

All Trustees will be involved in the key strategy and financial discussions, so strong ethics and at least a basic grasp of (or willingness to learn about) strategy, financial and governance issues is important. Training can be provided on Trustee specific duties and there will be a thorough induction for all Trustees.

The Trustees will each bring specific skills and knowledge that help the Trustee Board as a whole function effectively. These might include financial, legal, HR, strategy, governance, company secretary, change management, IT, digital & cyber risk, data protection, safeguarding, property management, communications, deep knowledge of the issues Pecan addresses, fundraising and more. Some Trustees will also be able to introduce Pecan to parts of their networks, for example Southwark networks, potential funders, other charities, or social media networks.

At the current time, we would welcome new Trustees with any of a wide range of skills but particularly those with strong networks within Southwark and/or the funder community or with fundraising, digital & cyber risk or data protection skills.

We also particularly welcome applicants with previous or current lived experience of some of the challenges Pecan addresses, or those with a deep understanding of those issues.

All Trustees are expected to share, and demonstrate, the charity's values of Kindness, Belief and Hope.

Time commitment

Trustees are expected to be able to devote the necessary time to the role: this can vary depending on the Trustee, but as a minimum, to prepare for and attend most of the Trustee meetings (typically 6 each year, most virtual and 2-3 hours on an evening), attend ad hoc events and provide occasional additional input on their specialism.

November 2026