

# Recruitment of Trustees

## Information Pack

Autumn 2025

## A Letter from our Chair

Thank you for your interest in being a Trustee of Operation Noah. This pack provides information about our organisation and guidance on how to apply.

Operation Noah is an ecumenical Christian charity providing leadership, focus and inspiration in response to the growing threat of catastrophic climate change.

We are particularly looking for Board members who can demonstrate an interest in Human Resources and Fundraising.

Our Board of Trustees meets approximately 6 times per year, with meetings lasting two hours and held on Zoom or Hybrid. There are also opportunities for board members to join a subcommittee, to speak at churches/ conferences/ events on behalf of Operation Noah, and to use their professional skills and expertise by making strategic decisions that will help strengthen and grow the charity.

Being a member of the Operation Noah Board is a rewarding experience. The Board is strong and we have clear plans for the future. We have a dynamic campaign team and support for finance, for administration and for communications. Board members help shape our campaigns and contribute to the development of resources and strategic plans. As a member of our Board you will have an opportunity to extend your own strategic and leadership skills, and governance experience. Being on the Board team is stimulating and fun.

Operation Noah trustees come from different denominations and live across the country. We are committed to building a Board that reflects the diversity of the UK Church and society. We particularly welcome applications from people from ethnic minority backgrounds, younger people, and those from underrepresented denominations. Previous Trustee experience with an environmental or Christian charity would also be an advantage but is not required.



Darrell Hannah  
Chair

## **The organisation**

### **Who we are**

Operation Noah was set up to provide a Christian response to the climate crisis. We work with all Christian denominations and support interfaith work on climate change. Our work is informed by the latest science on climate change, its causes, impacts and solutions. The sense of urgency we feel because of the science is balanced by our faith in God and our hope in his future for our world. We are faith-motivated, science-informed and hope-inspired.

We are an inclusive group of committed Christians from across the UK. Our Trustees, staff and supporters are cross-denominational and include members of the Roman Catholic, Anglican and free churches. We work closely with like-minded individuals and organisations that share our vision and are part of The Climate Coalition ([www.theclimatecoalition.org](http://www.theclimatecoalition.org)).

Launched in 2004, Operation Noah was the first Christian campaign group to focus exclusively on the urgent need to address the global climate crisis. The theological basis for our work was set out in 'Climate Change and the Purposes of God' (2012, <https://operationnoah.org/what-we-do/climate-change-and-the-purposes-of-god/>), which challenges the Church to realise that care for God's creation – and concern about climate change – is foundational to the Christian gospel and central to the Church's mission.

Our campaigning work is the practical outworking of our commitment to 'Climate Change and the Purposes of God'. Our Bright Now campaign, which challenged UK churches to divest from fossil fuels over a ten-year period, was awarded the Sheila McKechnie Foundation's 'Campaign of the Year'. Nearly every UK Church is now divested at a national level. Building on this success, our campaign team has now turned to calling on the Churches to use their investments and their land to respond to the climate and nature crisis.

Please find out more about us [here](#).

## **Organisational structure**

To find out more about our board, and current board members please have a look at our website: [www.operationnoah.org/who-we-are/people/](http://www.operationnoah.org/who-we-are/people/).

The Operation Noah Board of Trustees currently comprises a Chair, a Vice-Chair, Treasurer and other Trustees. The post holders are elected by Board members from among their number. As the Board may have up to 15 trustees, there is also sometimes scope to appoint additional members at the next suitable Board meeting.

Operation Noah also employs a staff team of four.

## **Our finances**

All of our unrestricted income comes from individual supporters and from church groups. In addition to these sums, we have received grant funding for our campaigns. This funding enables us to employ our campaign officers.

## **What attributes are we seeking?**

As indicated in the Chair's letter, we are especially, but not only, seeking candidates who can demonstrate experience in Human Resources and Fundraising. However, we welcome applications from individuals with a broad range of skills including strategic planning, communications, campaigning, finance, and charity leadership.

All applicants should have a commitment to the Christian faith with a theological position that sees care for the environment as a core principle.

We are seeking people with an understanding of charity governance and the capacity to learn about Operation Noah and make a meaningful contribution to our mission and aims.

Trustees should demonstrate the judgement and discrimination necessary to critique and appraise Operation Noah's strategies and policies.

They should be able to work collaboratively and supportively with the Chair and fellow Trustees, while exercising a proper objectivity in respect of the organisation's strategies and plans.

Trustees should also be able to demonstrate an awareness of the need to safeguard the integrity and public image of Operation Noah, and an ability to act as ambassadors for the organisation.

## **What is the role of a trustee and what are the responsibilities?**

(See also <https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>)

Trustees play a vitally important and challenging governance role in: determining strategy, monitoring progress and performance; ensuring the provision of sufficient resources; and evaluating risks and opportunities. Below we set out the key purpose of the role and the responsibilities and tasks associated with it.

#### CORE PURPOSE OF THE ROLE

The core purpose of the role is to participate in the governance of Operation Noah, and, together with fellow Trustees, to oversee the work of Campaigners and any other staff of the organisation.

#### KEY RESPONSIBILITIES & TASKS

As a member of the Board, you will be expected to:

- engage critically but constructively in the Board's discussions and decision-making;
- bring to bear your skills and experience across a range of the Board's business;
- serve, if required, on task groups;
- lead discussions in board meetings, from time to time, on particular issues; and
- become involved in specific projects to which your skills and experience are especially relevant.

### What is the time commitment and what are the duties required of a trustee?

Trustees on average give 2-4 hours per month to the charity, though some trustees with increased levels of responsibility give 5-10 hours of their time monthly.

As a Trustee we need you to:

- attend all Board meetings if at all possible (you are welcome to join by video link);
- play a full part in the work of any task groups; and
- work on specific issues or projects from time to time as agreed.

Board meetings take place approximately every two months. Meetings take place in London once or twice a year (with Zoom option) and by Zoom the rest of the year and are held on weekdays at a time and date identified as being most convenient for the majority of Board members. One meeting is a Supporters' Event, usually held in June, and this may take place either in London or elsewhere or online. In addition, there may be a whole-day Strategy Review Day in the course of the year. Induction will be provided following appointment.

In addition to attending meetings you will need to make time to:

- read and adhere to [our policies](#), in particular our safeguarding and privacy policies
- read papers prior to each Board meeting and prepare to comment at the meeting;
- read and respond to emails from the Chair, other Board members and staff between meetings;
- lead discussions on particular issues from time to time, including liaising with staff and other Board members, depending on your specialist skills;
- attend occasional activists' gatherings and other events; and
- undertake specific projects or responsibilities as agreed by the Board.

### **How to apply**

- Provide a personal statement of up to 500 words, explaining how your background and experience can meet our requirements
- Provide a copy of your most recent CV

Please submit your application or ask any questions to [admin@operationnoah.org](mailto:admin@operationnoah.org).