

**the
CHURCHILL
fellowship**

TRUSTEE RECRUITMENT PACK 2021

Contents

3	A message from the Chair
4	The charity
5	Our values
5	Our approach
6	Our impact
7	Our people
8	Trustees' key responsibilities and statutory duties
9	Person specification
10	Additional information
11	How to apply

**Deadline for applications:
5pm on 5th October 2021**

Fellow Yvonne Field (right) explored social leadership development in African-Caribbean communities



**"For many, the Fellowship has been a life-changing opportunity."
– Jeremy Soames**

A message from the Chair

I am delighted to introduce the Churchill Fellowship, a unique charity supporting a national network of 3,800 inspiring individuals who are powering change in every part of UK life.

Churchill Fellows may be a nurse promoting mental health in the NHS, a scientist monitoring pollution in the oceans, a community leader training young entrepreneurs, or an architect creating better care homes – but they are all united by a common mission: to develop new solutions for today's key challenges, based on learning from the world.

Every year we select up to 150 new Fellows, outstanding individuals who are chosen from all parts of society for their ability to lead change in their communities or professional sectors. They are chosen not for their past achievements but their future potential, and Fellowships are open to everyone.

We fund these Fellows to discover the latest innovations and best practice in any practical topic of their choice, anywhere in the world. They meet leading practitioners, observe cutting-edge projects and learn about successful solutions and innovations worldwide. Then we support them to formulate their findings into a report that is available to all, and turn their ideas into practical action across the UK.

The Fellowship was created as the national living legacy of Sir Winston Churchill, my grandfather, in 1965. Since then we have made some 5,700 grants to people of all ages and backgrounds who possess the passion and commitment to really make a difference. For many, it has been a life-changing opportunity.

The last 18 months, during the pandemic, have been a period of adaptation and innovation for us. In April 2020 we launched a new grant programme to support Fellows' Covid related work. The halt in international travel has seen us trialling a Digital Fellowship, and we are piloting a second new grant scheme to increase Fellows' UK impact. We have also launched a new website to enable us to share Fellows' ideas and expertise more widely.

Today we are at the start of an ambitious period of growth as we increase our support for the impact that Fellows make, embed a new development operation and devise our next five year plan, building up to our 60th anniversary in 2025.

This is an exciting moment to join us and we welcome interest from the widest possible range of candidates.

Jeremy Soames
Chairman

“The most far-reaching, visionary initiative I’ve ever heard of.”
– Jenny Kendall-Tobias, BBC

The charity

We aim to promote change in every area of society, through a combination of global learning and UK action.

We run the prestigious Fellowship programme, offering grants of over £1million annually for international research by dynamic and committed individuals who have a vision for change in their community or sector. We also promote Fellows’ ideas and activities in the UK, through grants and knowledge-sharing. We are assisted in this by the expertise and standing of our Advisory Council, who are leading figures in their fields.

Fellowships are open to all UK resident citizens aged 18 or over, regardless of qualifications, age, background or professional seniority. Fellows come from all parts of society and we particularly welcome applications from those who would not receive funding from other sources. Selection of successful candidates is based on the strength of their proposal, its public benefit, and their potential to lead change in the UK.

We were founded in 1965 as the Winston Churchill Memorial Trust. This remains our legal name although we operate as the Churchill Fellowship.

Fellow Melanie Brierley (centre) researched dance practice for people with Parkinson’s disease



Our Objects are: ‘The advancement and propagation of education in any part of the world for the benefit of United Kingdom Citizens of all walks of life in such exclusively charitable manner that such education will make its recipients more effective in their life and work, whilst benefiting themselves and their communities, and ultimately the United Kingdom as a whole.’

Our initial funding came entirely from public donations and a small government grant, and this forms the endowment that funds our work. Recently, however, we have also sought donations and partnerships to expand what we can achieve.

Our values

We empower individuals to learn from the world and transform lives across the UK. We provide knowledge and opportunity for the UK and promote collaboration worldwide. We believe in the potential of the individual for personal growth and public impact.

Our values are:

- Equality
- Respect
- Integrity
- Fairness
- Diversity
- Universality
- Excellence
- Accountability

We promote these values through our Fellowships. In awarding our Fellowships, we prioritise people and projects from under-represented and under-funded groups, and those who would not receive funding from other sources.

Our approach

Our approach to grantmaking is universal and inclusive.

Universal grants

We offer grants within a comprehensive framework of universal and annual themes, which allows us to address all areas of society while also focusing on topical trends and issues.

Our eight universal themes cover every aspect of modern life. They are: Arts and culture, Community and citizenship, Economy and enterprise, Education and skills, Environment

and resources, Governance and public provision, Health and wellbeing, Science and technology.

Within these, we also evolve a topical series of 10-12 annual themes, which focus more closely on current trends and issues and create cohorts of approximately 30 Fellows working on common areas. They become a network for collaboration and momentum in their area, and their collective learnings are published as a public resource.

Inclusive grants

The Fellowship is open to all UK adult citizens, regardless of their background, qualifications or age. We prioritise people and projects from under-represented and under-funded groups, and those who would not receive funding from other sources.

Churchill Fellows represent all parts of society. In the past five years (2016-20), 15% of our Fellows have come from minoritised racial communities, 10% were disabled, 10% identified as LGBTQ+ and 65% were women.

Fellows define their own Fellowship topics within our broad themes and pursue their own vision for change in that field. We select Fellows who have the commitment and courage to do this, and we assess their success on their own terms. We believe in the potential of the individual to lead the change they wish to see.

A unique model for change

This approach has created a unique and effective model for change. The Fellowship offers inspiring individuals the funding, recognition and support to unlock their ideas and pursue a cause that is often their life's mission. The result is a community of committed individuals addressing society's most pressing challenges – locally, nationally and increasingly globally.

Our impact

The Fellowship inspires change at many different levels across the UK, bringing Fellows' personal vision and global knowledge to strengthen communities and sectors, change professional practice and influence services and policies locally and nationally.

A 2020 survey of Fellows indicated that an annual cohort of 150 Fellows is able to benefit 30,000 people directly and 400,000 people indirectly, raise £2.1m in further funding for their Fellowship projects and create 115 jobs.

Respondents said they were now able to influence senior management at their workplace (62%), policy-makers (50%), regulators and umbrella bodies (24%) and the UK government (15%). Some 26% had set up a new organisation relating to their Fellowship project, 31% had launched a new service and 31% had created a pilot at their workplace.

As a result of their Fellowship, 58% said they were now leaders in their sectors and 94% had influenced others. 86% were connected to global networks and, after 10 years, 35% were still working with their overseas contacts from their Fellowships.

On a personal level, around 80% said they had become more confident, ambitious and fulfilled. Some 91% told us that their Fellowship was a life-changing experience and 86% said that its positive impact would continue throughout their lives and careers. A full 100% said they would recommend a Fellowship to others.

One respondent said: “The Fellowship gave me the courage to travel, to connect, to reach out. It gave me the courage to be curious, to take risks and dream. It gave me the confidence to build new relationships and in small ways (that have had wider ripples) to effect change.”

Fellow Fuad Mahamed discovered alternative approaches for refugee integration



Our people

The board is supported by an Advisory Council of subject specialists who cover our eight universal funding themes. They support the Fellowship programme by:

1. Identifying priority areas for our annual themes
2. Sourcing quality applications through their networks
3. Bringing their expertise to the selection and interview process
4. Working with Fellows post-research to help them amplify their impact

The Chief Executive and her team of 15 carry out the day-to-day business of the Churchill Fellowship.

Trustees' key responsibilities and statutory duties

The role of a Trustee is to hold the charity, together with other Trustees, 'in trust' for current and future beneficiaries. The statutory duties of a Trustee include ensuring:

- The charity complies with its governing document which is a Trust deed.

Fellow Claire Gwinnett assessed best practice in microplastics pollution sampling, analysis and removal



- The charity pursues its objectives as defined in its governing document.
- The charity applies its resources exclusively in pursuance of its objectives - the charity must not spend money on activities which are not included in its own objectives, no matter how 'charitable' and 'worthwhile' those activities are.
- You contribute actively to the Board of Trustees' role in giving firm strategic direction to the charity, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
- You safeguard the good name and values of the charity.
- The effective and efficient administration of the charity.
- The financial stability of the charity.
- You protect and manage the property of the charity and ensure the proper investment of the charity's funds.
- The appointment of the Chief Executive Officer and the monitoring of their performance.

Further information

For more information about being a Trustee please refer to the Charity Commission's guidance [The Essential Trustee: What You Need to Know](#).

Person specification

We are looking for a Trustee who shares our vision for practical change driven by frontline people and global ideas.

You will have relevant and recent financial, governance and audit experience and will be happy to join our Audit, Risk and Governance Subcommittee.

In addition you will be able to demonstrate:

- Commitment to the aims and values of the charity, which includes a commitment to diversity and inclusion
- Sufficient time and willingness to contribute to the development of the charity through attending meetings online and in person
- An appreciation of the financial aspects of running an organisation
- A collegiate style with the ability to work collaboratively, offering constructive challenge and supporting collective decisions
- Good communication and interpersonal skills
- A genuine interest in the development of individuals and willingness to participate in the Fellowship selection process
- Broad interests to reflect the wide range of Fellowship areas
- Willingness to learn and an openness to new ideas

We are committed to diversifying our board and are seeking applications from individuals from a wide range of backgrounds and life experiences.

As a national charity we welcome applications from across the UK.

Previous charity experience is not required. We encourage all Trustees to undertake training as required and all costs are covered by the charity.

Additional information

Time Commitment

Our Trustees meet three times annually, usually in March, July and November. The meetings last for two hours and are held during the working day, normally in the morning. They are held in our Westminster office or online.

The Audit, Risk and Governance committee meets in September, February and June. Our financial year runs from 1st October – 30th September.

Trustees serve for an initial period of seven years after which they may put themselves forward for reappointment for one further term of three years.

The Board has the following Subcommittees; Audit Risk and Governance, Development & Communications, Investment, Nominations and Remuneration. All Trustees serve on at least one Subcommittee.

Trustees can also take part in the Fellowship selection process. This involves 1-2 days reviewing Fellowship applications (at home) and 1-2 days interviewing in our Westminster offices once a year.

Remuneration

The role is an unremunerated voluntary position, but reasonable expenses will be met.

Role as an Ambassador

Trustees are expected to be good ambassadors for the Churchill Fellowship. Their behaviour at all times should enhance and protect the reputation of the charity and be in accordance with Charity Commission guidelines. Trustees should take every opportunity to champion the Churchill Fellowship and support its activities.

How to apply

Applications close on 5th October at 5pm.

To apply, please email jobs@churchillfellowship.org with:

- A copy of your CV
- A covering letter explaining why you are interested in the role and how your experience meets the person specification included in the pack
- Details of two professional referees stating in what capacity and over what period of time they have known you

If you would like to have an informal conversation first, with one of our Trustees or the Chief Executive, please email hannah.cross@churchillfellowship.org.uk and we will come back to you to arrange a time.

Interviews will be held via Zoom on 25th and 26th October. Please let us know in your covering letter if these dates are difficult for you.

Final interviews will be held on 3rd November, in person in our London office if possible.

Fellow David Stanley (left) led the Music Man Project orchestra of disabled musicians at the Albert Hall



“The Fellowship was one of the best experiences of my life. The connections, the people, the learning and the feelings that I experienced still influence me today.”
– Mark Walsh, Fellow