

ROLE DESCRIPTION &
PERSON SPECIFICATION

Trustee





Introduction from the chair and CEO

Thank you for your interest in becoming a trustee of the London Institute for Contemporary Christianity (LICC).

LICC has a remarkable heritage, rooted in the vision of John Stott and friends, who recognised that following Jesus involves every part of life. For more than 40 years, the organisation has helped individuals and churches discover the transformative power of whole-life discipleship, equipping people to serve Christ faithfully wherever God has placed them.

Across society, increasing numbers of people are searching for meaning, hope, and purpose amid profound cultural change. At the same time, the church is seeking renewed confidence in how to follow Jesus faithfully every day in a fragmented and distracted world.

This presents a significant opportunity for LICC to serve God's people in fulfilling Jesus' commission to make disciples. As we enter a new strategic chapter, we are appointing a number of new trustees who will work in partnership with the Executive to provide wise governance, strategic oversight, and prayerful discernment, bringing professional expertise and a shared passion for our mission.

If you sense that God may be calling you to serve in this way, we warmly encourage you to prayerfully consider applying. We would be delighted to hear from you and to explore together how you might contribute to LICC's next chapter.

This is an exciting season for LICC, and we would be delighted to have you join us in serving the church and advancing this vital mission.

Every blessing,

Karen Brown
Chair of Trustees

Paul Woolley
CEO



ABOUT LICC

LICC was founded by John Stott and friends in 1982 with a mission to help people relate the gospel to all of life. Today, LICC's vision remains in tune with the original mission: to see a world transformed for the glory of God through whole-life disciples of Jesus.

We believe that following Jesus is not simply about what happens on a Sunday, but about every part of who we are and everything we do. Whole-life discipleship means following Jesus with our heads, hearts, and hands – being shaped by God's truth, transformed by his love, and joining in his work of renewing the world around us. It means discovering that every place, every relationship, and every aspect of life can become an expression of God's kingdom purposes.

In truth, it's the only kind of discipleship Jesus ever called people to. He never invited anyone to follow him with part of their lives or only on Sundays. Discipleship was always meant to be all-in. That's how we're made to flourish.

Yet in our experience, many Christians don't feel inspired or equipped to live this way. Many want to make a difference with Jesus in their workplaces, homes, and communities, but don't know how. Others feel that only time spent doing 'holy' things matters, while 'ordinary' things get in the way of God's call on their lives. That's where LICC comes in.

We exist to help individuals, churches, and Christian leaders embrace whole-life discipleship as the norm rather than the exception. We believe this is not only biblically faithful, but also missionally vital – providing a compelling way for people in every generation to

discover how the good news of Jesus speaks into every area of life.

Through thought leadership, training, events, and resources, LICC brings biblical insight and cultural understanding together. We listen carefully to the challenges facing God's people, engage thoughtfully with the world around us, and equip disciples to live faithfully and fruitfully – at work, at home, in their communities, and wherever God has placed them.

This is a significant and exciting season for LICC. Across society, increasing numbers of people are searching for meaning, hope, and purpose amid profound cultural change. At the same time, Christians are seeking renewed confidence in how to follow Jesus faithfully as a disciple in a fragmented and distracted world.

As we conclude the final year of our current five-year strategy and prepare to embark on a new one, we are deeply encouraged by all that God is doing. In December 2025, we merged with the Centre for Cultural Witness (CCW), founded by Graham Tomlin, and integrated Leadership College London (LCL) into LICC – strengthening our ability to equip Christians for faithful witness in every sphere of life.

We celebrate the progress God has enabled while remaining deeply aware of our dependence on him and the scale of the opportunity ahead. We are prayerfully seeking trustees who share our vision and can help us discern, steward, and advance this calling in the years ahead.

We would love you to consider joining us on this journey! Discover more at licc.org.uk



OUR VALUES

At LICC, we aspire to embody and exhibit these values in all we do as we join in God's mission to cultivate whole-life disciples.

Wisdom

We prayerfully discern at the meeting of God's word, the world, and one another's stories, the time and place we're in, and search out what makes for fruitfulness right now.

Authenticity

We're real and true to our purpose, living out and landing all we do and say in everyday contexts which are relevant to each disciple's frontline.

Creativity

We seek fresh and prophetic words and ways of communicating the call to whole-life discipleship that cut through the noise of this cultural moment.

Generosity

We cheerfully give and receive time, talents, resources, and encouragement out of love for one another, collaborating for kingdom wins bigger than ourselves.

Excellence

We seek quality in all we do and Christlikeness in all we are, emerging from a desire to glorify God and serve his people in a team effort. Love is our most excellent way.

We're appointing new Trustees to our Board

At this exciting time for LICC, we are looking to appoint several new Trustees to the Board. Three Trustees end their planned tenure by the end of 2026, and we're seeking to add skills, experience, and gifting that we anticipate will be important to LICC in the coming season.

In making these appointments, we aim to maintain a rich diversity of age, ethnicity and heritage, sex, church expression, and professional expertise to foster diverse thinking and contributions to LICC's mission.

We welcome applications from anyone who feels called to apply. Given our current Board profile, including those who are stepping down, we're particularly interested in applications from those with skill and experience in the following areas:

- A church network leader or church leader with a passion for embedding whole-life discipling in their network or church
- Marketing, digital marketing, and communications
- Leadership development, organisational change, and HR

We're keen to recruit trustees who can bring a prophetic voice, offering spiritual discernment, courage, and wisdom as we seek to serve the church in this changing cultural moment.

We're interested in applications from all ages, but especially welcome those in the first five years or so of their working life.

THE BOARD

The Board is the steward of the vision and mission of LICC. It oversees the governance of the charity in accordance with charity law and good practice. It works in partnership with the CEO and the Executive Team to help to develop LICC's strategy and impact and ensure the organisation is well managed, effective, and sustainable.

LICC is structured as a company limited by guarantee. All Trustees are also Directors of LICC Ltd.

The full Board meets four or five times a year. Usually, two meetings per year are held online, with the other three in person. One of the in-person meetings is the Board's annual residential 24-hour retreat, and another is a prayer retreat. There are also three Board committees: Finance & Operations, People, and Board Development. Trustees may be invited to join one of these committees alongside their Board membership.

Every Trustee is expected to actively support the mission of LICC and be a strong advocate.

You can find out more about the current Trustees on our [website](#).

THE ROLE

As a member of LICC's Board, you will play a key role in helping us achieve our mission – to catalyse a movement that inspires people to live as disciples of Jesus, whatever they do, whoever and wherever they are.

As part of a skilled and dedicated team of Trustees, you'll help steward our vision, be part of discerning and shaping future strategy in partnership with the Executive, make sure we're working in a wise and sustainable way, and commit to pray for the mission and the staff team regularly.

You'll bring your unique skills, experience, and faith journey to our mission, enriching the leadership of the charity with your expertise, networks, perspective, and prayer.

The Trustee role takes the equivalent of around six to eight days a year. This is a volunteer role. Reasonable expenses will be met.

KEY RESPONSIBILITIES

- **Actively support the mission of LICC** by attending events, promoting resources, championing the organisation, and helping to identify and cultivate relationships with partners, volunteers, and donors. Supporting LICC financially to the best of your personal ability and inviting others to do the same through active advocacy.
- **Have up-to-date knowledge of LICC**, including how the organisation works and the environment in which it operates, reading the regular communications from LICC and being aware of the portfolio of LICC resources.
- **Commit to attending quarterly Board meetings and the annual 24-hour retreat**, with the expectation that Trustees will attend at least three, and ideally five, meetings a year unless ill or absent on compassionate grounds. Trustees are expected to prepare for meetings by reading all the appropriate material, querying anything that needs clarification, and thinking through issues in good time before meetings, and then to participate fully in the meeting itself.
- **Act within the governing document, the law, and good practice** – being aware of the contents of the organisation's governing document and the law as it applies to LICC. We operate in line with the Nolan Principles and expect trustees to act in accordance with the Charity Commission guidelines (as set out in Charity Commission document CC3, The Essential Trustee). Trustees are ultimately responsible for all of the charity's activities and are expected to contribute their

skills, knowledge, and experience proactively to promote the organisation's success and steward the charity's resources wisely.

- **Act in the best interests of LICC as a whole**, considering what is best for the organisation and its beneficiaries, and avoiding bringing LICC into disrepute.
- **Manage conflicts of interest effectively** – registering, declaring, and resolving any conflicts of interest. Not gaining materially or financially unless specifically authorised to do so.
- **Review the financial commitments of LICC** and manage risk carefully and thoughtfully.

CHARACTER AND SKILLS

- **Seeking to live as a whole-life disciple of Jesus.** Living in a way that is honouring to God, displays godly character as a leader, and avoids reputational damage. Actively involved in the local church and willing to affirm LICC's statement of faith.
- **Passionate about the growth and development of LICC's mission.** Seeking to be prayerful, discerning, and active in the role – praying regularly for LICC and all its stakeholders.
- **Collaborating as a team player** who is prayerful, generous, relationally intelligent, open to new ideas, and self-aware.
- **Working considerably and respectfully** with everyone, honouring each other, respecting diversity, different roles, boundaries, and seeking to avoid giving offence.
- **Actively engaging in discussion** and debate and contributing positively in meetings, listening carefully, challenging sensitively, and avoiding destructive conflict.
- **Acting jointly and collectively** and accepting majority decisions.
- **Respecting confidentiality** – understanding what confidentiality means in practice for LICC, its Board, and the individuals involved, and acting accordingly.

Above all, we are looking for trustees whose lives reflect the character of Christ: people of integrity, humility, wisdom, generosity, and spiritual depth. Like the leaders described in 1 Timothy 3 and Titus 1, they will be trusted by others, grounded in Scripture, able to discern wisely, and committed to encouraging and equipping God's people. We are keen to welcome trustees who can bring a prophetic perspective – helping us listen to God and faithfully serve the church in a changing world.



TERMS OF OFFICE

Trustees serve for two consecutive terms of three years each, with the possibility of a further three-year term depending on the needs of the Board.

HOW TO APPLY

If you feel you could make a valuable contribution as a Trustee, please email Beatrice Henderson, LICC's Head of Operations (hr@licc.org.uk) by **9am on Monday 21 September**, enclosing your CV and a covering letter explaining your motivation for wanting to join the Board.

PROCESS

Candidates who are shortlisted will be invited to an online first interview in October with a range of trustees and the CEO.

For those candidates who are taken forward, final interviews will be held in November in person at LICC's offices (Canopi, 82 Tanner Street, London, SE1 3GN). These will include a range of conversations with trustees and members of the Executive Team. Candidates will be asked to give names of two referees who will be contacted at the final interview stage.