

Trustee application pack

Transforming mission
training for the 21st
century



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Introduction

All Nations Christian College

All Nations is one of the largest colleges of its type in Europe and welcomes students and their families from all over the world, with accredited (BA, MA, MTh) and non-accredited options available. Our vision and purpose is to cultivate biblically-rooted, hope-filled, culturally relevant engagement with God's mission by training and equipping disciples of Jesus Christ in partnership with the global church.

Our teaching staff have a wide range of mission experience and intercultural expertise. Many of our students have already served in diverse contexts throughout the world, further adding to the fusion of ideas and teaching that takes place.

All Nations is more than just a mission training college. We have found that an integrated teaching approach engaging head, heart and hands enables students to fully assimilate subjects into their understanding and experience, thus creating opportunities for personal and group transformation through their learning experience. Our courses benefit students by teaching them to think critically and humbly about serving Christ and how to be effective for him in harsh and difficult contexts.

At the end of August 2026, All Nations will be moving from our current campus in order to be more accessible and more flexible as we continue to help equip the global church for mission. This decision is the result of the leadership and trustees of All Nations prayerfully discerning that to better fulfil our mission in the changing global context, God is calling us to move beyond our current site at Easneye (Hertfordshire).

This is an exciting season of transition as we learn how to recreate intercultural learning communities not just in one UK location, but with partners around the world.

We have developed digital learning resources that enable the face-to-face time between tutors and students to be focused on helping them truly grasp and apply the learning to their lives. We have been collaborating with partner churches and seminaries around the world, to work with them to deliver mission training in community in their context. Our plan is to get better at listening to the global church and work alongside them to deliver biblically rooted, hope-filled training through intercultural communities.

We don't yet know where our next location will be, but we are pursuing a number of good options and will spend time discerning the way forward to identify the most fruitful option. This is the start of a new journey for us.

There will be lots of challenges as we move away from Easneye and continue to transform how we deliver excellent learning in intercultural communities.

Do take a look at our website to find out more and about college life and the courses we offer www.allnations.ac.uk.

We currently have vacancies on the Board of Trustees. Please prayerfully consider if your skills, experience, and expertise would enable you to make a valuable contribution as a trustee at this time of significant change and transition in the life of the College.

This document outlines the role of a Trustee, which is carried out on a voluntary basis under the oversight of the Charity Commission for England and Wales.

A Message from the Board Chair

As a board we seek to discern the Lord's leading and provide wise and diligent oversight for the senior leadership team of the College. God is taking us to a new place, and we trust He will also provide the trustees to help us do this well. Change is not easy, but we have unanimity of purpose between the senior leadership team and board, which is critical for the next steps.

We pray that the Lord will work in hearts and minds to bring the right people to the board for this time. We would be thrilled if you would take time to prayerfully consider a role with our board.



Blessings,
Ben Stanley

All Nations Board Chair

A Message from the CEO



We are an intercultural community of staff and students from many nations serving and growing together with a focus on fulfilling the Great Commission of our Lord –providing and cultivating biblically-rooted, hope-filled and culturally relevant engagement with God’s mission by training and equipping disciples of Jesus Christ in partnership with the global church.

You would be joining our board at an exciting time for us and for global mission! We are in the process of selling our campus to release funds to accelerate growth and collaboration in mission education around the world. We still plan to do some teaching in the UK but by God’s grace we will also help Christians around the world design courses to meet their needs, deliver courses in ways that are affordable and accessible to individuals, teams and churches at whatever stage they are in their mission with God.

We have been redesigning our own training approach and courses to ensure that they deliver relevant training and character development in intercultural community. This includes digitising content so that our tutors can concentrate on how the material impacts people rather than just ensuring that individuals get information. We expect to be experimenting and testing new ways to facilitate learning throughout the next term of service for the board.

We expect to be colocating with colleges in the UK and internationally to share facilities and services. We need to strengthen our relationships with churches in the global south and in diaspora around the world and as well strengthen relationships with a wide array of mission organisations and networks, so that we can discern together what each part of the body can contribute and how each part needs to be equipped in the next season. Listening to stakeholders and adapting to evolving needs must become a normal activity for us, not just a matter of occasional market research.

Collaboration and innovation across languages, territories, and cultures will be fundamental to how we contribute to equipping for mission. We are looking for people who can join our board to guide us through these changing times with wisdom, experience, prayer and insight. We’d love to have a conversation if you’re interested in joining us!

Blessings,

Tim Young
CEO

Trustee Role: All Nations Board of Trustees

Background

The Trustee Board holds responsibility for the governance of All Nations as a charity, including all matters relating to financial standing, risk management and legal obligations. A separate Academic Board, which reports to the Trustee Board, has the responsibility for the oversight and development of the curriculum of all the training programmes, including those accredited by the Open University.

Trustee Role Description

1. To ensure that All Nations Christian College complies with its Articles of Association, charity law, company law and other relevant legislation and to act within the powers of a Trustee/Director.
2. To ensure that All Nations pursues its charitable objects as defined in the Articles of Association and to act in the way in which you consider in good faith would be most likely to achieve the charitable company's purposes as set out in the objects.
3. To ensure that All Nations complies with its legal responsibilities as a Higher Education institution and operates within the regulatory framework of the Office for Students.
5. To ensure that All Nations applies its resources exclusively in pursuance of its objects, i.e. All Nations must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable.
7. To contribute actively to the role of the Board of Trustees in giving strategic direction to All Nations, setting overall policy, defining goals, agreeing targets and evaluating performance against targets.
8. To safeguard the reputation and values of All Nations.
9. To ensure the effective and efficient administration of All Nations.
10. To ensure the financial stability of All Nations.
11. To protect and manage the property of All Nations and to ensure the proper investment of the college's funds.
12. To exercise independent judgement and reasonable care, skill and diligence.
13. To appoint the Academic Principal and monitor his or her performance.
14. To appoint the Chief Executive Officer and monitor his or her performance.

15. To avoid conflicts of interest and not to accept benefits from third parties resulting from being a Trustee or doing or not doing anything as a Trustee.
16. To avoid conflicts of interest and not to accept benefits from third parties resulting from being a Trustee or doing or not doing anything as a Trustee.

Additional assistance provided by a Trustee/Director:

In addition to the above statutory duties of all Trustees, you should use any specific knowledge or experience you have to help the Board reach sound decisions. This will involve:

- Participating in the work of the Board by scrutinising Board papers; joining and leading discussions and helping the process of focusing on key issues
- Providing advice and guidance requested by the Board on new initiatives, or other issues relevant to the area of the college's work in which you have specific expertise

When exercising these duties, the Trustees should be mindful of:

- The likely long-term consequences of any decision
- The interests of All Nations' employees
- The need to foster the college's business relations with suppliers, customers and others
- The impact of the college's operations on the community and the environment
- The desirability of All Nations maintaining a reputation for high standards of business conduct
- The need to act fairly as between the members of the company (who are the Trustees)

Each Trustee should have the following qualities:

- A commitment to All Nations and its purpose as an evangelical, biblically orthodox mission training college
- A willingness to devote the necessary time and effort
- Integrity
- Strategic vision
- Prayerfulness
- Good independent judgement
- An ability to think creatively
- A willingness to speak their mind in a non-confrontational way
- An understanding and acceptance of legal duties, responsibilities and liabilities
- The ability to work effectively as a team member
- Empathy with other perspectives, particularly across cultures

All Trustees are asked to affirm the Doctrinal Principles of All Nations which can be found on our website, [here](#).

**Transformed people
transforming God's world.**



Supporting the Work of the College

Skills and Experience

Each Trustee brings a unique set of skills and experiences to the Trustee Board and recruitment is done in line with identified skills and diversity gaps.

Based on the current blend of skills and experience on the Board, we are particularly interested in an HR specialist, an accountant, and individuals with experience of governance or leadership in a Higher Education setting. We would also welcome applications from individuals with a good understanding and experience of leading or being part of a mission agency. Also income generation or marketing and communications preferably in a Higher Education or charity setting.

In line with our purpose, we seek to be intercultural in identity, voice and through the services we deliver, representative of Christ's Kingdom. We would therefore welcome applications from those from a variety of cultural backgrounds, including diaspora church contexts or different global theological institutional backgrounds.

Previous experience at Trustee level would be valuable but is not essential.

Time Commitment

You will need to be able to commit to our regular Trustee meetings which are in person 3 times a year and some other meetings in between times, and to preparation time for these meetings. If you are not located in the UK, it is possible to attend the in person meetings online. Most Trustees are also involved in at least one sub-committee or working group. The two main sub-committees are the Finance & Resources Committee and the Governance Committee.

In terms of time, we expect this role to require the equivalent of approximately one day each month, with additional time commitments if you are asked to participate in a sub-committee or working group. Trustees serve for a term of five years, renewable on one further occasion up to a maximum of ten years.

Next Steps

Expressing Your Interest

If you would like to express your interest in this opportunity to serve All Nations, please send your CV and a letter outlining your interest by email to Ann Voortman, Secretary to the Board, who will be co-ordinating the appointment process on behalf of the College. Electronic responses will make it easier for us to share information amongst those involved in the process.

We would be particularly keen to understand: your current situation and employment and/or ministry roles. Why you feel that this role might be part of your future ministry and service, and any particular areas of expertise you can bring to the Board.

We would encourage you to discuss these roles with Christian leaders you know and trust, and to ask for prayer as you consider whether or not to express your interest. If you would find it helpful to speak to someone in more detail before deciding whether to express an interest, please contact Ann Voortman using the contact details below, and she will be able to put you in contact with the Academic Principal, existing Trustees and committee members.

To contact Ann Voortman, please email: a.voortman@allnations.ac.uk

Telephone: 01920 443500

Induction

An induction programme will be arranged to make sure that new Trustees understand their role as a charity trustee and gain an understanding of college life and governance before the new appointments commence.