

CINNAMON NETWORK TRUSTEE

We are looking to expand our Board of Trustees, ensuring we have the right mix of skills to manage Cinnamon now and in the future. We'd love to hear from applicants from all sections of our community; you do not need a professional background, and you don't need to have experience of being a Trustee before to apply. If you are a first-time Trustee, we'll help and support you in the role.

1. About Cinnamon

The social challenges facing our communities are on a scale few of us have seen before. Cinnamon is committed to helping churches support those in need in their community. There are two ways we do this: by supporting individual church leaders and volunteers, and by developing Christian social action initiatives.

For the past 10 years we have run our Cinnamon Incubator Programme to find brilliant church-led initiatives that are already impacting people's lives and want to grow. Over the course of two-years, fledgling projects receive the training and coaching they need to develop the foundations for success. Since we started, we've helped 44 small projects, such as Make Lunch, Emerge Advocacy, Renew Wellbeing and The Young Leaders Network to become established charities.

We also know that our local churches are brimming with people, ideas and resources that could transform their communities. Here at Cinnamon, we help to release that potential. Each year we equip thousands of local churches the length and breadth of the country to address the needs in their communities in new ways.

When it comes to working with churches, we share resources, provide advice, deliver training courses, host webinars, and connect churches with the great people and projects who can help them respond to the challenges on their doorstep. More than 800 individual church leaders, project leaders, activists, and volunteers are currently members of Cinnamon Connect, our online learning community where this knowledge is shared.

Everything we do is built around these key principals:

- **We're Christ-centred** - We look to Christ as our inspiration and our guide. We commit all our work to the Lord in prayer, reflecting on our practice in the light of God's leading.
- **We're practical** - We are focused on practically supporting churches and Christian social franchises. We always ask ourselves, "what difference will this make at a grass roots, community level?"
- **We bring expertise** - We strive as a team to pool our resources, share our expertise, and make use of our diversity.
- **We connect people and ideas** - We share our work widely whilst partnering with others to maximise our collective impact.

2. About the Role

We are looking to expand our Board of Trustees, ensuring we have the right mix of skills to manage Cinnamon now and in the future. We'd love to hear from applicants from all sections of our community; you do not need a professional background, and you don't need to have experience of being a Trustee before to apply. If you are a first-time Trustee, we'll help and support you in the role.

We are seeking committed, enthusiastic and talented individuals, who can use their experience, skills and expertise to help Cinnamon flourish, who share Cinnamon's Vision and who are committed to our values and ethos. We are looking for individuals who can think strategically, communicate well, work as part of a team, make effective decisions, think creatively and manage risk. We are particularly interested in those with HR and people management skills, as well as marketing and branding experience. We would also like to recruit Trustees who have lived experience of any of the issues Cinnamon seeks to tackle.

Main Duties and Responsibilities of a Trustee

Cinnamon is governed by a Board of Trustees who have ultimate responsibility for the success of Cinnamon, and its compliance with the legal and regulatory obligations of a charity. Together with Cinnamon's executive team, the Board of Trustees:

- (i) set the strategic direction of Cinnamon, ensuring that its work and goals are in line with its vision and acting in Cinnamon's best interests;
- (ii) manage Cinnamon's resources responsibly – making sure they are well used, managing risk and ensuring that the charity is run sustainably;
- (iii) provide support and challenge to help the Executive Team manage the day-to-day operations of Cinnamon effectively; and
- (iv) take a more hands on role for certain projects, where a Trustee can bring their particular skills and experience to bear.

You can read more about the role of a Trustee in [The Essential Trustee](#) (a guide from the Charity Commission).

Personal Specification

The successful applicant will demonstrate the following competencies:

- *Strategic thinking*: a proven ability to think strategically, analyse complex concepts and actively contribute to strategic direction setting of Cinnamon both over the long and short term.
- *Communication*: demonstrable effective written and oral communication skills, the ability to influence others and to advocate on behalf of Cinnamon.
- *Teamwork*: a proven ability to work as part of a team that makes collective decisions and takes collective responsibility, supporting decisions once made.

- *Judgement*: demonstrable ability to exercise independent judgement, balancing competing views and approaches and actively contributing actively to decision making.
- *Innovation*: Proven ability to contribute new ideas and perspectives to a discussion and to think creatively around a problem.
- *Risk Management*: the ability to recognise risks which might affect Cinnamon (financial, reputational operational etc.), and to manage those risks in accordance with the agreed risk appetite of the organisation.
- *The specific skills required by the Board*: we are particularly looking for Trustees with skills or experience in (i) HR, people management and learning and development and (ii) branding and marketing

The successful applicant will also have the following personal values:

- A strong personal commitment to the vision and mission of Cinnamon;
- An appreciation of the Christian ethos of Cinnamon.
- A commitment to the values of respect, equality, love, integrity and excellence. More details about Cinnamon's values are available on request.
- An understanding and acceptance of the legal duties, responsibility and liabilities of a charity Trustee.

Remuneration

This is a voluntary post, although reasonable expenses may be reimbursed.

Time Commitment

The time commitment is expected to be around a day per month, with regular quarterly Board meetings held virtually, online. We would also encourage Trustees to join us at other Cinnamon events such as our annual Cinnamon Incubator Competition Final. Papers are provided in advance of each meeting, and Trustees are expected to read papers in advance. We can provide the option of joining a meeting via video conferencing if essential but encourage face-to-face discussion wherever possible.

Further information

If you would like to discuss the role informally and in confidence, please contact Amanda Bindon (our CEO) who can put you in touch with one of our Trustees.

3. How to Apply

Please send a current CV (max 2 pages) with a covering letter (max 2 pages) to Amanda Bindon (amandabindon@cinnamonnetwork.co.uk) demonstrating how you meet the personal specification above. **The closing date for this role has been extended to 31 July, 2023.**