

PIONEERS

Trustee

APPLICATION PACK



Reaching Forgotten Peoples



Introduction

Pioneers International is a fast-growing mission movement with over 3,000 missionary field members in over 100 countries, and a passion to see God glorified among the nations.

In 2024, Arab World Ministry of Pioneers (formerly North Africa Mission) and Pioneers UK (formerly Sudan United Mission), merged into one Mission and one Pioneers sending Base to become Pioneers UK & Ireland.

Serving as a Trustee with Pioneers will provide a unique privilege and opportunity to contribute to the advancement of the gospel among unreached people groups and places worldwide. Trustees act as stewards of the Mission Agency's vision and resources to ensure that the organisation operates with integrity, effectiveness and faithfulness to its stated purpose.

This document outlines the key responsibilities, expectations and person specification for the position of Trustee of Pioneers UK and Ireland, which forms part of Pioneers International (pioneers.org.uk and pioneersinternational.org).

Core Values

The Heart of Pioneers

Passion for God

The Great Commandment is our motive for the Great Commission. We want to live our lives fully surrendered to Him so that all nations may know that He alone is God.

Unreached Peoples

Pioneers focuses on those with the least opportunity to hear and understand the gospel.

Church Planting Movements

We want to see new believers united in fellowship with other believers, forming churches that plant churches – until all peoples are reached.

The Local Church

Pioneers partners with sending churches to plant new communities of Christians. We also work alongside local, indigenous fellowships wherever possible.

Team-Centred

Teams that are both task- and member-focussed are at the core of Pioneers. This is crucial since many of the world's remaining unreached peoples are in difficult and isolated pockets of the world.

Innovation and Flexibility

Reaching the world's remaining unreached peoples requires creativity and sensitivity to the unique calling, vision, and needs of each missionary.

Participatory Servant Leadership

Pioneers has a decentralised leadership structure. We are principle- rather than policy-driven, applying an interactive approach to decision-making that is based on trust.

Ethos of Grace

Understanding that each person bears the image of God, we endeavour to cultivate an atmosphere of mutual acceptance and respect in all our relationships, encouraging one another to attain their full potential in Christ.

Statement of Faith

WE BELIEVE in the one true God who lives eternally in three persons – the Father, the Son and the Holy Spirit.

WE BELIEVE in the love, grace and sovereignty of God in creating, sustaining, ruling, redeeming and judging the world.

WE BELIEVE in the divine inspiration and supreme authority of the Old and New Testament Scriptures, which are the written Word of God – fully trustworthy for faith and conduct.

WE BELIEVE in the dignity of all people, made male and female in God's image to love, be holy and care for creation, yet corrupted by sin, which incurs divine wrath and judgement.

WE BELIEVE in the incarnation of God's eternal Son, the Lord Jesus Christ – born of the virgin Mary; truly divine and truly human, yet without sin.

WE BELIEVE in the atoning sacrifice of Christ on the cross: dying in our place, paying the price of sin and defeating evil, so reconciling us with God.

WE BELIEVE in the bodily resurrection of Christ, the first fruits of our resurrection; his ascension to the Father, and his reign and mediation as the only Saviour of the world.

WE BELIEVE in the justification of sinners solely by the grace of God through faith in Christ.

WE BELIEVE in the ministry of God the Holy Spirit, who leads us to repentance, unites us with Christ through new birth, empowers our discipleship and enables our witness.

WE BELIEVE in the church, the body of Christ both local and universal, the priesthood of all believers – given life by the Spirit and endowed with the Spirit's gifts to worship God and proclaim the gospel, promoting justice and love.

WE BELIEVE in the personal and visible return of Jesus Christ to fulfil the purposes of God, who will raise all people to judgement, bring eternal life to the redeemed and eternal condemnation to the lost, and establish a new heaven and new earth

Guiding Grace Principle

Pioneers is an international fellowship comprised of Christians drawn from many different churches and backgrounds. Our desire is to work in harmony with our national church partners and Christian colleagues on the basis of essential doctrines as found in our Statement of Faith. These are doctrines on which, historically, there has been general agreement among all true followers of Christ.

In matters not addressed by our Statement of Faith, Pioneers acknowledges differing points of view provided they are based on the Bible as the supreme authority, and that no interpretation or practice will undermine the work of the gospel or the unity among those with whom we serve. We seek to live, work, and relate to one another in a spirit of love and humility, as outlined in Romans 14, 1 Corinthians 13, and other passages.

Pioneers is a member of Global Connections.

Job Description

Pioneers International Mission Statement

Pioneers mobilises teams to glorify God among unreached people groups by initiating church-planting movements in partnership with local churches.

Main Purpose of the Role

To bring your personal gifting to a team of trustees to provide strategic vision, leadership, governance, oversight and support to the Pioneers UK and Ireland Mobilisation Base, ensuring its activities remain faithful to its stated vision, values and charitable objectives, while complying with relevant laws and regulations.

Key Responsibilities

VISION AND STRATEGY

Participate in setting and reviewing the Mission agency's vision, strategic direction and priorities.

GOVERNANCE AND COMPLIANCE

Participate in ensuring that Pioneers UK and Ireland complies with its governing documents, and those of the wider Pioneers organisation. And ensure that it acts in compliance with UK charity law and all other relevant legislation and regulation.

FAITHFULNESS TO THE CHRISTIAN ETHOS

Uphold and promote the distinctively Christian vision and values of the organisation, integrating faith into strategic decisions and operations.

POLICY AND RISK MANAGEMENT

Review and approve key policies, identify and mitigate significant risks to Pioneers UK and Ireland's effectiveness, reputation and compliance.

ACCOUNTABILITY AND IMPACT

Monitor and evaluate Pioneers UK and Ireland's impact, ensuring effective delivery of its charitable objects and value for its supporters, members and beneficiaries.

AMBASSADORSHIP

Act as an ambassador for Pioneers UK and Ireland and for the wider Pioneers Mission agency, promoting the work, upholding its reputation, and building relationships with supporters, churches, field members and other stakeholders.

Key Responsibilities, continued

SUPPORT AND SUPERVISION

Provide encouragement and accountability for the National Director and staff team, supporting their development and wellbeing.

Prayer and Spiritual Leadership: Maintain prayerful support for Pioneers UK and Ireland and the wider Pioneers family, seeking God's guidance in all decisions and encouraging a culture of spiritual dependency and vitality.

MEETINGS AND PARTICIPATION

Attend and actively contribute to regular Board meetings, sub-committees, and ad hoc key events and contribute adequate time to ongoing Trustee duties.

CONTINUOUS IMPROVEMENT

Participate in Trustee training, self-evaluation and development to enhance the Board's effectiveness.

Time Commitment

The role typically requires in-person attendance at three UK-based Board meetings and three online Board meetings per year, participation in the work of at least one sub-committee, attendance at occasional events, and occasional (and optional) overseas travel on behalf of Pioneers.

Trustees should be willing to devote time to read reports, prepare for meetings, contribute to ongoing Board discussions and undertake other ad hoc tasks.

Terms of Appointment

This is a voluntary position, but reasonable expenses will be reimbursed.

Appointment is usually for a four-year term, renewable by mutual agreement.

Accountability

Trustees are collectively accountable to the Charity Commission and ultimately to the Lord for their stewardship and decision making.

Person Specification

Essential Attributes

A PRACTICING CHRISTIAN

An active member of a local church, with a mature, biblical, understanding of the Christian faith, and a commitment to personal spiritual growth and prayer.

PASSION FOR MISSION

A heart for world mission, evangelism, disciple making and church planting.

INTEGRITY AND WISDOM

Sound judgement, honesty and the ability to act impartially and in the best interests of Pioneers UK and Ireland.

STRATEGIC THINKING

Ability to contribute thoughtfully to strategic discussions, discern priorities and make viable decisions rooted in vision and faith.

TEAMWORK AND COLLABORATION

Willingness to listen, learn and work constructively with fellow trustees, staff and volunteers.

COMMUNICATION SKILLS

Capable of clear, respectful, and effective communication, both in meetings and in representing Pioneers UK and Ireland and the wider Pioneers Mission Agency externally.

COMMITMENT

Willingness to give time, energy and prayer to the role, and to shoulder the responsibilities of charity governance.

Desirable Attributes

PROFESSIONAL EXPERTISE

Skills and experience in one or more of the following: Strategic planning, Finance, Law, Safeguarding, Communications, HR, IT or Project Management.

MINISTRY OR MISSIONS

Experience in ministry, in missions and cross-cultural work, or in Christian charity governance.

GLOBAL PERSPECTIVE

Understanding of and empathy with cross-cultural mission, global church trends, and issues facing Christians worldwide.

Desirable Attributes, continued

RESILIENCE AND ADAPTABILITY

Ability to navigate change, uncertainty, and challenge with faith and perseverance.

ADVOCACY SKILLS

Confidence in speaking publicly, networking, and inspiring others to support the mission agency's work.

Faith Commitment

Trustees are expected to wholeheartedly affirm the Pioneers Statement of Faith (pioneers.org/statement-of-faith) and Pioneers Core Values (pioneers.org/core-values) and to model Christian character in all aspects of their life and service.

Induction and Training

New Trustees will receive an induction, ongoing training and support from experienced Board members and external providers.

Equal Opportunities

Applications are welcome from all suitably qualified individuals, regardless of age, disability, ethnicity or background.

Safeguarding

Pioneers UK and Ireland is committed to safeguarding and promoting the welfare of all those it serves. All trustees are required to undergo appropriate background checks and adhere to safeguarding policies.

Trustee appointees will be verified against the Charity Commissions published criteria to ensure they are legally qualified to act as a Trustee.

Application Process

The Application Form can be found online at <https://forms.gle/hL9X6uhUNDcaKPt76>.

Please submit a cover letter and your CV via the online form or by email to Helen Pardoe at HelenP@pioneers.org.uk.

For an informal discussion, if required, please contact Helen Pardoe at HelenP@pioneers.org.uk.