allnations
training for mission

# Treasurer

Candidate pack
July 2026

## Helping to transform mission training for the 21st century

charisma
CHARITY RECRUITMENT

# Table of contents



## Learn more about ANCC by clicking play below

# Introduction

## All Nations Christian College

All Nations is one of the largest colleges of its type in Europe, welcoming students and their families from all over the world, with accredited (BA, MA, MTh) and non-accredited options available. Our teaching staff bring a wide range of mission experience and intercultural expertise, and many of our students have already served in diverse contexts throughout the world.

All Nations is more than a mission training college. An integrated teaching approach, engaging head, heart and hands, enables students to fully assimilate what they learn, creating opportunities for personal and group transformation. Our courses teach students to think critically and humbly about serving Christ, and how to be effective for Him in harsh and difficult contexts.

## A College in transition

In May 2025, after 60 years based at Easneye, the trustees prayerfully discerned that God is calling All Nations to move beyond its current site in order to better fulfil its mission in a changing global context. The College is now in the process of selling the Easneye estate and transitioning to a global delivery model built on digital learning, hybrid courses and partnerships with churches, seminaries and colleges around the world.

On-site teaching at Easneye continues until 31 August 2026, at which point the College completes its shift to this more distributed way of working. The proceeds of the sale, together with the College's ongoing income, will need to fund and sustain a very different operating model - one designed to reach many more students, in many more places, than the campus ever could.

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.

# A message from the Chair

Ben Stanley
Chair of the trustees
All Nations Christian College

All Nations Christian College has been serving mission workers for over 60 years, based in the UK but with a global voice and a wide alumni base. We are a biblical and missional higher education college, with Bachelors and Masters programmes available for students worldwide. Our distinctives include strong biblical training, an emphasis on intercultural and individual formation and resilience, and a practical outworking of contemporary mission.

All Nations has some real strengths; we have excellence in our academic standards - shown during our recent revalidations of the undergraduate and postgraduate programmes with the Open University - and our students give amazing feedback on the experience and learning they receive.

But we need to change, and that change is now well under way. Those we serve need more flexible training delivered to fit evolving pathways, so we have taken the significant step of putting our historic Easneye estate on the market and are rebuilding our whole financial and operating model around a mixed model of learning cohorts, including online and in-person study delivered around the world.

That transformation cannot succeed without the right financial steer. We need a Treasurer who can help the Board make wise decisions about how the proceeds of this sale are invested and deployed, who can build the financial disciplines a more complex, international College now needs, and who can give us confidence and clarity as we move through a period of real financial change.

I also want to say this plainly; this is a ministry opportunity as much as a governance one. You don't need to have studied theology, attended Bible college, or served overseas to serve us well as Treasurer. What matters is an openness to learn, because working alongside colleagues who have given years, sometimes decades, to cross-cultural mission is an education and an enrichment in itself.

Could you be the person who the Lord is leading to be our next Treasurer? If so, can I encourage you to talk to Adam at Charisma.

With prayers for your discernment of the role - may our Lord's will be done.

Ben

## A message from the CEO

Tim Young
CEO
All Nations Christian College

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.

None of this happens well without good stewardship, and that's why the Treasurer role matters so much to me personally. I want a board colleague I can think out loud with - someone who will ask good questions of our Head of Finance and me, help us hold the sale proceeds and our future plans with both faith and financial rigour, and keep us honest about what we can and can't afford as we grow. It's a genuine partnership, not just a reporting relationship, and I'd value that closely.

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 - you don't need to have all the answers before we talk, I'd just love to hear your story and see whether this might be a fit both ways.

Blessings,

Tim

# THE ROLE OF BOARD TREASURER

## Introduction and context

Following the current Treasurer's completion of her term of office, we are seeking an individual with experience of finance and resource management to add a valuable perspective to our board of trustees. The board is growing to 14 trustees, and already includes strong financial literacy, including the Chair and two other Finance & Resources Committee members, so you won't be carrying this alone.

The Treasurer facilitates the board's oversight of the College's financial administration to ensure its financial health and legal compliance, working closely with the CEO and the Head of Finance with a focus on strategic oversight, policy development and high-level financial risk management.

Key responsibilities include presenting financial reports to the board, advising on financial strategy, overseeing budgeting and accounting, managing financial risks, and liaising with external auditors. The role calls for strong financial acumen, good judgement, and a commitment to the College's mission and fiduciary duties.

## Core responsbilities

- Financial Monitoring & Reporting - Present clear, comprehensive financial reports, including budgets and annual accounts, to the board in a format that helps trustees understand the College's financial position.

- Strategic Financial Advice - Advise the board on financial matters, ensuring strategic plans are financially sound and that the College has the resources to meet its objectives.

- Financial Systems & Controls - Oversee the implementation and monitoring of appropriate financial systems, accounting procedures, internal controls and risk management to prevent fraud and mismanagement.

- Budgeting & Resource Management - Lead the development and monitoring of annual budgets, reserves policies and investment strategies to ensure the efficient and responsible use of financial resources - including the proceeds of the Easneye sale.

- Auditor Liaison - Oversee the appointment of auditors and act as the main point of contact for them, ensuring legal and regulatory compliance.

- Compliance & Governance - Ensure the board understands its financial responsibilities and that all activities comply with legal requirements and the College's charitable objectives.

# WHY THIS IS A PIVOTAL TIME TO JOIN AS TREASURER

## Introduction and context

Most charity treasurer roles involve steady oversight of a familiar financial pattern. This one does not. All Nations is, right now, mid-way through selling a multi-million-pound historic estate and rebuilding its entire operating and financial model around a global, digitally-enabled college. That combination - a significant one-off capital receipt, a deliberately unbalanced transition-year budget, and an ambitious six-year growth plan - makes this a genuinely rare moment for a finance professional to shape a charity's future rather than simply monitor its present.

- Shape a major capital decision - Help the board decide how the proceeds from the Easneye sale are invested, held in reserve, or deployed to fund the College's new global delivery model

- Design the financial model for what comes next - Build the budgeting, reserves and investment framework a geographically distributed college needs - quite different from the finances of a single-campus institution

- Steer through the transition - Provide steady, confident financial leadership through a deficit transition year (income £1.59m against expenditure £1.84m in the year to August 2025), ensuring the College comes through change financially sound

- Influence at the right moment - Work closely with the CEO and Head of Finance at the exact point when decisions about resourcing, risk and investment will define the College's next decade

For a treasurer who wants their financial judgement to matter, it is hard to imagine a more consequential few years to join the board.

# WHY THIS IS A PIVOTAL TIME TO JOIN AS TREASURER

## Essential skills and qualities

- Prayerful - Habitually prays to discern God's guidance for themselves and others.
- Financial Acumen - Strong understanding of financial concepts, accounting principles and budgeting.
- Sound Judgment - Ability to exercise prudence and good judgement in managing the College's assets and financial risks.
- Fiduciary Responsibility - A strong commitment to acting in the charity's best interests and maintaining public trust.
- Strategic Thinking - Ability to link finance and resource strategy to the College's overall mission and long-term goals.
- Communication - Skill in presenting complex financial information clearly to the board.

# BEING A TRUSTEE AT ANCC

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, is responsible for the oversight and development of the curriculum across all training programmes, including those accredited by the Open University.

## Statutory duties

- Ensure All Nations complies with its Articles of Association, charity law, company law and other relevant legislation, and act within the powers of a Trustee/Director.
- Ensure All Nations pursues its charitable objects and acts in good faith to achieve the charity's purposes.
- Ensure All Nations complies with its legal responsibilities as a Higher Education institution within the regulatory framework of the Office for Students.
- Ensure All Nations applies its resources exclusively in pursuance of its objects.
- Contribute actively to the board's strategic direction, policy-setting, goal-setting and evaluation of performance.
- Safeguard the reputation and values of All Nations, and ensure its effective and efficient administration.
- Ensure the financial stability of All Nations, and protect and manage its property and investments.
- Exercise independent judgement and reasonable care, skill and diligence.
- Appoint and monitor the performance of the Academic Principal and the Chief Executive Officer.
- Avoid conflicts of interest and not accept benefits from third parties arising from the role.

## Qualities expected of every trustee

- 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 and prayerfulness
- Good independent judgement and the 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, with empathy for other perspectives across cultures

All Trustees are asked to affirm the Doctrinal Principles of All Nations, available on our website.

# BEING A TRUSTEE AT ANCC

## Time commitment

- This is a global board so meetings are held three times a year in a hybrid manner, plus the hope to gather trustees together in person once a year.
- As Treasurer, you would be expected to Chair the Finance & Resources Committee, who meet online quarterly.
- In total, we anticipate the Treasurer role to work out as an average of 1-1.5 days a month.
- Trustees serve for a term of five years, renewable once, up to a maximum of ten years.

## Who we are looking for

Each trustee brings a unique set of skills and experience, and recruitment is done in line with identified skills and diversity gaps on the board. We are particularly looking for an individual with significant financial experience and/or a finance qualification.

In line with our purpose, we seek to be intercultural in identity, voice and delivery, representative of Christ's Kingdom. We warmly 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.

# Next steps

## Expressing your interest and applying

All Nations Christian College is working exclusively with Charisma Charity Recruitment.

Applications should be submitted through the Charisma website and include:

- A comprehensive CV
- A supporting statement, explaining how you believe you match the requirements of the role and describing any potential conflicts of interest (no more than two pages)

For an informal and confidential discussion about the role, please contact:
Adam Stacey, CEO of Charisma Charity Recruitment on 01962 813300 or email info@charismarecruitment.co.uk.

We welcome and encourage expressions of interest from people of all backgrounds. We do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion*, sexual orientation, age, veteran status or other category protected by law.

*Due to the nature of the role, it is a genuine occupational requirement that the post holder is a committed Christian and fully supports the objectives of the college.

All Nations Christian College is committed to safeguarding children and adults at risk from abuse and neglect. We expect all staff who work with us to share this commitment and staff will be required to be checked with the Disclosure & Barring Service (DBS).

**Closing date: 20 September 2026**

**First stage interviews (online) with ANCC: w/c 5 October**

**Second stage interviews (in person) with ANCC: w/c 12 October**

**Charisma vetting interviews must be completed by 24 September prior to shortlisting.**

# Transformed people transforming God's world.