



Servants Fellowship International Trustees

Candidate Pack
April 2026



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Introduction

Thank you for your interest in becoming a trustee of Servants Fellowship International (SFI).

SFI is at an important moment in its history. The organisation has a long heritage supporting Christian mission and helping those who face persecution for their faith across the world. However, like many charities that have grown and evolved over time, SFI as part of the Barnabas Aid Family of Ministries, has also faced governance and structural challenges.

Following a period of turbulence and regulatory scrutiny, the organisation is now entering a new chapter. Interim governance arrangements are currently in place while a new board of trustees is recruited. The aim is to rebuild strong governance, bring clarity to the organisation's structure and purpose, and ensure that the resources entrusted to SFI are stewarded wisely for the future.

SFI holds substantial assets and investments, accumulated through donations to Barnabas Aid, which is used to support suffering and persecuted Christians around the world.

The new board will play a vital role in shaping the future of SFI. Trustees will be responsible for establishing strong governance, reviewing the organisation's assets and investments, determining how SFI best supports Christian ministry globally going forward and how SFI operates within the Barnabas family.



This presents both a challenge and an opportunity.

For the right individuals, this is an opportunity to help rebuild and strengthen an organisation so that it can fulfil its charitable purposes with confidence and credibility in the years ahead.

Thank you again for your interest in being a trustee. Should you have any questions or require further information, please do not hesitate to contact Charisma.

We look forward to the possibility of working together, following Jesus' call.

Yours sincerely,

Darren

Darren Hooker
Interim Manager at SFI

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About us



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About us

Servants Fellowship International

SFI is a Christian charitable organisation established to advance and promote the Christian faith and to communicate the teaching of the Bible and the Gospel of Jesus Christ.

Historically the charity has supported Christian workers and ministries, provided research and education around cross cultural ministry, and supported projects working with Christian communities globally.

SFI has developed a range of assets and investments which have been used to support work internationally. These include property assets, financial investments and loans made to related organisations working internationally.

The charity holds net assets of approximately £11 million in cash and investments, in addition to fixed assets including investment properties, programme related investments and heritage assets.

SFI's activity has been within the wider Barnabas Aid family, who work to support persecuted Christians globally.

The current context

SFI is currently in a period of transition.

Governance issues in recent years have resulted in regulatory scrutiny and a statutory inquiry by the Charity Commission. Interim arrangements have been put in place to stabilise the organisation while a new board of trustees is recruited.

The incoming trustees will therefore inherit an organisation that holds significant assets and now needs strengthened governance and clarity about its future role.

The aim is to establish a strong and independent board that can guide the charity forward with transparency, accountability and strategic clarity.

For individuals who enjoy tackling complex challenges and helping organisations rebuild and move forward, this represents a unique opportunity to support those suffering for the Christian faith on a global scale.

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Role description



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Role description



The role of a trustee

Trustees are responsible for the overall governance and strategic direction of Servants Fellowship International.

The new board will have a particularly important role in helping the organisation move from its current interim arrangements into a stable long term structure.

Key responsibilities will include:

- Ensuring strong governance and regulatory compliance
- Providing strategic leadership and direction for the organisation
- Reviewing and overseeing the charity's assets and investments
- Determining how SFI best fulfils its charitable objectives in the future
- Ensuring transparency, accountability and good stewardship
- Formalising the relationship with other organisations within the Barnabas Aid family

In the early stages, trustees will also help review historic structures, investments and governance arrangements in order to ensure the charity is set up appropriately for the future.

Key areas of focus for the new board

During the initial phase, the board is expected to focus on several important areas.

Strengthening governance

Ensuring the charity operates in line with charity law, Charity Commission guidance and recognised governance best practice.

Reviewing assets and investments

SFI holds property assets and investment funds which will require careful oversight and strategic decision making.

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Role description



Clarifying organisational structure

The relationship between SFI and other organisations within the wider Barnabas Aid family will need to be reviewed and clearly defined.

Establishing a sustainable future model

The board will determine how the charity's resources are best used to support its charitable purposes going forward.

Who we are looking for

We are seeking individuals with senior leadership experience who can contribute strategic thinking, sound judgement and strong governance oversight.

Trustees will need to bring independence of thought, resilience and a commitment to acting in the best interests of the charity.

We welcome interest from individuals with experience in areas such as:

- Faith and Ministry Alignment
- Charity governance
- Finance, investment or asset management
- Property and development
- International organisations or global ministry
- Law or regulatory compliance
- Strategic leadership

However, more important than any specific professional background is the ability to bring integrity, wisdom and sound judgement to the board.

From this recruitment we'll also be looking for individuals who will be comfortable taking on the role of Chairing the new board.

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Role description



Faith requirement

SFI is a Christian charity.

Trustees must therefore be committed Christians, who share our Christian values and fully agree with our statement of faith.

Board meetings may include prayer and Christian reflection as part of the organisation's culture and decision making.

Time commitment

The time commitment is expected to be higher during the first year while the new board establishes the future structure of the organisation.

This may involve several days per month initially. Over time, once the organisation is stabilised, the time commitment is expected to reduce.

Board meetings may take place both online and in person.

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How to apply



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How to apply



SFI are working exclusively with Charisma Charity Recruitment on this appointment.

Applications should be submitted via the [Charisma website](#) and include:

- A comprehensive CV
- A supporting statement (no more than two pages) outlining your motivation for applying and how your experience meets the person specification

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.

Closing date: 2 June 2026

First stage interviews: w/c 22 June (online)

Second stage interviews: 29 June (in-person in Swindon)

We welcome and encourage applications 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 any other characteristic protected by law.

*Please note that this role requires the post holder to be a committed and practising Christian who supports the organisation's values, aims and statement of faith.

All offers of appointment will be subject to satisfactory references and a DBS check.



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