

TRUSTEE RECRUITMENT PACK

September 2026

Sefydliad
Cymunedol Cymru
Community
Foundation Wales

CROESO

A message from our Chair



Philanthropy has always been part of Wales' story.

Across our communities, people have always found ways to support one another – giving their time, sharing resources and investing in the people and places they care about. At Community Foundation Wales, we build on that tradition, turning philanthropy into impact.

As Chair, I'm proud to work alongside a Board of Trustees that believes in the power of philanthropy to create opportunities and strengthen Wales for generations to come. The strongest Boards reflect a range of experiences, perspectives and backgrounds and together, we help ensure generosity is matched with local knowledge, trusted expertise and good governance, so that funding reaches the people and places where it can have the greatest impact.

Being a Trustee is both a privilege and a responsibility. You'll help guide the future of Community Foundation Wales, bringing your experience, insight and perspective to guide our work and ensure we continue to respond to the needs and aspirations of grassroots communities across Wales.

As a member of UK Community Foundations, we're also part of a trusted UK-wide network, sharing knowledge and best practice while championing philanthropy here in Wales.

We're looking for people who bring fresh perspectives, a collaborative approach and a genuine commitment to helping Community Foundation Wales grow and thrive. Whether you've been a trustee before or this would be your first Board role, we welcome constructive challenge, curiosity and a willingness to work collaboratively.

This is an exciting time to join us. Together, we'll continue growing philanthropy across Wales, building new partnerships and creating lasting change for generations to come.

Thank you for considering becoming one of our Trustees. I hope this pack gives you a sense of who we are, what we stand for and the difference we can make together.

Judi Rhys MBE
Chair, Community Foundation Wales

ABOUT US

Community Foundation Wales
turns philanthropy into impact.

We're a trusted bridge between people who want to give and the communities they care about. Our work builds on generations of giving in Wales, using our expertise in community philanthropy to direct funding where it can make the biggest difference.

We work bilingually across the country and understand the strengths, challenges and opportunities within different communities. That knowledge means funding doesn't just have a one-off effect; it continues to make a difference over time.

We have long-standing experience enabling philanthropy across Wales. We handle the due diligence, grant-making and management of funds, ensuring they're invested responsibly to support communities and maximise their impact.

We believe strong communities need long-term, flexible support. That's why we work with donors so they can give in ways that support grassroots organisations and individuals to plan ahead and respond to local challenges.

We take a fair and transparent approach to funding, making it easier for people to apply and access support. We work openly with our partners, sharing insight and learning to strengthen communities across Wales.



OUR VALUES

We're a values-led organisation. Our values have come from our team, shape how we work and are embedded in everything we do.

Trustworthy

We handle relationships, resources and decisions honestly, ethically and with transparency.

- We're accountable for our decisions
- We're careful with people's money and expectations
- We deliver on our commitments
- We're responsible and act in the best interests of the communities and donors we work with

Caring

We put people first, listening to one another and the people we work with. We act with kindness, shaping our work around local need and lived experience.

- We listen before we act
- We respect local knowledge and context
- We treat people and communities with dignity
- We value diversity and work in ways that are inclusive and welcoming

Ambitious

We're ambitious for Wales, for our organisation and for ourselves, strengthening philanthropy to create greater impact for communities.

- We look beyond immediate need, taking a strategic view to developing our impact
- We play an active role in strengthening and growing philanthropy in Wales
- We challenge ourselves and one another to improve how we approach our work
- We take pride in delivering high-quality outcomes and maintaining strong standards

Collaborative

We work openly and in partnership, sharing knowledge and building connections that strengthen philanthropy across Wales.

- We share expertise
- We give people space to be heard
- We work as a trusted bridge between donors, partners and communities across Wales
- We connect philanthropy with community need

WHAT IT'S LIKE TO BE A TRUSTEE



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I joined Community Foundation Wales because I'm passionate about community and about Wales and because I care about people who don't get a fair deal. The fact that people and businesses are committed to levelling the playing field through their philanthropy is humanity at its finest and I feel privileged to see it in action.

I've learnt a lot in this, my first Trustee role, particularly about strong governance and the diversity of Welsh communities and what unites them. The Community Foundation Wales team is really good at keeping us trustees connected with its work without a heavy time commitment, through participation in grants panels and project visits.

Much of the Trustee work is done through committees, and I chair the Forward Planning and Development Committee - which sustains my need for a strategic approach in everything! - and the Comms & Marketing Committee, which is where I can offer most value.

- Annabel Lloyd, Vice Chair -



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I've been a trustee for nearly 4 years and became Treasurer about 18 months ago. I soon learned when I was appointed that small grants can make a big difference and this hasn't changed in the last few years. In fact, the challenging environment that we operate in has made supporting our communities in Wales even more important.

I enjoy contributing to the financial discipline of the organisation in my role as Treasurer and Chair of the Audit and Finance Committee. Supporting the organisation's strategy review has been very interesting. The financial forecasts have been an important part of this process, alongside the work of the Forward Planning and Development Committee. As a member of the committee, I've seen first-hand the focus that's been placed on strengthening the organisation's philanthropy and income generation.

- Derek Howell, Treasurer -



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I became a Trustee because I wanted to help shape the future of philanthropy in Wales.

Community Foundation Wales is fundamental to that ambition. As Wales's national philanthropic charity, it connects people who want to give with the charities and community groups that can have the most impact on people's lives.

The opportunity to support this work is unique and incredibly motivating. Being a Trustee is a privilege, and I am proud to play my part in supporting an organisation that enables so many charities and community groups across Wales make a lasting difference.

- Osian Ellis, Trustee -



What's in it for you

- You'll be helping Community Foundation Wales to make a big difference to the lives of people in real need in Wales
- You'll develop valuable skills, knowledge, experience and networks within the voluntary sector and beyond
- You'll work alongside a committed and varied team of trustees, all striving to grow the charitable impact of Community Foundation Wales.
- You'll build meaningful relationships and broaden your network through collaboration, events and engaging discussions with like-minded people

Becoming a trustee is a wonderful way of gaining new skills and experiences and a great way to feel you're giving something back. Research by 'Getting on Board', which supports individuals to join charity boards and helps charities recruit trustees effectively, has found:

- 96% of trustees said they had learned new skills
- 73% more confident
- 22% received a promotion at work due to becoming a trustee

Role description

- We're looking for enthusiastic and committed individuals to join our Board of Trustees and help guide the work of Community Foundation Wales. This is a rewarding opportunity to use your skills, experience and passion to support local communities, charitable organisations and people who make a difference across the nation.
- As a trustee, you'll play an important role in ensuring Community Foundation Wales remains well governed, financially sustainable and focused on achieving its charitable objectives. Whether you have previous trustee experience or are considering your first board role, we welcome applications from people with diverse backgrounds and perspectives.

About the role

- Trustees are responsible for the overall governance and strategic direction of Community Foundation Wales. Working collaboratively with fellow trustees and the executive team, you will help ensure we deliver our mission effectively, responsibly and in the best interests of our communities.
- This is a voluntary, unpaid position, although reasonable expenses may be reimbursed in line with our policies.



Key responsibilities

As a trustee, you will:

- Contribute to the strategic leadership and direction of Community Foundation Wales.
- Ensure we comply with our governing document, charity law and other relevant regulations.
- Support good governance and effective decision-making.
- Act as an ambassador for the charity.
- Help oversee financial sustainability, risk management and organisational performance.
- Uphold our values and commitment to turning philanthropy into impact for communities across Wales.

Time commitment

Trustees are asked to commit to:

- Four Board meetings per year (held quarterly).
- Four Committee meetings per year (held quarterly), by joining at least one of the following committees:
 1. Audit, Finance and Compliance Committee
 2. Forward Planning and Development Committee
 3. Grants Committee
 4. Communications and Marketing Committee
- Attendance at occasional events, community visits, stakeholder meetings and networking opportunities throughout the year.
- Preparation and reading of papers in advance of meetings.

The expected time commitment is approximately 10–12 days per year, depending on committee membership and event attendance.





What we're looking for

We're looking for people who:

- Are passionate about making sure philanthropy strengthens local communities.
- Demonstrate sound judgement and the ability to think strategically.
- Can work collaboratively and constructively with others.
- Are committed to equality, diversity and inclusion.
- Are willing to dedicate the time necessary to fulfil the responsibilities of the role.
- Bring professional, voluntary or lived experience that can contribute to the Board's effectiveness.

We welcome applications from people of all backgrounds and particularly encourage interest from those who can help us reflect the diversity of the communities we work with.

Desirable skills and experience

Experience in one or more of the following areas would be helpful:

- Fundraising and development
- Grant-making or community development
- Marketing, communications or public relations
- Legal, governance or HR
- Digital, technology or data
- Public, private or voluntary sector leadership

Welsh language skills would be valued, enabling us to engage more effectively with Welsh-speaking communities and stakeholders.

You can find out more about the role of trustees here:

www.gov.uk/guidance/charity-trustee-whats-involved



HOW WE SELECT CANDIDATES

We'll review your CV and covering letter against the attributes and skills we're looking for, inviting you for interview if we feel you meet these requirements.

At interview, we'll also consider the following important qualities:

- A commitment to our vision and values
- An ability to meet the time commitments for the role
- Integrity
- Strategic vision
- Good judgement and a clear vision
- Creative thinking
- A willingness to speak your mind, balanced with a respect for the opinions of others
- An acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of the team

HOW TO APPLY

Please submit a CV along with a covering letter that highlights why you'd like to be a Trustee at Community Foundation Wales, what attracted you to consider this role, and how your experience and expertise will add value to our work, helping Community Foundation Wales to fulfil our ambitions.

Please send your CV and covering letter, along with a completed equal opportunities monitoring form, to:

recruitment@communityfoundationwales.org.uk with the subject line: **Trustee Recruitment Application**

If you're shortlisted, we would invite you to interview. We can help beforehand by:

- Offering the opportunity to speak with a member of the team or a trustee before an interview to chat about our work and what it's like here, helping you to get to know us better.
- Committing to fully understanding any additional needs and/or any access requirements you may have, and putting any necessary requirements in place

To book a call before the deadline for an informal discuss and to learn more about the role, please send an email to:

recruitment@communityfoundationwales.org.uk with your contact details, we will respond with available time slots and will call you when convenient.

The key dates and steps are as follows:

Deadline for applications: Monday 28 September 2026

Shortlisting: Wednesday 30 September 2026

Interviews: Friday 9 October 2026

Please note only successful candidates will be contacted.

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