



Promoting the power of peaceful relationships

Trustees Recruitment Pack

April/May 2021

Welcome to Cord.

We are seeking to recruit a number of new trustees to join the Board and the organisation. This is key point in Cord's history as we focus the charity on growth, expanding our networks and delivering our updated strategy. We are particularly interested in candidates who have current experience in the following areas:

- Finance (Chair of finance Committee)
- Law
- Human Resources
- Knowledge/experience of Cord's Countries of Operation

We have an exciting strategy and pages 2 – 4 describe why Cord is relevant to our world, our recent achievements and our values.

Key details of the trustee role are outlined on page 5 and fully described in the accompanying job description.

Thank you for your interest in being a Cord trustee. For more about our work please visit: www.cord.org.uk

The Power of Relationships\

When we look around us, within any effectively functioning society, all our everyday lives depend on healthy, well-functioning relationships; in our communities, with the people around us, with local and national authorities, with businesses and many more. Some of these relationships are more important than others, some have more power than others, some are more equal than others. However it is clear that the relationship between those who have power in society (often governments and businesses) and those who hold rights (you and me) is a vital one in creating an environment where everyone can flourish.

When some of these important relationships break down or become dysfunctional it can often be highly destructive and lead to undesirable outcomes for everyone. It can result in people being marginalised, excluded, without a voice or representation. Worse still it can lead to individuals, communities and groups being oppressed and persecuted based on factors such as faith, gender, sexuality, ethnicity etc.

When a community member is **excluded from making a public contribution** due to their ethnicity by the local authority, that's a **dysfunctional relationship**.

When a local organisation that are protecting their forest habitat against illegal logging are **stopped from working** by National Government, that's a **dysfunctional relationship**.

When survivors of sexual violence are **unable to access formal justice** due to stigma attached to them by community members & authorities, that's a **dysfunctional relationship**.

When local government officials are too scared to approach local organisations for **fear of confrontation and attack**, that's a **dysfunctional relationship**.

Put very simply, healthy life-giving relationships are fundamental for the successful functioning of a society where everybody has the freedom to flourish and enjoy peace in all its fullness (shalom).

Our work so far\

Throughout its history, Cord has always been an organisation committed to relationships. Over more than 50 years Cord has worked to build and transform relationships whether that has been in Cambodia where Cord sought to re-build capacities for leadership in rural communities following the Pol Pot regime; in Sudan - training refugees in administering and managing aid; in Mozambique where Cord negotiated a rural rehabilitation/development programme across neighbouring communities previously divided during war; in Zambia – facilitating football matches between refugee groups from opposite sides of the Angolan conflict.

Over the past 5 years our work has further focussed on transforming relationships in order to build peace through a range of different activities in different contexts

In recent programmes we have..

....empowered the Batwa, a marginalised and stigmatised minority ethnic group in **Burundi**, to take a **more active role in community life**, addressing the stigma they have faced, being able to have their needs and interests heard by authorities and to better provide for their own needs

....equipped and strengthened human rights defenders in **Cambodia** to non-violently represent the rights of their communities with Government leading to **land rights being granted** to community members

..... trained community members on local laws and systems relating to sexual violence in **Myanmar** and enabled the survivors of sexual violence to **access justice** and see perpetrators held to account through formal legal processes

.....worked with local organisations and Government in **Laos** to develop **more inclusive approaches to development** that enable marginalised community members to better access healthcare, education and to improve their standard of living.

At the core of all these programmes are healthy, thriving, collaborative relationships. These are established over time through building trust and confidence by creating the space for relationships to develop and grow.

As we build on our updated strategy in 2019, we are seeking a new Chair to join the Board to help us transform relationships through our work and enable people to thrive. Our current Chair is retiring from this role, after 3 year, and will move into a trustee role to ensure effective succession transition and continuity.

Who we are\

Cord is an international charity that works with people in highly sensitive and oppressive contexts to transform dysfunctional relationships into those that create peaceful & inclusive societies. Our vision, mission and values are inspired by the Christian faith we work towards these through employing and working with people of all faiths and none.

Our Vision is of a world where all people live in the fullness of peace (shalom); having the freedom to flourish and live free from fear

Our Mission is to transform dysfunctional relationships between individuals and communities and those holding power into positive and thriving relationships built on mutual dependency and trust.

Our Faith Basis\

As an organisation Cord is inspired by the Christian faith. In particular, the following aspects of God shape our thinking on our values and approach:

1. **Relationship is at the heart of God** through representation as three in one – God the Father, God the Son & God the Holy Spirit
2. **God created everyone** in his own image & we are deeply loved by God
3. **God's desire is for peace** in all its fullness (shalom)



Our name & logo refer to the three-strand Cord 'that is not easily broken' derived from the Bible in Ecclesiastes 4:12. This speaks of the three strand approach to our work, transforming dysfunctional relationships into strong and healthy ones.

Our Values\

- **We are compassionate** and we find within ourselves a deep compassion for our fellow human beings who are not flourishing; we recognise this is best demonstrated in practical action as well as through words
- **We value everyone** and recognise that every human being is created unique and special. We therefore place great value on every human life being worthy of dignity and respect with fundamental rights that should be protected. This includes those who are caught up in oppressive systems and behaviours.
- **We are interdependent** and know that human communities and societies work best when strong and healthy interdependent relationships are formed.
- **We go to the depths** and take time to explore the root causes of conflict, pushing through superficial and visible effects to understand and hidden drivers and how we can address them

Trustees Role

Specification for the role

Trustees are asked for a time commitment of around 4 Full days per year. Principal commitments are attending the Board Meetings (four a year) in Coventry, plus reading for each meeting and travel time.

There is also a monthly board teleconference that lasts an hour that trustees should attend.

All Trustees will have a Christian faith.

The Board is seeking to ensure that it has members with expertise relevant to Cord and that there is diversity in respect of gender, ethnic and denominational backgrounds.

Board membership is not a remunerated position and reasonable expenses will be reimbursed. Board meetings are held in Coventry and via monthly Skype call in the evening.

Responsibilities of the trustee role

Cord is a limited liability company that is registered as a UK charity. The Trustees are both the Directors under Company law and the Trustees under Charity law.

Trustees are expected to perform a number of duties as part of their service and the list below outlines the main duties.

- To fulfil the statutory duties of Trustees as set out by the Charity Commission.
- Ensure that the charity has a clear vision, mission and strategic direction
- Be responsible for the performance of the charity and for its “corporate” behaviour;
- Ensure that the charity’s governance is of the highest possible standard;
- Provide expert knowledge to the Board in their specialist area;
- Raise the external profile of Cord and expand our networks

How to Apply?

To learn more about the Chair role please contact Maarten Fontein, current Chair of Trustees at mfontein@cord.org.uk. To apply for this role, please visit our website [here](#) and submit your MS Word version motivation letter and CV to HR@cord.org.uk