



CWM Ltd

Elections Handbook & Guidelines

(with Directors' and Officers' Job Descriptions)

INTRODUCTION

This handbook sets out the process for electing CWM's governing body comprising:

- Moderator
- Treasurer
- The Board of Directors
- The CWM's subsidiary UK Trustee body

The first part (pages 3-9) covers the election guidelines and regulations, and the second part (pages 10-22) gives the job descriptions and person specifications for all the different roles.

The Board of Directors is the overall governing body of CWM and is incorporated in Singapore as a limited company with charitable status (currently being applied for). The UK Trustee body under the new arrangements is a subsidiary limited company with charitable status, and exists to manage and protect CWM's assets in the UK.

ELECTION GUIDELINES

ELECTION OF THE CWM LTD BOARD OF DIRECTORS

What is the purpose of Elections?

Elections are conducted at the Assembly to elect the Members of the Directors, which is the key decision making body of CWM. The Members of the Board are elected from the pool of delegates to the Assembly.

Who are the Board of Directors?

The Board of Directors are the persons who are together responsible for ensuring that CWM achieves its mission and make decisions regarding the best management of CWM's programmes and activities. Known as **Directors** they are also responsible for ensuring that CWM acts in compliance with its governing instruments and the laws and regulations governing its operations.

What is the Board?

The CWM Board is made up of **12 Members**, at least two representing each Region of CWM.

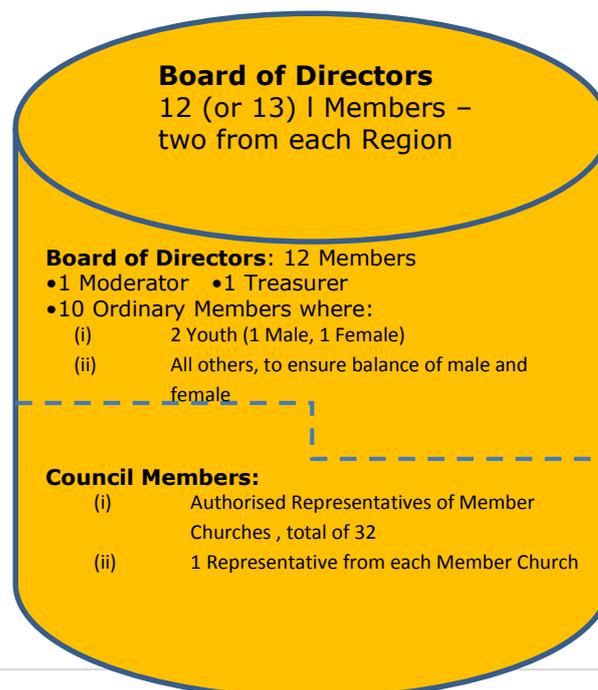
The Board of Directors comprises a Moderator, a Treasurer and 10 Ordinary Board Members. It is configured as follows: the **Moderator** and **Treasurer** (each from a different Region), and **ten (10) ordinary Members** (two from each Region), where **two (2) seats** are ensured to be occupied by Young People and the rest of the Board seats are ensured to create a balance women and men in Board as a whole.

Pursuant to charity regulations in Singapore, in the event that none of the 12 elected Board Members, is a Singaporean, the Council (the meeting of Members) will appoint a 13th Member, upon the recommendation of the Board of Directors.

What is the Council?

The Council is made up of 32 Authorised Representatives of Member Churches during its annual Members' Meeting, called for such purpose. The Council performs specific powers as part of its governance mandate under CWM Ltd.'s Articles of Association.

Composition of Governing Body



PRINCIPLES FOR ELECTING THE BOARD OF DIRECTORS

What is the process for elections?

The Board is elected at the Assembly by a process that includes:

- Election by vote (by ballot)
- Election by nominations (approval of slate)

Who conducts the election?

The elections and nomination process is operated by the **Nominations Committee**. The Nominations committee are appointed by the Council prior to the Assembly.

The Nominations Committee comprises a representative of each of CWM's six Regions as appointed by the Council prior to the Assembly. The slate of members to serve on the Nominations Committee is selected by Council Members, upon the recommendation of the General Secretary.

The Council shall select a Chair of the Committee who will serve as Presiding Officer during the elections process.

The General Secretary acts as staff facilitator to support the work of the Nominations Committee at the Assembly.

Who can vote?

The 129 delegates to the Assembly representing the 32 member Churches of CWM.

Who can be nominated as Director?

Only Assembly delegates can be considered for appointment as Board of Directors.

Can I refuse to be elected as Director?

Yes. But it must be taken into consideration that all delegates are eligible to be elected Directors. The acceptance of your nomination as director is your contribution to the work and ministry of CWM. By being named as delegate by the Member Church, you are already being considered a potential candidate sit to the Board of Directors of CWM.

ELECTIONS PROCEDURE

STEP 1: ELECTING THE MODERATOR

The first election to be carried out is for the office of Moderator.

The candidate(s) for this office are named and nominated by member Churches and submitted to the General Secretary **no later than four weeks before** the Assembly.

The list of candidates for the office of Moderator is presented to the Assembly delegates by the Nominations Committee.

Ballot papers are distributed and each Assembly delegate votes for their choice of candidate. The candidate who receives at least 50%+1 of the votes cast is elected to the office of Moderator.

If none of the candidates receive at least 50%+1 of the votes cast then further voting takes places. The candidates for this (and if necessary subsequent) round(s) of voting shall be the candidates with the highest number of votes (i.e. the person with the lowest number of votes is eliminated). The Assembly delegates will then vote by ballot until one candidate receives at least 50%+1 of valid votes cast.

STEP 2: ELECTING THE TREASURER

The second election to be carried out is for the office of Treasurer. The Treasurer must be from a different region to the Moderator. If there are any nominees from the same Region as the just elected Moderator the person named can no longer stand for election as Treasurer.

The election for the office of Treasurer takes the same process as that for the election of the Moderator.

The candidate(s) for this office are named and nominated by member Churches and submitted to the General Secretary **no later than four weeks before** the Assembly.

The list of candidates for the office of Treasurer is presented to the Assembly delegates by the Nominations Committee.

Ballot papers are distributed and each Assembly delegate votes for their choice of candidate. The candidate who receives at least 50%+1 of the valid votes cast is elected to the office of Treasurer.

If none of the candidates receive at least 50%+1 of the vote then further voting takes place. The candidates for this (and if necessary subsequent) round(s) of voting shall be the candidates with the highest number of votes (i.e. the person with the lowest number of votes is eliminated). The Assembly delegates will then vote by ballot until one candidate receives at least 50%+1 of votes cast.

STEP 3: NOMINATING THE YOUTH REPRESENTATIVES

The Nominations Committee shall receive and deliberate on the four (4) nominees for Directorship forwarded by the Youth Delegates to the Assembly. The nominees shall be two (2) males and two (2) females.

Usually, the Youth Nominees will be forwarded by the Youth Delegates during or after their Pre-Assembly gathering. But in any case that a Youth Assembly is not held, the Youth Delegates will still meet specifically for this purpose.

The Nominations Committee will choose two (2) Youth Nominees from the four names forwarded (1 male and 1 female) to form the slate of ten (10) ordinary Board Members for election.

The youth nominees may come from any other region. However, should the youth nominees come from the Region where the Moderator or Treasurer comes from, the Nominations Committee shall no longer nominate from that Region, subjecting all nominees to two (2) nominees per region.

STEP 4: ELECTING THE TEN ORDINARY BOARD MEMBERS

After the election of the Moderator and the Treasurer, the Nominations Committee shall present a slate of ten (10) ordinary Board Members for election. The 10 (ten) consist of 2 youth representatives (*earlier deliberated and nominated by the Youth and screened by the Nominations Committee*) and 8 other members, seriously taking into consideration gender balance, age, expertise and continuity.

The slate of ten (10) will be presented to the Assembly for election. The entire slate should receive at least 50%+1 before they could be elected and appointed as Ordinary Board Members of CWM Ltd.

Note: Pursuant to Singapore Charity Laws and Regulations, in any event none of the 12, is a Singaporean, the Board of Directors may recommend to the Council, the appointment of an independent Director to serve as 13th Director. The term of office and all other relevant qualifications, duties and responsibilities shall be equally applicable to the 13th local Director.

STEP 5: APPOINTMENT OF COUNCIL MEMBERS OR AUTHORISED REPRESENTATIVES OF MEMBER CHURCHES

The newly constituted Board of Directors at their first meeting after the Assembly shall call upon the Members to name their authorised representative. There shall be 31 Representatives, one (1) for each Member. As part of CWM's ethos, the Member Churches are encouraged to observe the following in sending their representative who shall act as for and in behalf of them:

- A balance of women and men,

- Sufficient continuity in the membership of the Council,
- Sufficient experience, and
- A fair representation of lay, ordained and young people.

The names of the authorised representatives of Members shall be required to attend the annual Members' Meeting and any other Meetings of CWM. Their names shall be required to be forwarded to the General Secretary, in writing including the instrument of their appointment. Any replacement by any proxy, or change of any authorised representative shall be informed to the Office of the General Secretary in writing, prior to any General Meetings or any other special meetings of CWM.

ELECTION OF THE UK TRUSTEE BODY

What is the UK Trustee Body?

The UK Trustee Body exists to:

- Protect the name of CWM and its predecessor bodies the London Missionary Society (LMS) and the Commonwealth Missionary Society;
- Receive legacies and bequests in the UK; and
- To administer any funds and assets held in the UK in line with CWM's policies on their use.

It is a subsidiary charitable company of CWM based in Singapore and has six (6) Trustees, one from each Region; being four (4) ordinary Board Members of CWM Ltd and two (2) others who are not CWM Directors. All six are elected by the Assembly following the election of the Board of Directors (as set out above).

Election of UK Trustee Body

After the elections for the Board of Directors (CWM Ltd) are completed the Nominations Committee will prepare a slate of six names for election as Trustees of CWM (UK), ensuring that each Region is represented and that there is a gender balance. One of the six (who ought to be one of the 10 ordinary Board of Director of CWM Ltd) will also be nominated as Chairperson of the UK Trustee Body. Four of the names will be drawn from those who have been elected as ordinary Directors of CWM Ltd and two of the names will come from the list of Member representatives attending the Assembly not elected to serve as Directors of CWM Ltd.

The Assembly delegates then vote en bloc for the 6 UK Trustees (including the Chairperson). The 6 candidates whose names are approved are elected and appointed as UK Trustees.

REGULATIONS FOR ELECTIONS

1. Nominations Committee

- 1.1 The Council shall nominate an individual to serve as each Region's representative on the Nominations Committee. The members of the Nominations Committee shall not be Trustee Body/Council Members at the time of their appointment.

Functions

- 1.2 The Nominations Committee shall function to operate the nominations and election process for the Moderator, Treasurer and ten (10) ordinary Board Members.

Membership

- 1.3 The Nominations Committee shall comprise six representatives from the Regions, balanced by age and gender who are not Trustee Body/Council/Board Members, and the General Secretary as staff facilitator. Each member shall come from a different region and shall be

nominated by the Council before the Assembly.

- 1.4 The General Secretary shall present to the Council for approval prior to the Assembly a slate of members to serve on the Nominations Committee. The Council shall appoint from among the approved names, a Chairperson who shall also act as the Presiding Officer of the Elections.
- 1.6 Should any person so nominated to sit in the Nominations Committee is unable to serve, the Council shall replace him/her from such region with the same category.

2. Election of the Board of Directors

- 2.1 At least three months prior to a meeting of the Assembly the General Secretary will invite nominations for the offices of Moderator and Treasurer from amongst the names of those attending the Assembly. These nominations must come from a Member Church or constituent body, and must be received by the General Secretary not less than four weeks before commencement of the Assembly. Each nomination must be accompanied by the written consent of the person nominated expressing willingness to serve.
- 2.2 If no nominations have been received for either office by the deadline the Nominations Committee will ask the Assembly to nominate suitable candidates for these offices from amongst the delegates present.
- 2.3 The election for the Moderator shall take place first. The election for the Treasurer shall take place second. The Treasurer must be from a different Region from the Moderator.
- 2.4 The election for the Moderator shall take place first. Ballot papers will be distributed and Assembly members will vote for one person. Tellers appointed by the Council will scrutinise the ballot papers and report to the Presiding Officer.
- 2.5 If any person nominated receives at least 50%+1 of the valid votes cast, he or she will be declared elected. If not, the Presiding Officer will announce the names of those who have received the highest number of votes (that is, they will eliminate the person with the lowest number of votes), and the members of Assembly will vote by secret ballot between them.
- 2.6 This procedure will be repeated until the Presiding Officer is able to declare that a single candidate has secured at least 50%+1 of the valid votes cast.
- 2.7 The election for the Treasurer shall take place second. The Treasurer must be from a different Region from the Moderator. Once the list of nominations has been finalised, the same procedure as for the elections of the Moderator shall be followed.
- 2.8 The Youth Nominees should have been considered and deliberated upon by the Nominations Committee to be included in the slate of ten (10) ordinary members, after the Youth Delegates submitted their four (4) nominees to them.
- 2.9 The Nominations Committee shall then present the slate for the ten (10) ordinary Board Members.
- 2.10 The two Youth Members (nominated to serve in the Board) must be aged 30 or under at the time of the Assembly (for the purpose of technicality, must be at least 18 years old and under 30 at the local time of the Assembly venue).
- 2.11 The Nominations Committee shall ensure that, across the Board of Directors there is balance of gender, expertise and continuity.

3. Certain Restrictions and Conditions

- 3.1 The Nominations Committee shall have the authority to request Members to re-consider any candidate in order to achieve a reasonable balance of representation of women and men, youth, lay and ordained people and for continuity in the composition of the Council.
- 3.2 The Nominations Committee, having evaluated and considered the candidates shall present a slate of names equal to the number of vacancies to the Assembly for election, so that the Board of Directors is represented by regions balanced by gender, expertise and continuity.

Appointment to the Board of Directors, Trustee Body and CWM Council

- 3.3 A retiring Council Member or Board of Director shall be eligible for re-election, unless he or she has served two continuous terms of four years each, in which case he or she must stand down for a four year period (*notwithstanding the re-organisation, the previous term served 2012-2016 shall be considered a full term served*).
- 3.4 No member of the staff shall be appointed as Council Member or as Member of the Board of Directors. Furthermore, no person who has served as staff member of CWM shall be eligible for appointment to the Council or election to the Board of Directors unless a period of at least 1 year has elapsed since leaving employment from CWM.
- 3.5 Any person elected to the office of the Treasurer should only serve for one full-term (i.e. four years). Otherwise, he/she should step down from the position. However, if provision 3.3 does not apply to the person, he/she may be elected for another term as an ordinary Board Member or to a higher position.
- 3.6 No person shall be elected or appointed as Board of Director of CWM Ltd, Trustee of Council for World Mission (UK) or act as Authorised Representative of Member if he/she is:
- (i) Disqualified either by Singapore or UK charity laws to act as Director
 - (ii) Under the age of 18 at the time of election and appointment
 - (iii) Disqualified by any legal reasons not limited to charity laws, company laws or any to other regulations in existence either from his/her country of origin, in Singapore or in United Kingdom.

KEY ROLES AND RESPONSIBILITIES OF OFFICE BEARERS, DIRECTORS AND TRUSTEES

(Including Skills, Competencies, Attributes and Commitment)

This section includes job descriptions and person specifications for Board of Directors as follows:

- Board of Directors (Ordinary Members)
- Moderator
- Treasurer

The Key Role of Board Members applies to all the above roles.

DIRECTORS ROLES AND RESPONSIBILITIES

Key Role

Board Members or the Directors are elected by the Assembly. The Directors are responsible for monitoring, reviewing, evaluating and as appropriate taking decisions on:

- CWM's strategy
- Principal programmes and Regional reports
- Major grants, scholarships, etc. (major member support decisions)
- Constitution (recommending amendments)
- Budget
- Risks (in the context of strategy and organisational values and purpose)
- Appointment of General Secretary
- Recommendations to the Assembly for the recognition or withdrawal of recognition of Members

(Note: The detailed Role of Directors are specified in the By-Laws and in the Memorandum and Articles of Association of CWM Ltd)

Responsibilities

The responsibilities of Directors are:

- To manage the affairs of the organisation employing good governance, best practices to the best interest of the organisation.
- To play a full role in the discussions and actions of the Board as it undertakes its functions.
- To work in cooperation with, provide advice and support to the General Secretary, and other members of staff in achieving the objectives of CWM.
- To communicate and represent CWM's mission activities in their Church and in their Region.
- To ensure that CWM complies with its governing documents, charity law, company law and other relevant legislation or regulations in all the places it operates

- To ensure that CWM pursues its objects as defined in its governing document, vision and mission statements.

Skills/Competencies

- Possess knowledge and understanding of the mission activities, issues and mission opportunities of their own church and their CWM Region.
- Capacity to discern and interpret the issues facing CWM and the implications for mission in a local, regional and global context.
- Ability to fully participate in meetings.
- Ability to think creatively and act in the best long term interests of CWM and its Members.
- Ability to examine issues with impartiality and fairness as a means of resolving conflict and promoting collaborative ways of working.
- Ability to understand and apply CWM's values and ethos.
- Capacity to speak and understand English language, both written and spoken.
- Willingness to learn about the governing instruments of CWM and the relevant laws and regulations governing charities and companies in all the places CWM operates.

Personal Attributes

- Excellent interpersonal skills including the ability to cooperate and work in teams, and build relationships with colleagues from diverse cultures.
- Excellent communication skills including the ability to listen, express, and articulate information clearly.
- Confidence and ability to exercise independent judgment with respect and sensitivity to issues of gender, race and working cross-culturally.
- Integrity

Commitment

- Christian commitment and member of a CWM Member Church.
- Ability to devote time and effort (a minimum of 2 weeks per year) to attend Council Meetings and other meetings, and participate in other visits/events on behalf of CWM as may be required.
- Ability to devote time in responding timely to queries, making decisions submitted via circulation by the Secretariat from time to time.

MODERATOR ROLES AND RESPONSIBILITIES

Key Role

The role of the Moderator is to lead the Council and the Board of Directors, ensuring that they fulfill their responsibilities for the good governance of CWM. The Moderator works in close co-operation with and provides support and advice to the General Secretary, helping him/her to achieve the goals of CWM and optimise the relationship between the Council, Board of Directors and other stakeholders in CWM's work including Member Churches, ecumenical partners and staff.

Responsibilities

The specific responsibilities of the Moderator are to:

- Provide leadership for the Board in its role of setting the strategy and policy of CWM.
- Set agendas for Council and Board meetings in cooperation with the General Secretary.
- Chair and facilitate Board meetings.
- Monitor that decisions taken at meetings are implemented.
- Represent CWM at functions, meetings and act as a spokesperson, as appropriate.
- Liaise with the General Secretary to keep an overview of CWM's affairs and to provide support as appropriate.
- Lead the process of appraising the performance of the General Secretary
- Serve on the Staffing Committee and sit on appointment panels and employment hearings as required.
- Bring impartiality and objectivity to decision-making.
- Facilitate change and address conflict within the Board and within the wider CWM membership, liaising with the General Secretary to achieve this.

The Moderator is supported in his/her role by the Treasurer and all ordinary Board Members, who are available to act for the Moderator when the Moderator is not available and undertake assignments at the Moderator's request.

Skills/Competencies

- Possess national, regional and international ecumenical experience and have a broad appreciation of current ecumenical and missiological issues and challenges
- Possess knowledge and understanding of the mission activities, issues and mission opportunities of Member Churches within that Region.
- Capacity to discern and interpret the issues facing CWM and the implications for mission in a local, regional and global context.
- Ability to provide clear leadership and chair meetings.
- Ability to think creatively and act in the best long term interests of CWM and its Members.

- Ability to examine issues with impartiality and fairness as a means of resolving conflict and promoting collaborative ways of working.
- Ability to understand and apply CWM's values and ethos.
- Capacity to speak and understand English language, both written and spoken.
- Willingness to learn about the governing instruments of CWM and the relevant laws and regulations governing charities and companies in all the places CWM operates.

Personal Attributes

- Excellent interpersonal skills including the ability to cooperate and work in teams, and build relationships with colleagues from diverse cultures.
- Excellent communication skills including the ability to listen, express, and articulate information clearly.
- Confidence and ability to exercise independent judgment with respect and sensitivity to issues of gender, race and working cross-culturally.
- Integrity

Commitment

- Christian commitment and member of a CWM Member Church.
- Ability to devote time and effort (a **minimum** of 6 weeks per year) to attend Council Meetings, Board meetings and other meetings or gatherings, be a point of reference for the General Secretary, and participate in other visits/events on behalf of CWM as may be required.

TREASURER ROLES AND RESPONSIBILITIES

Key Role

The role of the Treasurer is to lead the Council and the Board in all financial matters, ensuring that they fulfill their responsibilities for the good governance of CWM. The Treasurer works in close co-operation with and provides support and advice to the General Secretary and the Deputy General Secretary for Finance & Administration (DGSFA), helping them to achieve the goals of CWM through the prudent management of CWM's resources. The Treasurer is also a member of the Staffing, Audit and Investment Committees.

Responsibilities

The specific responsibilities of the Treasurer are to:

- Provide leadership for the Council and Board in all financial matters.
- Guide and advise the Council & Board in the approval of budgets, accounts and financial statements.
- Keep the Council and Board informed about their financial duties and responsibilities
- Advise the Council and Board on the financial implications of the organisation's strategic plans and key assumptions included in the operational plan and annual budget, identifying anything that is outside the agreed boundaries of management authority.
- Understand the accounting procedures and key internal controls, to be able to assure the Council and the Board that CWM's financial integrity is sound and that financial and operational risks are being identified and mitigated.
- Ensure that the accounts are properly audited, and that accepted recommendations of the auditors are implemented.
- Meet the external auditor and, where relevant, the internal auditor at least once a year.
- Monitor the organisation's investment activity and ensure its investment policy is consistent with the organisation's policies, aims, objectives and legal responsibilities.

Skills/Competencies

- Possess knowledge, experience and understanding of financial systems and procedures and have experience of overseeing the management of investments
- Possess knowledge and understanding of the mission activities, issues and mission opportunities of their own Member Church and their CWM Region.
- Capacity to discern and interpret the issues facing CWM and the implications for mission in a local, regional and global context.
- Ability to provide clear leadership and chair meetings.
- Ability to think creatively and act in the best long term interests of CWM and its Members.
- Ability to examine issues with impartiality and fairness as a means of resolving conflict and promoting collaborative ways of working.

- Ability to understand and apply CWM's values and ethos.
- Capacity to speak and understand English language, both written and spoken.
- Willingness to learn about the governing instruments of CWM and the relevant laws and regulations governing charities and companies in all the places CWM operates.

Personal Attributes

- Excellent interpersonal skills including the ability to cooperate and work in teams, and build relationships with colleagues from diverse cultures.
- Excellent communication skills including the ability to listen, express, and articulate information clearly.
- Confidence and ability to exercise independent judgment with respect and sensitivity to issues of gender, race and working cross-culturally.
- Integrity

Commitment

- Christian commitment and member of a CWM Member Church.
- Ability to devote time and effort (a **minimum** of 6 weeks per year) to attend Council Meetings, Board meetings, and meetings of the Audit and Investment Committees, and to be a point of reference for the General Secretary and DGSFA, and participate in other visits/events on behalf of CWM as may be required.

UK TRUSTEE ROLES AND RESPONSIBILITIES

Key Role

Members of the UK Trustee Body are elected by the Members of CWM to:

- Protect the name of CWM and its predecessor bodies, the London Missionary Society (LMS) and the Commonwealth Missionary Society;
- To administer any funds and assets held in the UK in line with CWM's policies on their use.

Responsibilities

- To play a full role in the discussions and actions of the UK Trustee Body as it undertakes its functions.
- To work in cooperation with, and provide advice and support to the General Secretary on matters relating to the role of the UK Trustee Body.
- To ensure that the UK Trustee Body complies with its governing documents, charity law, company law and other relevant legislation or regulations.
- Provide an annual report to the Council on the administration of any funds and assets held in the UK.

Skills/Competencies

- Possess knowledge and understanding of the mission activities, issues and mission opportunities of their own Member Church and their CWM Region.
- Ability to fully participate in meetings.
- Ability to think creatively and act in the best long term interests of CWM and its Members.
- Ability to examine issues with impartiality and fairness as a means of resolving conflict and promoting collaborative ways of working.
- Ability to understand and apply CWM's values and ethos.
- Capacity to speak and understand English language, both written and spoken.
- Willingness to learn about the governing instruments of CWM and the relevant laws and regulations governing charities and companies in all the places CWM operates.

Personal Attributes

- Excellent interpersonal skills including the ability to cooperate and work in teams, and build relationships with colleagues from diverse cultures.
- Excellent communication skills including the ability to listen, express, and articulate information clearly.
- Confidence and ability to exercise independent judgment with respect and sensitivity to issues of gender, race and working cross-culturally.
- Integrity

Commitment

- Christian commitment and member of a CWM Member Church.
- Ability to devote time and effort to participate in UK Trustee Body meetings, which will normally be held using electronic conferencing facilities, but if necessary to meet in person which will normally be alongside CWM Council meetings.

**UK TRUSTEE BODY CHAIRPERSON ROLES AND RESPONSIBILITIES
Council for World Mission (UK)****Key Role**

The role of the UK Trustee Body Chairperson is to chair the meetings of the UK Trustee Body, ensuring that it fulfills its responsibilities for the good governance of CWM. The UK Trustee Body Chairperson works in close co-operation with and provides support and advice to the General Secretary on matters relating to the role of the UK Trustee Body.

Responsibilities

The specific responsibilities of the UK Trustee Body Chairperson are to:

- Chair and facilitate UK Trustee Body meetings.
- Monitor that decisions taken at meetings are implemented.
- Bring impartiality and objectivity to decision-making.

Skills/Competencies

- Possess knowledge and understanding of the mission activities, issues and mission opportunities of their CWM Region and Member Churches within that Region.
- Ability to provide clear leadership and chair meetings.
- Ability to think creatively and act in the best long term interests of CWM and its Members.
- Ability to examine issues with impartiality and fairness as a means of resolving conflict and promoting collaborative ways of working.
- Ability to understand and apply CWM's values and ethos.
- Capacity to speak and understand English language, both written and spoken.
- Willingness to learn about the governing instruments of CWM and the relevant laws and regulations governing charities and companies in all the places CWM operates.

Personal Attributes

- Excellent interpersonal skills including the ability to cooperate and work in teams, and build relationships with colleagues from diverse cultures.
- Excellent communication skills including the ability to listen, express, and articulate information clearly.
- Confidence and ability to exercise independent judgment with respect and sensitivity to issues of gender, race and working cross-culturally.
- Integrity

Commitment

- Christian commitment and member of a CWM Member Church.
- Ability to devote time and effort to participate in UK Trustee Body meetings, which will normally be held using electronic conferencing facilities, but if necessary to meet in person which will normally be alongside CWM Council meetings.