



GOHEALTH
The Guild of Health and St Raphael

Trustee Recruitment Pack

The Guild of Health and St Raphael
(GoHealth)



Dear Sir or Madam,

Thank you for your interest in becoming a Trustee of the Guild of Health and St Raphael (GoHealth).

GoHealth is an ecumenical Christian charity with over 120 years of experience in health, healing and wellbeing. Our vision is simple and ambitious: to see and be flourishing communities made up of flourishing individuals.

We believe the Christian faith has something vital to contribute to the health and wellbeing of individuals and communities. We seek to equip and inspire people to nurture health and healing in ourselves, our communities and our world, helping people and churches become healing presences in everyday life.

Our distinctive contribution lies in the way we bring together Christian faith and theology, robust science and healthcare, and the wisdom and power of community. We are rooted in the Christian healing ministry of the Church, while being curious, open to evidence and willing to learn from those beyond the Church. We create spaces for people to explore what it means to live and flourish in body, mind and spirit, and to discover how they can participate in healing in their own lives, churches and communities.

GoHealth has evolved considerably over recent years. We are becoming more than a traditional membership organisation: we are developing a growing community and movement of people who are learning, connecting and finding practical ways to bring healing, hope and flourishing into the world. Our work now spans community, training, resources, courses, partnerships and cross-sector conversations.

We are now at an important and exciting stage in our development. We want to build on what has been established, increase our reach and impact, and develop sustainable ways of supporting this work into the future. As a small and committed team, we are particularly conscious that growth needs to be thoughtful and sustainable. We want to build capacity, strengthen our networks and partnerships, and ensure that the opportunities before us are ones we can deliver with excellence and integrity.

We are therefore looking for several new Trustees and a Chair to join our Board and bring wisdom, experience, curiosity and a willingness to contribute to this next chapter.

We are interested not only in particular professional skills, but in people who can think strategically, open doors, bring new perspectives and networks, ask good questions, and help us navigate growth wisely. We are building a Board with a breadth of experience that can support both the governance of the charity and the development of its future.

Above all, we are looking for people who share our passion for GoHealth's mission and who are excited by the possibility of helping shape what comes next.

If you believe in the potential of bringing faith, science and community into deeper conversation around health, healing and flourishing, and would like to explore how you might contribute, we would be delighted to hear from you.

With warmest wishes,

Steve Coles
Chair of Trustees

The Revd. Dr Gillian Straine
CEO

The GoHealth Way

GoHealth exists because we believe a more healed and healing world is possible and that Christians, churches and communities have a distinctive part to play in creating it.

For more than a century, the Guild of Health and St Raphael (GoHealth) has explored the relationship between Christian faith, health and healing. Today, GoHealth equips and inspires churches and individual Christians to become **healing presences in the world, for the benefit of all.**

Our vision is of **flourishing communities made up of flourishing individuals**: people growing in health and wholeness; communities in which people experience belonging, dignity and care; leaders and organisations creating conditions in which others can flourish; and a society increasingly shaped by compassion, justice and hope.

We call the way we seek to do this **the GoHealth Way**.

It begins with a conviction that **we were never meant to heal alone**. Human beings are deeply interconnected, with one another, with our communities, with creation and with God. So health cannot be reduced to individual behaviour or the absence of illness. We understand health holistically, bringing **Christian faith and theology, robust science and healthcare, and the wisdom and power of community** into conversation with one another.

It also means beginning with the person in front of us. Before achievement, change or improvement comes dignity: people are already seen, already valuable and already beloved. We therefore resist approaches to health or faith which begin by asking what is wrong with someone. Instead, we seek to create places in which people can belong, be listened to and discover the resources they already have for healing, growth and participation.

We believe this can change more than individual lives. **Healing and flourishing happen at every level**. Healthy individuals contribute to healthy communities; healthy communities can shape life-giving organisations; courageous and compassionate leadership can change cultures and systems. That is why our work stretches from supporting individuals to working with churches, leaders, charities, health professionals, academics and partner organisations and why we seek to contribute to wider conversations about health, faith, justice and human flourishing.

In practice, this means building community; creating courses, training and reflective resources; producing podcasts and theological reflection; supporting leaders; developing Healthy Healing Hubs; forming partnerships; and creating spaces where people can learn, pray, think and grow together. We are interested not simply in delivering services, but in helping people, churches and organisations themselves become **agents of healing**.

And how we do this matters as much as what we do. Our values call us to be **compassionate, inspiring and empowering**. We want people to encounter loving attention rather than judgement; to leave with greater hope and possibility; and to recognise their own capacity to make a difference. We are openly and unapologetically Christian, while

creating a generous welcome for people of all faiths, backgrounds and identities. We value curiosity, evidence, theological depth, honest conversation and respectful disagreement.

The GoHealth Way also asks something of us. We cannot build a movement for flourishing through exhaustion, anxiety or relentless activity. Healing work requires people and organisations able to breathe in as well as breathe out, to receive as well as give. We therefore care about the health of leaders, teams and organisations themselves, and about creating cultures in which people can flourish rather than simply perform.

Why great trustees matter

This is an ambitious vision and this is an important moment in GoHealth's story.

As our work, reach, partnerships and opportunities grow, **excellent governance is part of how we protect the GoHealth Way and enable it to flourish.**

Our trustees do much more than oversee an organisation. Together with the staff team, they help hold the purpose, values and long-term vision of GoHealth; ask wise and sometimes difficult questions; steward our resources responsibly; ensure strong governance and accountability; open relationships and possibilities; and help us discern where our particular contribution can make the greatest difference.

We therefore need trustees who can hold **vision and stewardship, courage and wisdom, continuity and change** together. People who understand that growth is not simply about becoming bigger, but about increasing our capacity to create healing, hope and belonging without losing the distinctive culture and calling at the heart of GoHealth.

We are looking for people who want to help us build not simply a successful charity, but a growing movement of people, communities and organisations becoming healing presences in the world.

What we are looking for

We are looking for trustees who are excited by GoHealth's vision and want to help us grow a movement of healing, health and flourishing.

Our trustees need to bring more than professional expertise. We are looking for people who are:

- **Committed Christians**, able to engage thoughtfully with GoHealth's theological vision and its place within the wider Church.
- **Passionate about health, healing and human flourishing**, and about the contribution Christian communities can make to a healthier society.
- **Movement-makers**, people who enjoy building connections, opening doors, growing networks and helping ideas travel.

- **Strategic and curious**, able to see the bigger picture while asking good questions and exercising sound judgement.
- **Collaborative and generous**, bringing their experience without needing to dominate, and willing to work constructively with fellow trustees and the staff team.
- **Comfortable with growth and change**, recognising that GoHealth is entering a period of significant opportunity and development.
- **Committed to good governance**, stewardship and the responsibilities of charity trusteeship.

We are also looking for our next Chair

As part of this next chapter, we are looking for an experienced and collaborative Chair to help lead GoHealth's Board and work closely with the Chief Executive and staff team.

This is an important role at an important moment.

Our next Chair will help the Board hold together mission, governance and growth, ensuring that GoHealth remains rooted in its Christian calling and values while having the courage and imagination to develop what comes next.

We are looking for someone who can:

- provide thoughtful, confident and values-led leadership to the Board;
- work in partnership with the Chief Executive, offering both encouragement and appropriate challenge;
- help the Board think strategically about GoHealth's future;
- bring wisdom and perspective as we navigate growth and change;
- build strong relationships across the Church, health, charity and wider sectors;
- help create a Board culture that is curious, collaborative, generous and willing to ask difficult questions;
- act as an ambassador for GoHealth, opening doors and helping others understand the distinctive contribution we can make.

You do not need to have been a Chair before, although significant Board or senior leadership experience will be important. What matters most is the ability to bring people together around a shared purpose, ask the right questions, hold a clear sense of direction and create the conditions in which others can contribute their best.

Our Chair will be someone who is excited not simply by the responsibility of governance, but by the possibility of what GoHealth could become.

The experience we particularly need now

As GoHealth grows, we are especially keen to strengthen the Board in four areas.

Business management, organisational growth and scaling

We are looking for someone with substantial experience of leading, managing or advising a growing organisation. This might include business planning, organisational development, operations, finance, systems, people or commercial thinking. Of particular value would be

experience of helping an organisation move successfully from one stage of growth to another - building the structures and capacity needed to expand without losing culture, purpose or quality.

Health and medicine, particularly mental health

We would like to appoint a trustee with professional experience in medicine, healthcare or a closely related field, ideally with particular expertise in mental health. They would help us remain connected to current thinking and practice in health and contribute to GoHealth's distinctive conversation between theology, science, lived experience and healthcare.

Fundraising and income generation

As our ambitions grow, so must the sustainability of our income. We are looking for someone with significant experience of fundraising, philanthropy, trusts and foundations, major donors, strategic partnerships or wider income generation. We particularly value someone able to think strategically about how fundraising supports long-term organisational growth rather than simply individual campaigns.

A younger perspective

We also want to broaden the range of perspectives represented around our Board table. We would particularly welcome interest from a younger Christian who can bring insight into the experiences, questions and culture of emerging generations. Previous trustee experience is not essential: we are interested in potential, curiosity, wisdom and a willingness to learn as much as an established CV.

We do not expect any one person to bring all of these things. We are looking to build a **Board whose gifts, experience and perspectives complement one another.**

Above all, we want trustees who are excited by what GoHealth could become: people who will help us steward what is precious in our history and culture while having the imagination and courage to help build what comes next.

Terms of appointment and practicalities

All Trustee roles are voluntary and unpaid, although expenses incurred in fulfilling your duties will be reimbursed.

All appointments are for an initial three year-term, after which the appointment can be renewed by agreement with the Board. The maximum period of appointment is 3x 3-year terms.

Board members are given an induction, training and ongoing support as needed to carry out their role on the Board of Trustees.

All Trustees are expected to

- agree to abide by the Guild's Code of Conduct for Trustees, which is based on the Nolan Principles;
- attend Board and Committee meetings on a regular basis, giving apologies for absence if unable to attend;
- read the papers for the meeting in advance of the meeting;
- respond to email or other communications as promptly as possible to best support the CEO and Company Secretary in the smooth operations and good governance of the charity;
- make yourself available for occasional unscheduled meetings, by agreement with yourself and the Chair and/or CEO;
- attend an annual review meeting with the Chair.

Your application

We do not expect candidates to have all the skills we are seeking. Please highlight in your expression of interest the skills and experience that you believe you have and what you think you can offer. There may be other strengths not listed above which you feel you would bring to GoHealth. We are really interested in hearing about these too.

We are committed to making sure under-represented and minority groups in our society feel welcome, safe and at home within every area of the Guild's work, including the Board of trustees. We do not believe that society can improve while people are treated unfairly because of their age, ethnicity, sexual orientation, religion, belief, gender, disability or class. We want to celebrate diversity and actively work to redress the imbalance caused by discrimination that exists within society. We aim for our Board to become more closely representative of the communities we serve and actively encourage applications to sit on the Board from under-represented and minority groups.

How to apply

1. Informal chat

If you are interested in the role, please have an informal chat with the Chair (chair@gohealth.org.uk) and the CEO (director@gohealth.org.uk)

2. Expression of Interest

Once you have decided to apply, please provide an up-to-date CV and covering letter (one side of A4) setting out why you want to be a Trustee and your experience which

would suit you to becoming a Trustee. Your letter of interest and CV should be sent to companysecretary@gohealth.org.uk by 30th November

3. Interview with the Chair and some Trustees

You may then be invited to a more formal interview with the Chair of Trustees and representatives of the Trustees. These are due to take place on the 9th and 10th December 2026. You will be invited to attend a Board meeting as an observer.

4. Decision Process

The Chair will make a recommendation to the Board of Trustees and communicate the result to the participants.

Data Protection Statement: Please note that it is our policy that all recruitment documents, including application paperwork for unsuccessful applicants, are kept in secure conditions for a period of 6 months, after which they will be securely destroyed. If you are successful in your application, in accordance with GDPR (General Data Protection Regulation), we will keep your personal data for 6 years after your term has ended.

