



CHRISTIAN SURFERS
UNITED KINGDOM

TRUSTEE RECRUITMENT PACK



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INTRODUCTION FROM THE TRUSTEES

Thank you for expressing an interest in becoming a Trustee for Christian Surfers. We are so excited for what God has done over the past 35 years since Christian Surfers was formed in the UK, and we are expectant for what He will do in the coming years.

The charity has gained strength year on year with good governance, dedication from our National Director, his staff team, and our growing membership, supporter and volunteer base. Christian Surfers UK is super blessed to have great respect among affiliated surfing federations and organisations, along with the community of God people and surfers alike.

As we see change this year with our long standing National Director stepping aside and the release of our two founding trustees we very much look forward to hearing from you and how you might also help shape the future of Christian Surfers UK.

Wishing you the best in your application,



Rob Crouch
Christian Surfers UK Chair of Trustees



VISION, MISSION AND VALUES

THAT EVERY SURFER AND EVERY SURFING COMMUNITY HAS OPPORTUNITY TO KNOW AND FOLLOW JESUS

Christian Surfers UK is a group of passionate surfers, and ocean dwellers, who are also committed to their faith, and who see God's signature written all over His Creation.

Our desire is to experience this amazing God for ourselves through spending time together, in the sea and in relationship with His son Jesus. Our aim is therefore a simple one: to tell other surfers that they too can have a relationship with Jesus.

We are not a church, but our members represent a wide range of different churches to which they belong. One of our objectives continues to be to bridge the gap between the surf community and the church.



MISSION OBJECTIVES

We share the good news of Jesus with surfers, following him together in community and empowering others to do the same. So that every surfer and every surfing community would have opportunity to know and follow Jesus.

WE ARE:

Gospel-centred	Bible based, Jesus, discipleship, prayer and incarnational (Matt 28:18-20)
Servant-hearted	Humility, trust, sacrificial, empowering (Matt 20:26-27)
People of Integrity	Accountability, character, authentic (Titus 2:11-12, James 4:17)
Inclusive	Celebrate diversity, open source, partnering, relational, community (Gal 3:28)
Adventurous	Fun loving, surfing, fun, have a go (John 10:10)

CORE VALUES

Connecting

Those activities that enable us to have a platform in the surfing community that help us initiate relationships e.g personal surfing, media, movie nights, camps and contests

Discipling

Those activities that will help and grow a surfer in their lifelong relationship with Jesus. e.g Bible studies, camps, local missions, prayer

Serving

Those activities that enable us to meet the needs of our wider surfing community e.g events, logistical support, community development.

Equipping

Those activities that empower our people to advance the vision e.g Training, mentoring, resources, leadership development, spiritual disciplines

Partnering

Those activities that by sharing and joining with others help us to achieve our mission e.g surf industry, local church, mission agencies, industry, alumni



ABOUT CHRISTIAN SURFERS

HISTORY

CSUK has been serving the surfing community since 1990; becoming a registered charity in 1998. CSUK is affiliated to Christian Surfers International, the umbrella organisation linking together those countries with an active Christian Surfers mission (currently 38 nations).

Christian Surfers International established in the 1980's with a young Australian surfer, Brett Davis, with a passion for faith and the ocean. Witnessing to his friends in the line up, the word of God quickly spread through the surf community. As surfers travel, carrying the gospel with them, Christian Surfers has fast become a thriving community across the globe.

THE FUTURE

This is a significant time of change for CSUK with a new national director ahead of us and a couple of founding trustees stepping down this summer; we are excited for the next chapter and are seeking to appoint new trustees that will help govern and shape CSUK going forward. Over the last year we have developed, by consensus with our volunteer group leaders, a vision for 2034, with four key areas of focus (see presentation as part of the application pack). There will be ways in which you will bring your unique skill sets to the board and directly impact the shaping of the charity.

OTHER KEY STAKEHOLDERS

Our partnerships continue to be strong with surf-related partners; the Welsh Surf Federation, Scottish Surf Federation, British Longboard Union and Surfing England, and although it is not a direct requirement for Trustees to have any connection or knowledge of these we would ask that you do take a strong interest in them as a way to support the charity and the National Director.

Our partnering with churches is steady, but whilst we haven't increased in this over the years we have a healthy attendance of CSUK members within many churches across the UK.

As we look to the future so will our stakeholder group grown and bring opportunities for the Trustee body to rethink policies associated with these groups.

OUR ACCOUNTABILITY

Christian Surfers UK is affiliated with Christian Surfers International [christiansurfers.net]. Each affiliated country is aligned by an agreed vision, mission and set of core values, underpinned by a statement of belief [christiansurfers.net/statement-of-belief]. Christian Surfers UK is also registered with the Evangelical Alliance for further credibility amongst the faith community but it does not ask board members to be personally align to this organisation. The board is responsible for the governance of Christian Surfers UK, a registered UK charity 1070830.

Our board is made up of a 9 individuals who share in the common goal of CSUK and are people from varying backgrounds, careers and experiences but at the heart of all we do is Jesus. You can see more of who they are in the next section. Outside of the board, trustees take an active role in supporting the organisation, attending events and volunteer where possible. We do ask that at least two of the events within the annual calendar are attended by trustees, importantly the leaders weekend we hold in March and then one other to your choosing. We are proud to be embedded into the community of Christian Surfers.

Christian Surfers UK has a rolling succession plan for trustees. This is to ensure the charity is led by a diverse board. We also try to plan ahead to replace the skillsets we expect to lose from the board in due course, and to introduce new thinking and knowledge bases to help us develop future activities.

The board are dedicated to ensuring our meetings are proactive and cover a range of items. Our meetings are mostly conducted via Zoom at 2-3 month intervals with an agenda that aims to discuss and resolve items in a timely manner, either within the meet or by follow up email or in some cases at the next meeting. We devote good time to hearing updates from our National Director, reviewing finances and governance paperwork and moving into discussions around future and strategy. We keep an active log of tasks ongoing and tasks for the future, so that our discussions are ever evolving and CSUK is continues to drive forward. We actively meet face to face each January, currently in Bristol, on a Saturday 11-4 to touch base, discuss the year gone, the year to come, and agenda items at the time and pray. Usually from this meeting 2-3 will nominate their time to helping shape the Leaders Gathering in March with the National Director.



TRUSTEES

Charity Trustees are the people who serve on the governing body of a charity. They are equally responsible in law for the Board's actions and decisions and have equal status as Trustees. Christian Surfers UK Trustees have and must accept ultimate responsibility for the charity's affairs. They use their personal skills and experience to ensure that CSUK is solvent, well run and efficient and delivering its charitable outcomes.

The Trustee role can be very rewarding and enjoyable, offering an opportunity to serve the surf community whilst learning new skills. The Trustees role is to focus on the strategic direction of the organisation and to ensure effectiveness and accountability. Day-to-day operational decisions are delegated to the National Director and, through them, the remainder of the staff. All this sounds rather formal but in practice, our Board is a fascinating and fun place to sit. The surfer and ocean dweller is at the heart of every strategic decision made, every plan delivered, and each move which is necessary. The Board is very proud of the surf heritage of the charity, and the quality and pride built from its brand. Being a part of the continued journey for this exciting charity is something every single Trustee has highlighted both during and after their terms of service.

MEET YOUR TRUSTEES



Rob Crouch

Chair of Trustees
since 2023,
Trustee since
2020



Ben Lillie

Deputy Chair
since 2023,
Trustee since
2023



Phil Williams

Trustee and
National Director
1988-Aug 2025



Mike Scott

Trustee
1988-Aug 2025



Andi Swift

Trustee
2014-Aug 2025



**Alice
Ovenden**

Trustee since
2014



**Chelsea
Holter**

Trustee since
2020



**Johnathan
Ellse**

Trustee since
2023



**Andrew
Quinn**

Trustee since
2023

ROLE DESCRIPTION AND PERSON SPECIFICATION

We are looking for a Trustee with the following attributes:

ESSENTIAL

- No conflicts of interest, or legal reasons why they may not act as a trustee
- Knowledge and understanding of charity governance and the duties and responsibilities of charity board
- The time to commit to the role, including evening board meetings on video link and face to face meeting once a year
- Leadership and people management skills
- Communication and interpersonal skills, discretion and diplomacy
- Creative and strategic thinking abilities
- Must be born again and have the assurance of salvation
- Should be able to share his or her salvation testimony with others
- Should be actively involved in a local church or faith community
- Must have a good testimony at home, on the job, in their neighbourhood and local church as reflected by both speech and conduct
- Should be interdenominational in spirit
- Must be in agreement with the mission strategy of Christian Surfers
- Should be willing to support the mission of Christian Surfers in time, talent, prayer, and finances

DESIRABLE

- Previous experience on a non-profit board
- An understanding of best practice
- Confident and able to express their views
- Ability to expand our networks to support further fundraising aims

USEFUL

- Resolution skills
- Ability to interpret financial information
- An understanding of the surf industry/community

SPECIFIC ROLES

We have three specific roles we are looking to hire into however if you sit outside of this then please do still apply and express how your skillset can help the future work of Christian Surfers UK.

A

Legal or HR
background

B

Financial
background,
specifically in
accounting

C

Income generation,
specifically with a
fundraising focus

D

Governance
experience to
help support our
developing
governance
framework

HOW TO APPLY

Please apply with our application form and send to Rob Crouch, Chair of Trustees on rob@christiansurfers.co.uk

Should you have any queries do not hesitate to get in touch, we are a friendly bunch and always up for a chat.



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