Imaan LGBTQI+
Muslim Support

@imaanlgbtqi
imaan.org.uk
info@imaan.org.uk
159 Mile End Road, London, E1 4AQ

JOIN IMAAN'S BOARD

Become an Imaan Trustee

Bring your skills, experience and ideas to support Muslim LGBTQIA+ people

WE'RE LOOKING FOR PEOPLE WHO CARE You do not need to be an expert in everything or to have been a trustee before. We want a Board with different strengths, perspectives, professional skills and lived experiences—and people who believe deeply in Imaan's purpose.

Read on to find the area where you could make your strongest contribution.

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About the trustee role

Imaan's trustees share responsibility for the charity's direction, good governance and long-term future. Together, they help ensure that Imaan is well run, financially responsible, safe, inclusive and focused on the needs of Muslim LGBTQIA+ people.

As a trustee, you will

- Help shape Imaan's vision, priorities and plans.
- Take part in Board discussions and collective decisions.
- Make sure Imaan meets its legal, financial and regulatory responsibilities.
- Champion the varied needs and voices of Muslim LGBTQIA+ communities.
- Offer insight, support and constructive challenge.
- Contribute your own skills, networks, professional knowledge or lived experience.
- Act in Imaan's best interests and uphold confidentiality, respectful conduct and collective accountability.

What we are looking for

- A genuine commitment to Imaan's mission and to supporting Muslim LGBTQIA+ people.
- Compassion, integrity, good judgement and respect for different experiences.
- A willingness to prepare for meetings, contribute ideas and follow through on agreed actions.
- The confidence to speak honestly, listen well and work collaboratively.

LIVED EXPERIENCE MATTERS Lived experience as a Muslim LGBTQIA+ person is warmly welcomed. We also value people who bring relevant professional, voluntary, community or learned experience. No one trustee is expected to speak for every part of our community.

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Where could you make your strongest contribution?

Every trustee shares the same overall duties, but each person will bring particular strengths. We call this your zone of genius: the area where your skills, judgement, energy and experience can add something distinctive to Imaan.

Treasurer / Finance Trustee

YOUR ZONE OF GENIUS Making money and accounts understandable—helping Imaan plan realistically, manage risk and use its resources well.

You could help us with

- Budgets, cash flow, financial reports and reserves.
- Annual accounts, the Trustees' Annual Report and Charity Commission annual returns.
- Independent examination or audit arrangements and good financial controls.
- Helping the whole Board understand Imaan's financial position and choices.

This could be you if... You understand finance, accounting, budgeting or financial management and can explain numbers clearly to people who are not finance specialists. Charity finance experience would be helpful but is not essential if you are willing to learn.

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Communications & Social Media Trustee

YOUR ZONE OF GENIUS Finding clear, warm and powerful ways to tell Imaan's story while protecting community trust, consent and safety.

You could help us with

- Communications strategy, key messages and audience reach.
- Social media, campaigns, content and community engagement.
- Accessible and inclusive language and representation.
- Online safety, confidentiality and sensitive or reputational issues.

This could be you if... You have experience in communications, social media, PR, journalism, marketing, content or campaigns—and strong judgement about tone, audiences and online risk.

Governance & Board Development Trustee

YOUR ZONE OF GENIUS Creating clarity—helping the Board make sound decisions, meet its responsibilities and keep learning.

You could help us with

- Charity Commission and, where relevant, Companies House requirements.
- AGMs or member meetings, trustee appointments and accurate records.
- Board policies, conflicts of interest, trustee induction and succession planning.
- Keeping Imaan's governing document, regulatory records and annual compliance timetable up to date.

This could be you if... You bring governance, legal, compliance, company secretarial, policy or Board-support experience and enjoy turning complex requirements into practical steps.

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Safeguarding & Community Safety Trustee

YOUR ZONE OF GENIUS Seeing what others may miss—helping Imaan respond safely, compassionately and accountably when people may be at risk or harm has occurred.

You could help us with

- Safeguarding, consent, boundaries and safer community practice.
- Clear reporting, recording and escalation routes.
- Organisational and event risk, online safety and volunteer guidance.
- Board oversight of serious concerns, learning and Charity Commission reporting where required.

This could be you if... You have significant safeguarding, community safety, domestic abuse, sexual misconduct or related experience and bring trauma-informed, culturally competent and survivor-centred judgement.

Fundraising & Partnerships Trustee

YOUR ZONE OF GENIUS Connecting Imaan's purpose with the right opportunities, relationships and resources—without compromising its values or independence.

You could help us with

- A clear and compelling case for support.
- Trusts and foundations, donors, community fundraising or partnerships.
- Ethical decisions about funders and partners.
- Building sustainable and diverse income.

This could be you if... You have experience in fundraising, philanthropy, partnerships, business development, commissioning or relationship management—and you know that good fundraising is about trust, not simply asking for money.

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People, Culture & Volunteer Development Trustee

YOUR ZONE OF GENIUS Helping people contribute at their best by combining compassion, fairness, clear expectations and healthy boundaries.

You could help us with

- Inclusive culture, roles, structures and ways of working.
- Volunteer recruitment, induction, support and development.
- HR policies, wellbeing, conduct and fair processes.
- Helping Imaan recognise capacity pressures and prevent burnout.

This could be you if... You bring HR, organisational development, volunteer management, coaching, learning or people-leadership experience and care about turning values into everyday practice.

Community Engagement & Membership Trustee

YOUR ZONE OF GENIUS Building trust across difference—listening deeply, noticing who is missing and helping community insight shape Imaan's work.

You could help us with

- Meaningful ways for members and communities to influence priorities.
- Reaching people who may be underserved or less visible.
- Membership, participation, feedback and belonging.
- Relationships across Muslim, LGBTQIA+, faith and community organisations.

This could be you if... You understand Muslim LGBTQIA+ communities and bring community organising, membership, facilitation, co-production, participatory research or grassroots relationship-building experience.

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Strategy, Impact & Organisational Development Trustee

YOUR ZONE OF GENIUS Making complexity workable—helping Imaan choose what matters most and turn its mission into focused, achievable plans.

You could help us with

- Strategy, annual priorities and realistic plans.
- Learning, evaluation and meaningful evidence of impact.
- Organisational structures and systems for sustainable growth.
- Helping the Board balance ambition, capacity, finance, risk and community need.

This could be you if... You have experience in strategy, research, evaluation, service design, organisational development or change—and can connect analysis with practical, community-centred decisions.

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Could this be you?

Please do not rule yourself out because you do not meet every point. We are interested in what you can bring, what you have learned through life as well as work, and where you would like to grow.

We especially welcome

- Muslim LGBTQIA+ people and others with close understanding of our communities.
- People whose voices and experiences are often underrepresented in charity leadership.
- Applicants with professional, community, voluntary or lived expertise.
- First-time trustees who bring commitment, curiosity and sound judgement.

Practical commitment

Trustees are expected to attend Board meetings, read papers beforehand, take part in relevant discussions and contribute some time between meetings. The role is voluntary, with reasonable agreed expenses reimbursed in line with Imaan's policy. New trustees will receive induction and appropriate support.

INTERESTED? We would love to hear from you. Please follow the application instructions in the post, email or webpage that brought you to this document. Tell us briefly why Imaan matters to you, which trustee area interests you, and what your own zone of genius would bring to the Board.

You do not need to have all the answers. Bring your commitment, your perspective and your willingness to help Imaan grow with care and integrity.