

militarywives Choirs®



Finance Trustee
Information Pack 2026



Help shape the future of a small charity with big impact

The Military Wives Choirs charity was formed in 2012, after the TV series 'The Choir: Military Wives' with Gareth Malone. We are now a community of nearly 1800 women in 72 choirs across the UK and overseas with choirs as far afield as the Falkland Islands and Canada, and in all corners of the UK. The charity promotes wellbeing and reduces social isolation, through singing.

We welcome all women in the military community - wives, partners, serving women, reservists, veterans, widows, mothers, daughters, and sisters. Our choirs provide a familiar place in unfamiliar surroundings as women move from place to place, giving valuable support to women whose lives can be extremely challenging as a result of their or their partners' military service; whether that is through unaccompanied deployment, frequent postings or post deployment physical or mental trauma. Choir provides a space to build friendships and receive support and advice from others who truly understand the challenges of military life. Many of our choir members have now been in several of our choirs in different locations as they move from posting to posting.

The choirs are upper voice and non-auditioned; no singing experience is necessary to join. One unifying feature of the network is a core repertoire of music that is sung and performed by all choirs, meaning a choir member joining on posting will immediately recognise, and be familiar with, most of the content they encounter at weekly rehearsal and feel 'home'.

Our support goes beyond singing - our choirs engage, train and mentor volunteers from within our membership for a variety of roles within our network. These roles refresh and build skill and enhance self-confidence. This experience can help hugely with employability, especially for women re-entering the workforce after a break. This is particularly vital given the challenges our members face because of military life, including moving frequently as a result of their partners postings.

Next year we are excited to celebrate our 15th Anniversary.

We're seeking a **Finance Trustee** to join our Board and help lead the charity as we celebrate our 15th anniversary year and look to the future. The Finance Trustee will provide assurance to the Board that the charity's finances are managed responsibly, that appropriate financial controls and risk management arrangements are in place, and that resources are aligned to the delivery of the charity's strategic objectives. They will provide strategic financial leadership for the Board, and support for the CEO in delivering the charity's financial plan.

Our values

Unspoken understanding: Our shared experiences of military life inform the way we look after one another



Ongoing support: We value time for ourselves and enjoy our time with each other

Musical inclusivity: It's not about being able to sing, it's about being there to sing

Wellbeing through singing: We create choirs that bond us together and allow us to share unique achievements and experiences

Diverse community: We welcome all women with a military connection

What we do & why we exist

Singing in a choir has been proven to increase wellbeing and improve mental and physical health. With no auditions and no pressure to perform, the Military Wives Choirs gives its members the opportunity to spend time with women that truly understand the challenges associated with military life.

Each of our choirs meets weekly and has a busy calendar of community events and performances. This activity is enhanced by exciting national-scale activity, including concert tours, albums, media appearances and larger projects. All of the charity's activity is supported and managed by the small central staff team, the Choirs Support Team.

The charity works closely with its Artistic Director, Joanna Tomlinson, and a number of Ambassadors from the industry.

It's an exciting time to join the charity as we have been joined by our new Chief Executive, Katie McEwan and put the finishing touches to our strategy for the next 5 years.

[Find out more about the Military Wives Choirs](#)

Being a Trustee at the Military Wives Choirs

We are looking for a committed individual who is passionate about what we do and who has the relevant skills, energy and acumen to work as part of the Board overseeing the work of the charity, ensuring it is financially stable, well-run and fulfilling its charitable obligations.

It's not critical that you have previous experience of being a Trustee, more important is the ability to think strategically and independently, act with integrity at all times, be inclusive and value the perspectives and ideas of others. You can find more details on the qualities and skills we're looking for on the next page.

You will need to attend four Board meetings a year. Three meetings are virtual and one in person in London in the Autumn. Trustees are also required to attend a Board Awayday each year. This usually takes place in London in January.



As a small charity there will also a requirement to get involved in other activities. Examples include chairing sub-committees, attending events and performances, supporting fundraising activities including the acquisition and engagement of major donors and providing advice to the operational team.

This is a volunteer role without remuneration, but reasonable expenses will be paid.

What you can expect in return

This role offers the opportunity to be part of a small, professional charity making a big impact; delivering an inspiring and important service to a diverse group of women in the military community.

You'll also get the opportunity to experience our music-making first hand; providing insight into the impact of our work on choir members. It's an incredibly rewarding experience.

Selection criteria and process

In selecting the best candidate for the role, we'll be looking at two areas of criteria:

- Essential Generic Criteria
- Essential Role-Specific Criteria

Essential Generic Criteria

This person will be:

- **Governance-aware** - while it is not essential to have previous Trustee experience it is important that applicants understand the role, requirements, legal responsibilities and liabilities of being a trustee in a charity and carries out duties with integrity - <https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-what-you-need-to-do-cc3/the-essential-trustee-what-you-need-to-know-what-you-need-to-do>
- **Aligned with our cause & values** - passionate about the link between music and wellbeing and how it can benefit women whose lives are currently impacted by their military connection
- **Strategic** - sees the bigger picture and understands the implications of decisions from an organisational and stakeholder perspective
- **An independent thinker** - confident in using own judgement to understand issues and generate ideas. Will constructively speak own mind when appropriate
- **Values driven** - maintains confidentiality and works collaboratively and inclusively

- **Committed** - willing to regularly engage with the work of the Military Wives Choirs, including ad hoc events/activities over and above attending board meetings.

Desirable Generic Criteria

- Knowledge of the military community or current/former service experience
- Experience of the charity sector
- Experience of the arts industry

Essential Role-Specific Criteria

We are looking for someone with a senior level background in strategic financial management and more specifically:

- **Professionally Qualified Accountant** - Holds a recognised accountancy qualification (e.g. ACA, ACCA, CIMA, CIPFA or equivalent) and applies strong technical financial expertise to support effective governance, strategic decision-making and long-term financial sustainability.
- **Financial Governance and Controls** - Ability to provide oversight of financial controls, reserves, cashflow management, delegated authorities and risk management frameworks.
- **Charity Finance and Regulation** - Understanding of charity finance principles, including restricted and unrestricted funds, charity reporting requirements, compliance with Charity Commission guidance, and annual accounts preparation.
- **Risk Management** - Experience identifying and evaluating financial risks and opportunities and ensuring appropriate mitigations are in place to protect the charity's assets and reputation.
- **Budgeting and Financial Planning** - Demonstrable experience of overseeing budgets, forecasts and long-term financial planning to support organisational sustainability.
- **Financial Analysis and Challenge** - Ability to interpret management accounts and financial information, ask constructive questions, and provide independent challenge to support effective decision-making.
- **Commercial and Income Generation Awareness** - Understanding of income diversification, fundraising economics, trading activities and sustainable business models within a charitable context.

How to apply



Please submit your CV along with a covering letter (maximum 2 sides A4) to Caroline Paxton, Chair of the Board of Trustees. Your application should be sent via our coordinator Kate Carmichael at kcarmichael@militarywiveschoirs.org.

Your letter should cover the following:

- The Trustee role/specialism you are applying for
- How you meet the essential criteria
- Why us?

If you'd like to find out more before applying, please contact Katie McEwan, Chief Executive at kmcewan@militarywiveschoirs.org

The deadline for applications is 21 August 2026. Interviews will take place online from w/c 31 August 2026.

Together we are stronger; why diversity & inclusion matters to us

Military Wives Choirs is committed to creating a welcoming, inclusive and respectful environment where everyone feels they belong. We celebrate diversity in all its forms and believe that our strength comes from bringing together people with different backgrounds, experiences, identities and perspectives. We aim to recruit the person who is most suited to the role and welcome all applications.

Final word...

We are looking for passionate, talented, forward-thinking individuals to join us. Whilst our selection process will be based on the candidates who are able to most closely match our criteria, if you have something special to bring to the party but don't meet every requirement in full, please apply.