

Fundraising Trustee

Pathways Community Trust

Voluntary | 4–8 hours per month | Remote with occasional meetings in Surrey

About Pathways

This is not a typical trustee role.

Pathways Community Trust is building a new model of education for young people who are not well served by the current system, particularly those with additional needs, including disabilities and social, emotional and mental health needs.

Our work is grounded in a clear belief: every young person should be supported towards a meaningful adult future, and education should be designed with that end point in mind.

We are developing a place-based model (PathwaysPlaces), bringing together specialist education, alternative provision, and family support. Our ambition is not simply to create excellent settings, but to build a model with wider systemic impact.

Why this role matters now

We are at a critical stage in our development. With strong early foundations in place — including committed founder funding — we are now focused on delivering our first sites and building the fundraising strategy required for long-term growth.



This next phase requires a step change in how we approach philanthropic fundraising: developing a clear and compelling proposition for major donors, structuring a robust pipeline, and positioning the organisation to secure significant investment over time.

We have a Director of Development in place, alongside a capital strategy and a clear ethical framework for giving and gift acceptance. This trustee role will play an important part in shaping our fundraising approach and scale plans.

The Opportunity

We are seeking a Fundraising Trustee to join the Board at this pivotal moment.

This is an opportunity for someone with significant fundraising experience to contribute at a strategic level — bringing judgement, credibility and constructive challenge as we strengthen our approach. You will support the Board and Senior Leadership Team to think clearly about fundraising strategy, pipeline development, donor engagement, and the conditions required for long-term success.

This is not an operational role, but a governance and strategic advisory role with meaningful influence.

Role Purpose

To support the development of a clear, credible and sustainable approach to capital and philanthropic fundraising, ensuring the organisation is well-positioned to secure significant, long-term investment and deliver its growth ambitions.



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Key Responsibilities

- Shape and refine the organisation's fundraising and capital strategy
- Provide expertise on capital campaigns, major gifts, and philanthropic fundraising
- Support a structured approach to fundraising, including pipelines, timelines, and engagement strategies
- Act as a critical friend, constructively challenging assumptions and strengthening decision-making
- Advise on engagement with key audiences, including high-net-worth individuals, trusts and foundations, and national funders
- Support the CEO and leadership team in building credibility with prospective funders, including strengthening stewardship and impact reporting
- Act as an ambassador, helping to open doors and build relationships with aligned funders and partners
- Ensure fundraising aligns with governance, ethics, and long-term sustainability

About You

We are looking for someone who combines strategic thinking with practical experience and is motivated by the opportunity to shape a high-impact organisation at an early stage. We actively welcome candidates from diverse backgrounds.

Essential Experience

- Significant experience in fundraising, philanthropy, and capital campaigns
- Track record of working with or securing funding from high-net-worth and ultra-high-net-worth individuals, trusts and foundations, and major donors (six-figure gifts and above)
- Experience designing or advising on capital fundraising strategies or campaigns
- Ability to operate at a strategic level (board or senior leadership)



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Desirable

- Experience in education, SEND, or related sectors
- Experience in a start-up, scale-up, or high-growth charity
- Exposure to wealth management, philanthropy advisory, or donor networks
- Lived experience connected to the organisation's mission
- Appetite to broker relationships with funders and shape a wider fundraising advisory network

Personal Qualities

- Passion for improving outcomes for young people with additional needs
- Comfortable operating in a growing, evolving organisation
- Able to balance strategic oversight with pragmatic input
- Confident in providing constructive challenge
- Credible advocate for long-term philanthropic approaches
- Collaborative, thoughtful, and values-driven

Board Composition

We are supported by a small but highly capable board with expertise across education, business, community engagement, HR, and finance. We are now looking to strengthen the board with dedicated fundraising expertise to support our capital ambitions.

Time Commitment

- 4–8 hours per month
- Board meetings primarily remote, with 1–2 in-person meetings in Surrey per year
- Occasional additional input during key fundraising phases



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Why Join Us?

- Help shape a transformational model of education
- Play a key role in a significant capital fundraising journey
- Work alongside an experienced and ambitious leadership team
- Apply your expertise to create long-term, systemic impact
- Be part of something bold, necessary, and different

Equality, Diversity & Inclusion

We are committed to building a diverse and inclusive board that reflects the communities we serve. We actively encourage applications from individuals with lived experience, those from underrepresented backgrounds, and those who may not have previously considered a trustee role.

Recruitment Process

We are committed to a transparent, engaging and accessible recruitment process, designed to give candidates a strong understanding of the organisation and the opportunity to demonstrate their interest and suitability.

All trustee appointments are subject to satisfactory references and an enhanced DBS check, in line with our safeguarding responsibilities and safer recruitment practices.

- Launch Date: Monday 20th April
- Closing Date: Friday 22nd May
- First stage interview (online): CEO, Anna and Eddie (week beginning 25th May)
- Final stage interview (in person): CEO, Anna and key stakeholders (week beginning 1st June)

If you are interested in supporting this work, we would welcome an informal conversation in the first instance.



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