



Welcome

Thank you for considering applying for the post of Director of Place for Hope. We hope that you find the attached information helpful as you discern whether this might be the right job for you. If successful, you would be joining a committed team of staff, practitioners and trustees, and have the opportunity to shape the future direction and growth of Place for Hope. Its core values and practice of reconciliation and conflict transformation are needed more urgently than ever. For more than 15 years it has supported churches and faith communities in becoming places that practice what they also preach: places where the inevitable conflicts of human communities do not lead to breakdown and division, but can be times of healing, growth and reconciliation. Churches which discover that truth for themselves go on to offer that gift in their own context and wider communities – truly a transformational gift.

The next Director will be appointed within a changing religious landscape. Place for Hope has operated largely in partnership with the historic denominations, beginning within the Church of Scotland but now working with a number of ecumenical partners. The future of those denominations, and of the shape of Christianity within the UK, is likely to change radically in the next 10-15 years. The question of how Place for Hope continues to partner with Christian communities, and perhaps other faith communities, in ways that bring transformational life is therefore very pertinent. It will be the key question that our Board of Trustees look forward to wrestling with in partnership with the new Director and then supporting them in managing the staff and practitioners of Place for Hope to live out the answers.

Our prayers are with you as you consider your application.

John Conway
Chair, Place for Hope Board of Trustees

Introduction to Place for Hope

Place for Hope has its historical roots in the Church of Scotland. It grew from a Report on Congregational Conflict to the General Assembly in 2008 followed by a Conference at Aviemore in 2009. In 2010 the first team of mediators was trained, followed by a second team in 2012 and we have continued to build on this team. Further details of our history can be found on our website at www.placeforhope.org.uk. On 1 April 2015 Place for Hope transitioned from within the Church of Scotland to become an independent Scottish Charitable Incorporated Organisation approved by OSCR. A Board of Trustees was formed reflecting a range of denominational backgrounds. The Trustees are responsible for the strategic direction of the organisation and its oversight.

Since then, Place for Hope has grown to include a small but highly skilled and committed staff team of eight who live across the UK. All staff work from home, gathering regularly for online and in person meetings.

Place for Hope is also fortunate to have a diverse team of almost 60 Practitioners drawn from multiple denominational and faith backgrounds, who volunteer their time and skills to support the delivery of the charity's work, including facilitated conversations, mediation, training and coaching. Our Practitioners generally work in pairs. Ongoing recruitment and training of Practitioners is done through our residential training programme 'Faith in Change and Conflict'. Each year we deliver programmes of standard and tailored, online and in-person courses for our partners as well as open courses (see our [2025 Open Training Programme](#))

Introduction to Place for Hope (continued)

Place for Hope is accountable to our Constitution, and guided by our Charter, values and current 5-year Strategy. – Choosing Peace in times of fear and division. Under this strategy (2021 – 2025), Place for Hope has successfully grown and diversified its partnerships, funding and volunteer team towards its goal of equipping people and faith communities to be peacemakers working towards a more peaceful and reconciled world.

Our income is predominantly drawn from major, multi-year funding agreements with denominational partners with whom we have developed integrated programmes of capacity development through training and mediation support to enable culture change and build healthier communities. Key denominational partners include the Methodist Church of Britain, the Church of Scotland, and the United Reformed Church, as well as ecumenical, educational, theological and community entities. Beyond this we receive income from the training workshops, mediations and coaching that we offer.

This is an exciting time in the life of Place for Hope and the incoming Director will have the opportunity to help shape and finalise the development of the next 5-year strategy, ensuring Place for Hope is best fit for purpose for the future within the changing UK landscape for charities and faith communities. In appointing a new Director, we are looking to the continued development of this thriving and increasingly necessary organisation.

May 2025