

Agenda Item 5.4: Rotation of Trustees' Board Committee Responsibilities

Summary:

As trustees rotate off and new members join the Board, there is a constant need to rebuild the membership of the Board Committees and that of the Board Working Groups. This is done in conjunction with other key roles played by trustees. This paper outlines the anticipated vacancies, using colour coding, to enable the board members to reflect and anticipate on the vacancies to be filled at the November 2025 Board meeting. Trustees are invited to reflect on their membership and come prepared to the November board meeting for decision-making.

Action Required:

The Board of Trustees is requested **to consider each of the vacancies and put** themselves forward for appointment at the November 2025 Board meeting.

TRUSTEE ASSIGNMENTS TO BOARD COMMITTEES & WORKING GROUPS

The table below sets out the various roles trustees play in Board committees and their other assignments. The color coding of suggestions of actions to be agreed that are made for the Board's consideration (6th and final column) are as follows:

	<i>Proposal to rotate - for discussion</i>
	<i>Proposal to retain status quo</i>
	<i>Vacancy to fill in 2026</i>
	<i>Vacancy to fill now</i>

Trustees are also invited to express interest in any of the assignments but specifically in the vacant positions to be filled immediately (i.e. at the November post-GA Board meeting).

Membership Committee (MC)

Role	Trustee assigned currently	Internal/ External	End of term as Trustee	Status in 2025	Suggested for 2026
Chair	Jon Lomøy	Internal	31/05/2026 (1 st term)	Appointed Chair of the MC on 19 th June 2025.	Given 2025 start, continue
Member	Hayathe Ayevea	Internal	22/11/2025 (ending term)	Finishing term, triggering vacancy	Vacancy to fill in Nov. 2025

Strategy, Investment & Policy Committee (C-SIP)

Role	Trustee assigned currently	Internal/ External	End of term as Trustee	Status in 2025	Suggested for 2026
Chair	Sami Natsheh	Internal	30/10/2026 (Final term)	Appointed as C-SIP chair on 1 st May 2024	Rotate or fill at end of term
Member	Jon Lomøy	Internal	31/05/2026 (1 st term)	Is now chair of MC	Vacancy to fill in Nov. 2025

Resource Allocation Sustainability Technical Committee (RAS-TC)

Role	Trustee assigned currently	Internal/ External	End of term as Trustee	Status in 2025	Suggested for 2026
Chair	Mia Perdomo	Internal	03/09/2027 (1 st term)	Appointed Chair on 19 th June 2025.	Given 2025 start, continue
Member	Daren Katigbak	External	21/01/2027 (1 st term)	Appointed as RAS-TC member on 22 nd July 2024	Rotate or continue

Finance, Audit and Risk Committee (C-FAR)

Role	Trustee assigned currently	Internal/ External	End of term as Trustee	Status in 2025	Suggested for 2026
Chair	Elizabeth Schaffer	External	15/05/2026 (Final)	Finishing final term, triggering vacancy	Vacancy to fill by May 2026
Member	Patrick Mwebesa	Internal	31/05/2026 (1 st term)	Appointed as member on 16/6/2023.	Rotate or continue
Observer	Karina Vartanova	Observer	21/01/2027 (1 st Term)	Observer preparing for possible chairship	Karina to become C/FAR chair as of 16/05/2026

Anti-racism working group

Role	Trustee assigned currently	Internal/ External	End of term as Trustee	Status in 2025	Suggested for 2026
Member	Rada Valchonova	External	21/01/2027 (1 st term)	Appointed as WG member on June 2024	Continue
Member	Hayathe Ayevea	Internal	22/11/2025 (Final term)	Finishing term, triggering vacancy	Vacancy to fill in Nov. 2025.

Other key Board roles

Role	Trustee assigned currently	Internal/ External	End of term as Trustee	Status in 2025	Suggested for 2026
Chair of Board	Kate Gilmore	External	15/05/2026 (Final)	Appointed chair May 2020	Vacancy to fill by May 2026
Vice-chair of Board	Daren Katigbak	External	22/02/2024 (1 st term)	Appointed vice-chair on 16 th May 2025	Board decision was to review when new chair and DG are appointed.
Safeguarding Focal Point	Kate Gilmore	External	15/05/2026 (Final)	Appointed May 2020	Vacancy to fill in Nov. 2025.