



Specific Terms of Reference of the Income Committee

To be read in conjunction with The Terms of Reference Applicable to all Committees

- Adopted by the Board of Trustees 26 March 2026

Constitution

The Income Committee (the "IC") is formally constituted as a committee of the Board of Trustees whose terms of reference are approved by the Board of Trustees.

Purpose

To act as a critical friend and expert resource for the Executive Leadership Team, Chief Executive Officer and Board of Trustees in support of the generation of various possible income streams for the Trust.

Membership

The IC's members will be appointed in accordance with The Terms of Reference Applicable to all Committees and with the addition of the following clauses:

- The Chair will not normally chair any other committee.
- The Trust's CEO, Director of Finance, Director of Field Programmes, Commercial Director and Director of Communications and Fundraising will be appointed as members and will remain as such throughout their employment in such role(s) (noting that this includes those in such role(s) on an interim basis as the case may be).
- At least one member should have a public relations and fundraising background.
- At least one member should have a marketing and/or digital marketing and strategy background.

The Trust's Honorary Treasurer shall be authorised to attend the meetings of the committee but shall not be deemed a member of the committee.

Meetings

The IC will meet at least twice a year, and at such other times as may be considered appropriate.

Duties

To undertake whatever actions the IC feels appropriate to achieve its Purpose, but to include:

1. to provide critical feedback, guidance and support to the Executive Leadership Team with respect to proposals concerning various income generation strategies or any aspects thereof; and
2. to provide the Board of Trustees with information, expert advice and recommendations concerning various income generation strategies or any aspects thereof.