

Trustee Recruitment

St Martin-in-the-Fields Charity

November 2022



A note from the Chair

Dear Prospective Candidate,

Thank you for your interest in a Trustee position with St Martin-in-the-Fields Charity.

Our Vision is a UK where everyone has a safe place to call home and access to the support they need, and we are delighted that you are interested in being a part of that.

St Martin-in-the-Fields has a proud legacy of supporting those experiencing homelessness. Whether it is through the Vicar's Relief Fund (VRF), the Frontline Network or our Frontline Fund, we exist to support people away from homelessness.

We are privileged to partner with the BBC on the Radio 4 Christmas Appeal. For over 95 years BBC Radio 4 listeners have supported the work of St Martin's, generously giving over £9 million in the last two years.

Our trustees play an important role in supporting all aspects of the Charity's work.

We have recently agreed an ambitious new strategy and we are now looking to appoint three exceptional individuals who will bring passion, commitment as well as skills and experience to join our Board and help steer us through the next stage of our growth.

We are looking for a diverse range of individuals and backgrounds, including geographical representation within the UK. It is important that you have an understanding of charity governance and appreciation of the role and responsibility of trusteeship. Equally important is that you share a passion for the work of St Martin-in-the-Fields Charity and the difference we aim to make across the UK.

Our new strategy means that in addition to the attributes above, we are particularly looking for individuals with specialist knowledge in one or more of the following areas: digital marketing, high-value fundraising (institutional or philanthropic), academia/research and homelessness.

If you think your experience may fit the bill, please apply. We look forward to hearing from you.

Thank you and very best wishes,

Mark Devlin

Chair of Trustees



About us

St Martin-in-the-Fields Charity exists so that homelessness is prevented. And that if it does occur, people receive the best possible support that enables them to secure and keep a safe place to live.

What We Do

- We work directly with thousands of frontline workers every year to provide the best support possible for people facing homelessness.
- We offer funding, for both individuals and organisations, to help people access suitable accommodation and keep it.
- We provide opportunities for frontline workers supporting people facing homelessness, to develop new skills and share knowledge about what works to provide the most effective support possible.
- We share experiences and insights with local and national decision makers – amplifying the voices of frontline workers and the people they support.

Our Values

- **We put... people first**
we value those we work with, seeking out and listening to all voices
- **We are... a learning organisation**
we reflect on what we learn, act on the evidence, and share learning with others
- **We work... collaboratively for change**
building relationships based on trust and shared vision

Our Vision

Our vision is that everyone has a safe place to call home and the support they need

Our Goal

Our goal is that homelessness is prevented. When it does occur, people receive the best possible support that enables them to secure and keep a safe place to live

Outcomes

The changes that we think will contribute to our long-term goal:

Funding is evidence-led	People experiencing homelessness are able to access effective support	There is greater support for solutions to homelessness
Emerging Practice is Identified	More frontline workers have the skills and knowledge to deliver services that work	The public is aware of what homelessness is and supports solutions to it
Promising Practice has an opportunity to be tested properly	Organisations have improved retention of their frontline staff	Funders are aware of and support effective responses to homelessness
Evidence-based practice is supported to scale	Increased opportunities to share knowledge about what works are created	Local and national decisionmakers are aware of solutions to homelessness and act on this knowledge

Our History

Reverend Hugh Richard Lawrie Sheppard, Dick Sheppard, was Vicar of St Martin's during World War I and spent some months as chaplain to a military hospital in France. What he witnessed there caused him to return to St Martin's, with the vision of doing more work for those in need. He gave refuge to soldiers on their way to France. He saw St Martin's as 'the church of the ever open door'. The doors have remained open ever since.

From the 1920s, Rev. Dick Sheppard would informally ask the congregation at the end of the December service to donate money for those less fortunate. History has it that Dick Sheppard had lunch with Lord Reith (BBC Director General) at The Savoy, where they struck up a deal to have the Christmas Appeal broadcast on the BBC each year. The Appeal was included in Christmas broadcasting in 1925 and started to appear in the Radio Times in 1927, when it raised £3,500. The appeal grew with each subsequent Vicar.

For more than 95 years, St Martin-in-the-Fields has supported people to take the next step towards a safe place to live, and a more secure future. Our 2021 BBC Radio 4 Christmas Appeal celebrated the promise and potential of The Next Step, as well as highlighting the ongoing challenges putting even more people at risk of homelessness. Over £4.7m was raised.

In 2014, St Martin-in-the-Fields Charity was registered as an independent homelessness charity. It is an independent charity working to support people experiencing homelessness. It is part of the wider St Martin's community and supports people of all faiths and none.



Our Work

BBC Radio 4 Christmas Appeal with St Martin-in-the-Fields

For over 90 years, the BBC and St Martin-in-the-Fields have partnered to raise support from BBC 4 Radio listeners to help people experiencing homelessness. In the last two years the Appeal has raised over £9 million.

For more information, see:

Our Appeal page on the BBC website [BBC Radio 4 - Radio 4 Christmas Appeal](#)

Our charity website and giving platform [St-Martin-in-the-Fields | UK homeless charity \(smitfc.org\)](#)

Grants

See [VRF](#) and [Frontline Fund](#)

Through the Vicar's Relief Fund (VRF) we provide small grants to support people in vulnerable situations to find - and keep – a safe place to live.

Designed to prevent someone from losing their home or to help them find a new one, these small grants can transform a person's circumstances within a matter of days. Because the inability to pay a small debt or rental deposit should not prevent someone from having stable and secure accommodation.

The grants are issued quickly and effectively. Those for preventing eviction are awarded up to a value of £350. Those for accessing accommodation are awarded up to £500. And all are provided via support workers who work closely with people experiencing homelessness.

Through the Frontline Fund we currently fund six projects, based across the four nations of the UK. The projects each focus on supporting people to secure, and keep, a safe place to live. This includes providing access to healthcare, legal advice and mental health support to help people move on from homelessness.

Frontline Network

See Frontline Network <https://frontlinenetwork.org.uk>

Our Frontline Network ensures that the best quality support is always on offer.

At a National level

We work across the UK to support frontline staff who are working with people who are experiencing homelessness. One way we do this is by providing [funding](#) to staff. The Training Fund can help cover training costs, we can provide up to £500 for individual training or up to £1000 if your organisation wants to run group training.

We also provide opportunities for staff to come together and share your experiences and expertise at our [Annual Conference](#) and other events. You can also check out our [What's On](#) page, that promotes events that are free or up to £30. We also provide a regular opportunity to have your say through our [Annual Frontline Worker Survey](#).

Our [News and Views](#) section also shares blogs and best practice from across the UK and we have a monthly e-news that goes out to our network members.

At a local level

Since 2017, we have been working with [partner organisations](#) across the UK. Our Partners have helped us to build the Frontline Network's work at a local level, by facilitating their Network activities and regularly bringing together frontline workers. Our Partners provide:

- Opportunities for frontline workers to regularly come together in their areas - to network, share experiences and expertise
- The potential to explore solutions to key issues affecting staff and people they are supporting
- Links between the frontline voice and decision-makers

Our Team

St Martin-in-the-Fields Charity has a small staff team based at St Martin-in-the-Fields led by Executive Director Tim Bissett who is responsible for the day to day operations of the charity. They are supported by a committed and able group of over 230 volunteers.

We have a passionate and dedicated Board of Trustees, who drive the charity's development:

- Mark Devlin, Chief Executive, Young Epilepsy
- Jonathan Burdett, Partner, Deloitte LLP
- Debbie Giwa, Finance, Commercial and Business Director, The Reading Agency
- Victoria Hill, CEO Hammersmith United Charities
- Helen Simpson, Director, Simpson & Associates
- Frances Stratton, Barrister
- Revd Dr Sam Wells, Vicar, St Martin-in-the-Fields
- Caroline Wiertz, Professor of Marketing & Associate Dean for Entrepreneurship, Bayes Business School
- Julian Worricker, journalist & broadcaster
- Viki Fox, Policy & Participation Manager, Cyrenians



The Role

The Board of Trustees is the governing body that takes overall responsibility for the Charity's work - focusing on strategy, agreeing plans and budgets and supporting the staff and Director to make sure the organisation is effectively and properly run.

Trustees provide St Martins-in-the-Field with vital skills, expertise, experience and commitment essential to the governance of the charity. Any one trustee is not expected to have all the skills; we seek a board that as a whole has the right combination of skills, experience and knowledge.

We are fundamentally seeking individuals who are committed to making a difference to homelessness in the UK and are particularly interested in candidates with experience in digital marketing and academia, finance and risk, philanthropy and income generation and the housing and homelessness sector.

You will need to be able to:

- contribute actively to the Board and regularly attend meetings
- ensure the mission and purpose of the Charity is maintained
- determine the overall direction and development of the Charity through strategic planning and good governance
- act as an enthusiastic ambassador for the Charity
- ensure that the Charity and its representatives operate within all legal and regulatory requirements and in line with the Charity's governing document
- be pro-active in developing the Charity's network of support in the private, public and third sectors through representation and linkages with key influencers and decision makers
- support the Charity's fundraising strategy by assisting in the cultivation and stewardship of potential and existing donors
- be involved in setting the direction of the organisation and monitoring performance
- use their specific knowledge or experience to help the Board reach sound decisions
- work effectively as a member of a team

The Person

We are interested to hear from a wide group of candidates. We are particularly interested in people with experiences in the following areas:

- digital marketing and academia, finance and risk, philanthropy and income generation, and the housing and homelessness sector.
- non-executive director experience, particularly in the not-for-profit sector
- business development: experience of developing new propositions and services, and/or forging useful alliances with complementary organisations
- critical thinking
- the ability to lead and challenge constructively
- the ability to apply knowledge from other fields to suggest options and solutions which are relevant in our context
- business acumen
- strategic planning
- energy and commitment to the aims of the Charity

Terms and Conditions

- 6 board meetings per year, 6 sub committee meetings per year. Meetings are hybrid, although attendance in person at least twice per year is expected.
- St Martins-in-the Field trustees fulfil their roles on a voluntary basis. Our trustees will normally be expected to serve for at least one term of three years, the second and third terms can be served with approval of the Trustee Board.

How to Apply

If you are interested in applying for this role, please ensure you provide:

- A comprehensive CV, including your recent achievements, and the details of two referees
- A supporting statement addressing your motivations for applying. This should be no longer than two sides of A4.

All applications should be sent to applications@trustees-unlimited.co.uk with your full name and the St Martin-in-the-Fields in the subject heading.

Closing date for applications: Monday 16th January 2023

Interviews with St Martin-in-the-Fields: February 2023

For a confidential discussion about the role, please contact Melissa Baxter:
melissa.baxter@russam.co.uk / 07789 985229.

We look forward to receiving your application.

