



**JOINING OUR BOARD OF TRUSTEES
November 2022**

Welcome



Thank you for your interest in becoming a trustee of United St Saviour's Charity, Southwark.

For nearly 500 years, after it was established as a parish in the time of Henry VIII, United St Saviour's has played an important role looking after the poor. While the context is very different today, many challenges remain, and we work hard to reduce inequalities and to make Southwark a great place for everyone.

We are lucky enough to have many assets which means we can pursue our ambitions by investing in the communities of Southwark. Our balance sheet exceeds £50m, we have a skilled and dedicated staff team, and a reputation built up over centuries. All this gives us the freedom to do things in new and different ways, and to respond quickly to the changing environment, needs and opportunities.

Through our community investments we invest in people and organisations who are making a difference in their communities. We currently focus our efforts around three priorities: creating strong and cohesive communities, 'levelling the playing field' for under-represented groups, and ensuring that older people are able to live happy and fulfilled lives.

Our almshouses in Bankside and Purley are high quality homes for older people in Southwark. Our staff offer high levels of support and our residents help each other and make these small communities welcoming. We are in the final stages of developing an exciting new almshouse in Bermondsey.

In the Borough Market and Borough area we own and manage a number of iconic properties. We see ourselves as an important custodian of these pubs, shops and flats which are part of Southwark's historic fabric.

Several of our trustees will soon be leaving us as their terms of office are coming to an end, so we are looking for 3 new board members. Our trustees have a broad range of skills and perspectives but what unites us is a passion and commitment to Southwark, its people and places.

I hope you will explore this rewarding opportunity to join me, my trustee colleagues, and the small but dedicated staff team to drive forward the United St Saviour's vision for Southwark.

The trustee roles are unpaid, but they're rewarding, always interesting, and fun!

Stephen Burns
Chair of Trustees

What We Do

Community Investment

Our grants budget is now around £1m which makes us one of the largest independent funders in Southwark.

We fund organisations reaching into the heart of Southwark’s communities and our grant-making approach is bold, responsive and relational. We are thoughtful about the power imbalances that inevitably accompany philanthropy and charity.

We also collaborate with others, sometimes channeling their funds to where they are needed. An example of this was the Southwark Community Response Fund which supported thousands of people during the Covid lockdowns.



Our work goes far beyond grant-making. We develop partnerships in response to trends and local concerns, bring groups together, provide business development support when needed, and partner with a range of local agencies in pursuit of our aims.



Almshouses

The charity owns and manages sheltered housing in the form of almshouses for older Southwark residents. St Saviour's Court in Purley is a modern block of 54 flats with common areas for activities. Hopton’s Almshouse in Bankside is an older listed building with 21 homes.

We do more than provide a home, and our housing team work hard to increase well-being of our residents. They look out for our residents and help provide a wide range of services. It is a rewarding

service which sometimes involves helping people with bills, liaising with concerned relatives or social services, having a friendly chat or arranging group events and trips out.

New Almshouse Developments

Older people on low incomes are often left with little choice when their home is no longer suitable for their increasing age and needs.

We are actively building new almshouses to tackle this problem, ensuring that our designs and the services we provide are innovative, responsive, and set a new benchmark for older persons social housing.

Our next new almshouse will be at Southwark Park Road, Bermondsey. This 57-dwelling has been designed by award-winning architect Stephen Witherford and meets our vision for exceptional quality design.



The almshouse is expected to be open in early 2023 and we are already exploring opportunities to develop even more housing in Southwark.

Research and Influence

Our collaborations with academic and non-academic researchers add value to our community investment and housing activities. Because of our independent status and 'ear to the ground' we are in a strong position to investigate and highlight local issues and influence relevant agencies.

We want to help change society's attitudes to ageing by demonstrating the value of high-quality housing for older people in city centres, and improving happiness and healthy life expectancies for older people in social housing. Two research projects with Bournemouth University and UCL will start when our new Bermondsey almshouse opens. Through our research we will work with residents and staff to try out new ideas, understand best practice, learn, and share our results with the wider world.

Our Governance

We have strong governance and work hard to build and maintain the strong reputation of the charity. There are currently 10 trustees who were recruited for their skills, knowledge, perspectives and backgrounds.

New trustees will initially be appointed for a 4-year term. They can be re-appointed for a second four-year term, and by exception a further year, but cannot serve more than 9 years in total. Board meetings are held quarterly in the evenings (generally 2 hour meetings) in the London Bridge area. The charity also has 2 sub-committees that meet quarterly during the day: Finance, Investments and Audit, and Community Investment. Trustees are expected to join at least one committee.

The charity has over £50m in assets which includes an investment portfolio managed by Investec, commercial and residential investment properties in Southwark, and our almshouse properties. Our total income is expected to reach £3m in 2023.

It is staffed by a small team of 11, led by Martyn Craddock, our Chief Executive who joined in January 2015. Our head office is in Crucifix Lane near London Bridge and we are an incorporated charity limited by guarantee (Charity Reg Number 1103731, Company Reg 5092710).

Who are we looking for?

Our Trustees normally have some type of connection with Southwark. They might live or work in the borough or just know it well. Real life experience of some of the issues we address, knowledge of Southwark, and national (or international) expertise in our various areas of operation (property, finance, community investment, etc) are all things that will be important contributions. All trustees should be able to bring the following:

- The time and commitment to be an active trustee, making your skills, experience and knowledge available, and being involved at and between meetings.
- An impulse to tackle inequality and poverty and see opportunities that can make a difference.
- An understanding of what it means to look after a charity that is independent, transparent, honest and proud of its reputation.
- An ability to think big and differently. To be strategic, to challenge and work well within a team.
- The willingness to talk positively about the work of the charity, advocating our vision and values, and act as our ambassadors.
- The ability to open doors into communities, or to people with influence to support our aims.

Specific Skills and Interests

- **Property Management and Development**

We are looking for someone who can bring their broad knowledge and expertise in the property and real estate sectors. We appreciate that this sector has people with expertise in everything from planning law, new developments, surveying and construction, to facilities management, refurbishments, lettings, building compliance and so much more. As a property owner with a hugely diverse and fascinating portfolio of buildings, it is important to have a trustee who can bring strategic insight, oversight, and networks to help us grow and maintain our assets. They will hopefully bring their broad knowledge in one or more of the areas of expertise above to support our management team and their range of specialist advisors.

- **Community Investment and Grant-Making**

We are looking for someone who has experience or knowledge of how to deliver progressive and thoughtful grant-making and related community investment activities. We have an experienced, but small, community investment team and we value the expertise and challenge of trustees in this complex area. Direct experience of relational grant-making, social investment, fundraising, and the role (and potential) of place-based funders would be a great asset to the charity. We are not looking for someone to have experience in *all* these areas!

- **Lived experience and/Or Influence**

It is really important for us to have trustees who understand what it is like to have direct experience of the issues we want to address. We also recognize that many of the social challenges that Southwark communities experience need the input of people outside of the charity. So we are looking for trustees who have connections and networks at a political or business level, and that enable us to increase our impact.

How to apply to become a Trustee

If you are interested in becoming a trustee, please email mcraddock@ustsc.org.uk **before the end of December 2022** explaining why you are interested, and how your skills, experience or background fits with what we are looking for.

We are anticipating that new trustees will join their first Board meeting in March 2023. As part of the selection process we will arrange a meeting for shortlisted candidates with some of the existing trustees in early January. If you would like to speak to one of the trustees, Martyn will be able to put you in touch.