



### 1. BACKGROUND

Orchards is a Christian charity (CIO: 1179459) working in partnership with local churches across the UK to see women free from sexual exploitation and empowered for flourishing, independent lives. We build trusting relationships with women and support them for lasting recovery through our main areas: 1) transitional safe housing; 2) trauma counselling; 3) training and work opportunities for job and life skills. We are grounded in specially trained churches, who we partner with and train to become communities where a woman, if she chooses, can rebuild belonging, receive befriending support, and explore the Christian faith for herself.

We launched in 2018 with one woman and one flat. Since then, we have had the privilege of setting up three safe properties embedded in a network of churches in South London and have launched a national counselling service (face to face and online). We have recently opened a new counselling hub in East London and are now preparing to open a new housing hub in East Sussex and through local church partners in those areas.

### 2. OUR MODEL

Orchards is pioneering a model to respond effectively to these crucial, interlinking needs for safe, transitional housing, sustained therapeutic support, and employability training. We collaborate with a range of complementary Charity, Church and Business partners so we can best serve women with complex needs, through our two main pathways. Women can access both pathways or just one, according to their individual needs:

#### 1) Transitional Safe Housing pathway

- **9-12 months' one-bedroom safe housing** in a confidential location linked to local church networks and co-provided with our partner, Green Pastures – a Christian social enterprise specialising in developing housing stock to end homelessness.
- **A minimum of 24 weekly support work sessions** with a tailored plan to tackle the multiple barriers to sustained safety from sexual exploitation, including: work training; placements; employment opportunities; debt support through our partners.
- **Fortnightly support from an Alongside Volunteer**, from a local church, to build relational and social networks and explore faith if she chooses.

#### 2) Trauma Counselling pathway: A minimum of 18 weekly online or in-person sessions with our Christian therapists – all registered/accredited BACP members, with extensive trauma training.

Women accessing both pathways are invited to participate in a menu of optional events:

- **Monthly Nurture events** wellbeing sessions for women including creative sessions, cooking and fitness to improve health, reduce isolation and build positive relationships.
- **Orchards Voices events programme** led by and for women with lived experienced of sexual exploitation: 3 bi-monthly women's leadership board sessions and 6 qualitative consultations providing a sense of agency, where women are empowered to rediscover their voices, co-

design our services and strategy; the opportunity to contribute to creative video content to encourage other women.

Our next 3-year strategy will be focused on establishing these three hubs. We will test the replicability of our model whilst preparing for further growth and long-term sustainability. We will focus on the following three strategic priorities:

1. Deepen the quality of support for each individual woman as we grow
2. Develop and test the replicability of our church hub model
3. Build our core organisational capabilities.

### **3. FUNDING**

At Orchards we secure our existing properties through a partnership with Green Pastures; the capital expenditure of purchasing one of these new properties will be covered by a church in East Sussex, the other by Green Pastures; enhanced Housing Benefit covers the rent and bills. We have free premises for our office, support work and counselling rooms at church partners in South London, East London and East Sussex, greatly reducing our running costs.

This year we focused our fundraising efforts on maintaining fundraising to protect services, on building operational capacity to prepare for upcoming growth and on diversifying our income to increase our sustainability. To this end, our current income strategy emphasises:

- continuing to apply to grants and trusts with a Christian ethos
- improving our stewardship of regular and major donors (in progress)
- reviewing our digital communications (in progress)
- annual digital campaigns (The Big Give)
- community fundraising (marathon places); and
- introducing legacy giving (from January 2024)

We are careful to ensure we seek funds from sources with a similar ethos to maintain an occupational requirement for staff to be Christian and to continue to create bridges to local churches.

### **4. GOVERNANCE AND TRUSTEES**

#### Terms of Office

Orchards is a Charitable Incorporated Organisation (CIO), registered on the 6th August 2018. The charity is governed by a 'Foundation Model' Constitution and its only voting members are its charity Trustees. Orchards currently has 5 unpaid Trustees who are responsible for the charity's strategic direction and policies. Every Trustee is appointed for a minimum term of 2 years by a resolution passed at a properly convened meeting of the charity trustees. A charity Trustee who has served for three consecutive terms may not be reappointed for a fourth consecutive term but may be reappointed after an interval of at least one year.

Board meetings are held every two months online. Trustees attend an annual in-person strategy half day in London, and an annual Christmas celebration. They will be required to provide input and support to Orchards Directors on an ad-hoc basis in between meetings.

#### Genuine Occupational Requirement

We believe that the Christian dimension of Orchards' work requires our Trustees to themselves subscribe to and be seeking to live their own lives in accordance with Orchards' Statement of Faith. Prayer is foundational to Orchards and we ask that all Trustees commit to praying regularly for the work of Orchards during and outside of Board meetings.

#### Current Needs of the Board

Orchards Trustees serve the board with a passion to see women free from sexual exploitation, bringing their relevant career experience and skills and prayerfulness. At present the Trustees have members from a variety of professional backgrounds; including a former CEO of an anti-trafficking NGO, an accountant, HR specialist, church leader and communications consultant. They represent a range of church denominations and church networks.

Two of our Trustees are reaching the end of their tenure this summer and we are seeking new Trustees to strengthen the Board and help position us for sustainable growth in the coming years. We are particularly looking for Trustees with experience in the following areas:

- Safeguarding
- Church leader or church network leader
- Social housing.

We are particularly looking to ensure diversity of perspective and voice across the board. As such, we welcome applicants from all cultural backgrounds to apply, in addition to applicants with lived experience of sexual exploitation.

## **5. HOW TO APPLY**

Applicants should apply directly to the Orchards Chair of Trustees, Naomi Partridge. Please email [info@orchardsuk.org](mailto:info@orchardsuk.org) to express your interest.

Please do not hesitate to get in touch if you have any questions regarding this appointment process.