SMP TRUSTEE RECRUITMENT PACK

Apply by 31 Dec 2026

Contents

About St Matthew's Project (SMP) 3

Why we need new trustees 4

Time commitment 5

Responsibilities of a charity trustee 6

SMP trustees: skills, experience and personal qualities 7

How to apply 8



"St. Matthew's Project is such a worthwhile and life-changing charity and I'm proud to be able to contribute towards its success as a trustee.

Being a trustee for SMP is a highly rewarding and interesting use of my time and I'd recommend it to anyone who wants to use, and develop, their skills and experience in the non-profit sector."

Jenny Greenfield,
SMP Chair of Trustees

About St. Matthew's Project (SMP)

St. Matthew's Project is a charity for young south Londoners aged 5-25.

For over 23 years, we've been a cornerstone of the community and thoroughly understand the issues our young people face – from poverty and deprivation to knife and increasingly gun crime.

We use sports as the gateway to build trust and belonging, bringing young people together from 3 estates that historically wouldn't have anything to do with each other. From here, we can see who needs more targeted support around safety, well-being, and employability.

Each week, you'll find over 200 young people at pitches, schools, and estates around Brixton: whether it's exercising and teamwork at football, working through big life transitions at our Fit4Life sessions, or progressing onto career paths thanks to our Moving On programme.

What began as a kick-about in Brockwell Park is now a thriving youth project with a dedicated team of staff and volunteers. Many of them were once children in SMP programmes themselves, and have first-hand experience as well as expertise through training.

Where other services are failing young people, we exist to provide spaces they can feel safe, pathways they can aspire to, and opportunities to grow into adults who believe in themselves and their community.



"I describe SMP as like a family. It feels like all your troubles go away. You can be free here. You can be yourself."

Teenager at our Friday wellbeing session

Why we need new trustees

As a small grass-roots organisation, SMP needs a strong, committed Board of Trustees consisting of trustees with a wide range of skills to:

- support the Director
- ensure that the organisation is secure and sustainable
- and develop and lead strategy.



You don't need to have experience of being a trustee; these are skills which can be developed, so please don't let a lack of experience put you off from applying.



"I love SMP and what it's done for me, honestly. It made me come out of my comfort zone. They have a big impact within the community, everyone knows St Matthew's. They do community sessions, Saturday clubs, Easter clubs, summer clubs. We get free food. The coaches are like your older brothers, they've all grown up in South. They know what you're going through."

10-year-old at our Saturday football

Being an SMP trustee

Time commitment
Board meetings are held online in the evening approximately every other month. We aim to hold around 6 meetings per year and they last for 2 hours.

Trustees will also need to allow additional time for some email correspondence between meetings.

Some trustees volunteer to provide additional support, for which more time would be required.

We also hold occasional in-person meetings to cover areas such as planning; these are arranged according to trustees' availability, but it is understood that some trustees may not be able to attend due to day-time commitments.



"I became a trustee because I'm passionate about South London, community, and the power of football to change lives.

My experience has been genuinely life-changing, giving me the opportunity to contribute to something making a real difference to children and their families.

It's been a privilege to play a part in shaping the charity's future, building on everything achieved over the past 20 years.

There's still so much more to do, and I'm excited to be part of it. This is exactly the kind of meaningful, community-level impact we need more of."

Kosi Nwuba, SMP trustee

Responsibilities of a charity trustee

These are the general responsibilities of charity trustees:

- Ensure the organisation pursues its stated objects (purposes), as defined in its governing document, by developing and agreeing a long-term strategy
- Ensure the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
- Ensure the organisation applies its resources exclusively in pursuance of its charitable objects (i.e. the charity must not spend money on activities that are not included in its own objects, however worthwhile or charitable those activities are) for the benefit of the public
- Ensure the organisation defines its goals and evaluates performance against agreed targets
- Safeguard the good name and values of the organisation
- Ensure the effective and efficient administration of the organisation, including having appropriate policies and procedures in place
- Ensure the financial stability of the organisation
- Protecting and managing the property of the charity and ensuring the proper investment of the charity's funds
- Follow proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the chief executive.

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have, to help the board of trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise.

If you would like more information about being a charity trustee then the Charity Commission provides lots of information. Alternatively, arrange for a chat with us and we can tell you more (see page 8 for our contact info).



SMP trustees: skills, experience and personal qualities

Essential criteria
All SMP trustees should have:

- A commitment to the organisation
- A willingness to devote the necessary time and effort
- Strategic vision
- Good, independent judgement
- An ability to think creatively
- A willingness to speak their mind
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

Additional skills (not essential)
SMP is currently particularly looking for trustees with one or more of these specific attributes:

- Experience of fundraising or business development within the 'not for profit' sector (eg a charity, community-based organisation, social enterprise)
- Good understanding of the 'not for profit' sector.
- Lived experience of the kinds of issues experienced by SMP's service-users.
- Local community ties – you may be a local resident, a parent of a current or ex-player for SMP, or an ex-player or ex-coach.



How to apply

If you would like an initial informal discussion about becoming a trustee, we would be happy to talk to you. Please contact:

- Jenny Greenfield (trustee) jgreenfield09@gmail.com or 07950 559366
- Lee Dema (Director) leedema@aol.com or 07944 101134

If you would like to apply, please email jgreenfield09@gmail.com with:

1. Your CV
2. A letter (2 sides of A4 at most) outlining your interest and explaining what you think you would bring to the trustee role. Please refer in particular to the skills and experience we are looking for and let us know if you have any of the additional skills that we mention (see page 7).

Please apply by 5pm on 31 December. We aim to respond within 2 weeks.

If your application is shortlisted, the next step will be a meeting with Lee, our Director, and some of the trustees.



"SMP is a nice place to be. It's a fun and kind, safe place. And [child] loves it. He's got all these friends here. A community outside of school, a place that is theirs. I think schools mixing as well, and estates mixing, is a good idea. That's very important. Because there are a lot of enemies now, aren't there? We've got friends wherever you go."

Parent of an 8-year-old child at our Saturday football



“SMP teaches you resilience. You have setbacks, and it's about how you deal with that in a professional way, and move on. You might be giving up during the game or during the training. But if you're seeing someone else encouraging you and still giving that effort, that makes you want to start working hard as well.

SMP definitely gives me a sense of identity when I'm going about my own business and people say, oh, what team do you play for? And I say, yeah, I play for St. Matthew’s. I've been here for 10 years, since 5 years old, and I'm proud it's a big part of me. And without SMP, many of the opportunities I've had, I wouldn't have had. It's given me those fundamentals that I've been able to build on as I've grown older.”

Teenager at our SMFC training sessions