



Bringing Unity Back Into the Community (BUBIC)
is a registered Charity No: 1126353. Registered office:
9 Bruce Grove, Tottenham, N17 6RA

Treasurer Candidate Information Pack June 2026



Ready to shape lives and systems for the better?
Bring your expertise and join BUBIC's Board.



Message from the Chair

At BUBIC, we believe that people who have lived experience are often the most powerful force for change. That belief sits at the heart of everything we do. As Chair, I have seen first-hand what this organisation is capable of. We are changing lives and creating real, lasting hope in communities where it is needed most. Our peer-led model is not just distinctive; it is our greatest strength, and the results speak for themselves. BUBIC is at a pivotal moment - driven by an ambitious strategy focused on safer lives and lasting change. We are growing with intention, building on a proven model to achieve sustainable growth and greater impact. We believe this is the right time to bring on fresh voices and expertise to our board.

We are recruiting four trustees - experienced individuals who want to help shape the future of a cause that truly matters. Whether your background is in finance, law, commercial strategy or community experience, what matters most is your alignment with our values and your willingness to contribute your time and expertise to a board where your input will make a real difference.

- Provide strategic oversight, independent challenge, and meaningful accountability to help us govern well and grow wisely
- Protect what makes BUBIC distinctive; championing lived experience, community trust, and the peer-led values that define us
- Keep the board focused on governance rather than operations, ensuring strategy remains intentional and does not drift into reactive mode
- Support sustainable growth by guiding income diversification, strengthening financial resilience, and balancing ambition with ethical, partnership-led expansion
- Champion leadership development and workforce wellbeing, helping to build a healthy, high-performing culture from the inside out
- Help establish clear structures, defined roles, and robust performance frameworks that support accountability at every level



If you are motivated by purpose, accountability, and real community impact, we invite you to join us. Together, we can strengthen an organisation that is bold in its ambition, rigorous in its practice, and genuinely transformative for the communities we serve. I warmly invite you to read on, and I hope what you find here moves you to take that next step with us.

Bola Adetimole

Chair, BUBIC

This is an opportunity to strengthen the organisation at the point where purpose, governance and growth must come together - creating a model; heart of a charity, and mindset of a business.

Strategic Pillars

Safer Lives & Recovery

Peer-led, relational support reducing harm and enabling recovery on individual terms

Workforce

Confident, supported and accountable workforce

Governance & Resilience

Strong organisation-led governance and sustainability

Influence & Partnerships Growing

What We've Achieved (Progress)

Day & night outreach embedded as core model

Strong peer-led groups and engagement pathways

Peer-led housing pilot positioned with partners

Roles redesigned to align with strategy

Recruitment reset underway

Development of improved supervision and structure emerging

Trustee engagement strengthened

Governance risks identified early

Financial position stabilised (surplus and reserves)

Strong local authority and system relationships

Strategic engagement role improving collaboration

Continue developing relationships with other Lived Experience Recovery Organisations (LEROs)

What Happens Next (Next Steps)

Strengthen impact evidence through individual journeys, embedding co-production so lived experience shapes design and delivery.

Develop peer-led safe spaces to talk and improve, increasing voice of users.

Expand progression into more training, volunteering and employment

Embed supervision and appraisal framework

Develop clear career pathways

Introduce wellbeing and retention approach

Encourage a healthy culture that focuses on **CARE**: Communication, Affirmation, Recognition and Exemplified leadership

Embed governance framework and role clarity

Implement KPI and board dashboards

Diversify income strategy to reduce risk of grant dependency on one funder

Pursue three national partnerships to expand reach and strengthen delivery

Grow influence and visibility locally and nationally.

We are seeking trustees to help drive BUBIC's next phase - from reset to sustainable growth and long term community impact.

Financial Overview and Next Steps



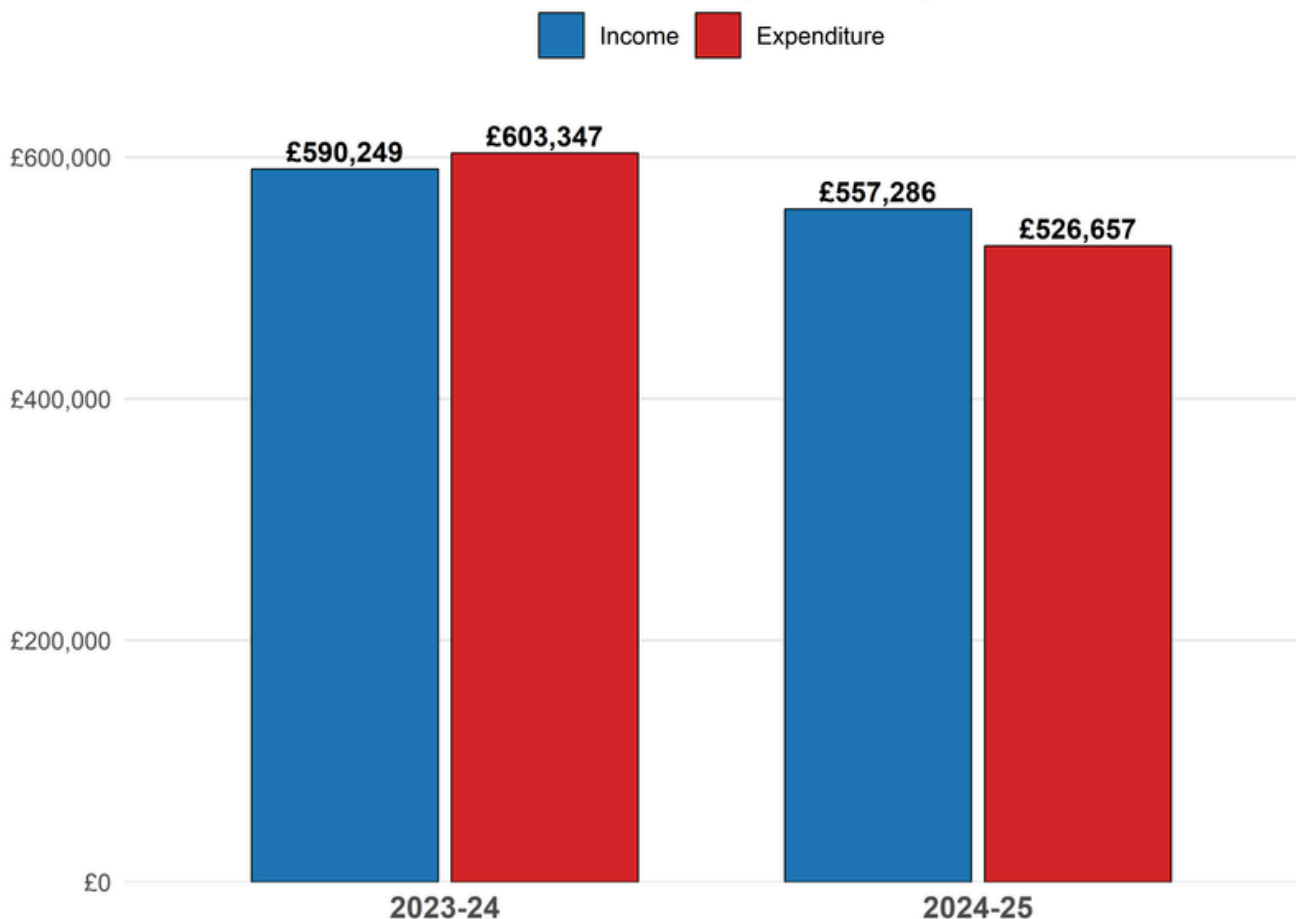
For the year ending 31 March 2025, BUBIC reported total income of £557,286 (2024: £590,249) and total expenditure of £526,657 (2024: £603,347), resulting in a surplus of £30,629 compared to a prior year deficit of £13,098. The majority of expenditure remains appropriately focused on direct charitable delivery and fundraising activity.

This improved financial position reflects frugal cost management and operational discipline, providing a stronger foundation for the organisation. However, income remains heavily reliant on grant funding principally from Haringey Council. Over the next three years, our focus will be on strengthening financial resilience through income diversification and achieving full-cost recovery to meet rising demand for our services.

We remain grateful for the continued support of key funders, including the London Borough of Haringey and Waythrough, whose contributions are critical to our sustainability and impact.

Full statutory accounts are available via the Charity Commission and Companies House <https://register-of-charities.charitycommission.gov.uk/en/charity-search> (Company No. 05466965 / Charity No. 1126353).

BUBIC income and expenditure (year ending 31 March)



Organisation Overview

BUBIC was founded on a simple but powerful conviction: that the most credible agents of change are those who have lived the experience themselves.

Born in Tottenham from lived experience of substance misuse, what began as a community drug phonenumber has evolved into BUBIC's crisis hotline, still supporting people today. Rooted in trust, credibility, and community, BUBIC challenges stigma and breaks cycles of disadvantage; delivering frontline, person-centred outreach to people facing substance misuse, homelessness, and multiple disadvantages, and reaching those most often excluded from support.



Lanre Babalola - Founder & Chief Executive Officer

We go where others don't - providing community-based outreach to people facing the most complex challenges. Through a consistent day and night presence, we offer practical support, build trusted relationships, and connect individuals to the help they need to stay safe and rebuild their lives. Working with communities and partners, we engage those most excluded, reduce harm, and contribute to safer, healthier neighbourhoods.

Our Values

Authenticity

When we dare to be who we truly are, that's where real transformation begins

Opportunities

Every moment is an opening; we shape change by choosing to step into it

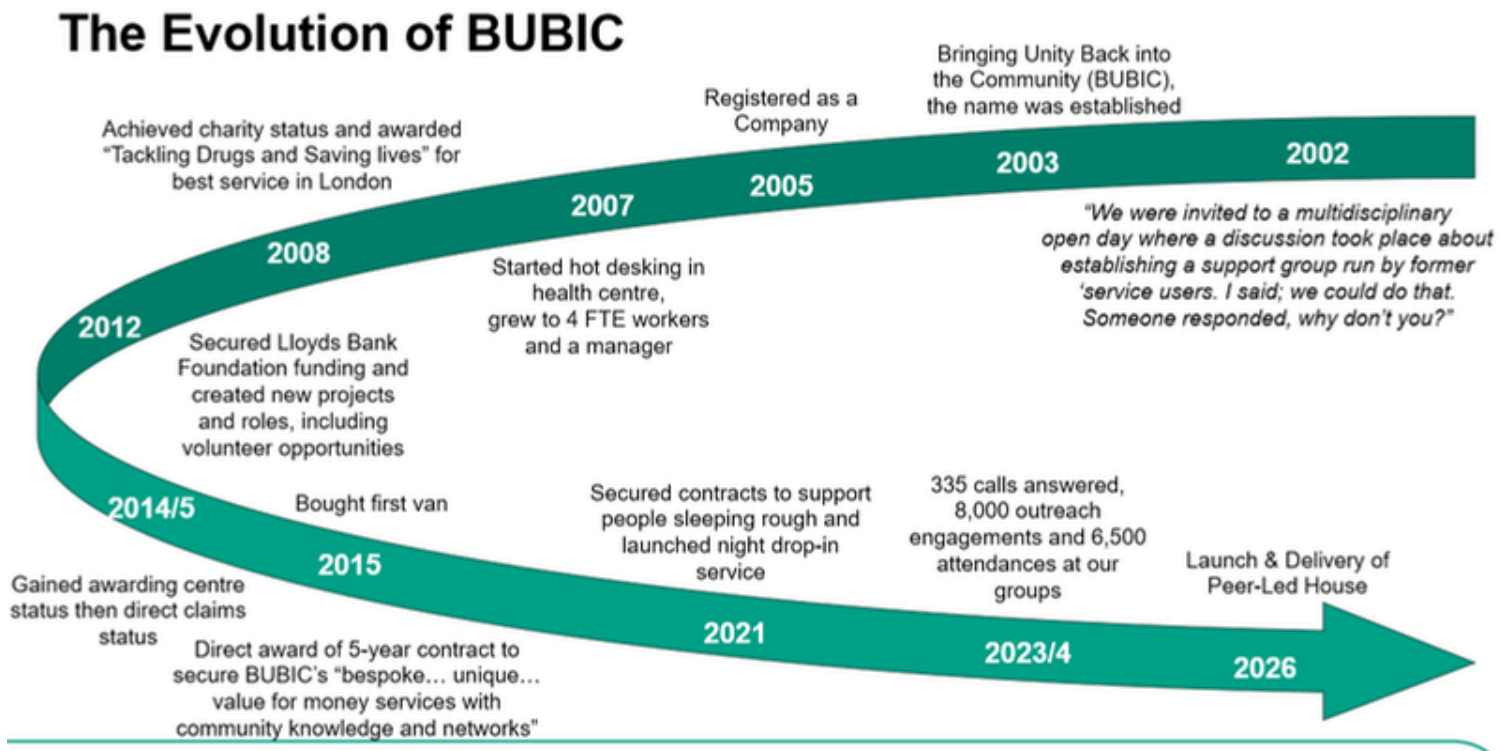
Rebuilding

From individuals to whole communities, we restore, renew, and rise stronger together

Inclusion

Our diversity is our power, and everyone has a place, a voice, and a chance to thrive

The Evolution of BUBIC



Why it matters now...

- Proven, not promised - 20+ years of growth from grassroots to commissioned delivery shows this model already works at scale
- System-critical, not optional - BUBIC has evolved into a trusted partner delivering what traditional services struggle to reach
- High-impact engagement - Thousands reached through outreach and groups demonstrates real-world traction, not theory
- Agile and responsive - Rapid expansion into homelessness, outreach and crisis response shows the model adapts where need is greatest
- Value-led and cost-effective - Recognised for "unique... value for money" in a financially constrained system
- Future-focused infrastructure - Moving towards peer-led housing signals the next phase: whole-system, community-based recovery

**BUBIC isn't just part of the system -
it's a blueprint for where the system needs to go next**

BUBIC In Action

BUBIC delivers high-impact, community-led recovery services across Haringey, reaching those most at risk and furthest from support

BUBIC combines lived experience, trusted community relationships, and system partnership working to:

- Reach those traditional services cannot
- Reduce harm and anti-social behaviour
- Move people from crisis to recovery, employment and purpose

Last year, BUBIC delivered a range of activity in line with our charitable purposes. Highlights include over **11,500** contacts across all projects, including calls to our 24-hour helpline, extensive day and night outreach, support for people who were rough sleeping, group attendances, wellbeing checks, and community engagement.

More than **2,000** people were signposted into treatment and other support. Working closely with the Council's Anti-Social Behaviour Action Team, our Strategic Engagement Lead and outreach teams helped to close eight residential properties that were being cuckooed, supporting those involved into treatment and appropriate housing. Through our Hope outreach project, we re-engaged **80** people; previously disengaged from treatment and recovery.

Success Story -

From Substance Use to Volunteering to Employment

After completing residential rehab, RG engaged with BUBIC's Night Service as well as; the Live and Direct peer support group, which became crucial in helping him sustain his recovery and rebuild a sense of belonging in the community. Through BUBIC's peer-led, non-judgemental approach, he was supported to be honest during setbacks, re-engage with purpose, and continue progressing.

With tailored adjustments to meet his dyslexia and consistent encouragement from staff and peers, RG successfully completed Gateway training and grew in confidence, resilience, and self-belief. He went on to volunteer across BUBIC services, using his lived experience to positively support others, before progressing into paid employment through the Clean Up Fix Up project 2026. RG's journey demonstrates the impact of BUBIC's flexible, compassionate, and peer-focused model - transforming support at moments of vulnerability into lasting recovery, contribution, and independence.



Action Needed: Growing Demand



69%

69% of newcomers presented with mental health concerns, evidencing high co-occurring drug and mental health conditions need

216

216 day-outreach engagements in one quarter

224

224 peer-support group engagements, evidencing strong demand for non-clinical, psychologically informed support

10

10 Gateway programme graduates during the year, 3 progressed into paid employment through Clean Up Fix Up

308

308 individuals engaged through the Night Service across 21 drop-in sessions

77%

77% engaged with treatment providers, showing strong early conversion to support

Treasurer's Role Description

The Treasurer leads oversight of the financial management of BUBIC and supports the Board to understand the organisation's financial position, resilience and future outlook. The role includes reporting to the Board on financial health and risk, in line with best practice and legal requirements. The Treasurer helps ensure the Board is well equipped to make informed financial decisions. They chair the Finance Committee in line with the scheme of delegated authority and report back to the Board. In addition to the general responsibilities of a Trustee, the Treasurer's duties include:

Key responsibilities financial oversight

- Ensure that proper accounting records are kept, financial resources are properly controlled, invested and economically spent, in line with good governance, legal and regulatory requirements
- Ensure that the charity has appropriate financial policies including on reserves, investments and internal control, and reviews them at regular intervals
- Ensure that tax issues are well understood and that appropriate tax compliance is maintained
- Work with the CEO and team, including finance staff to ensure the charity has an effective finance function delivering the right information at the right time to organisation and Board
- Monitor the organisation's investment activity and ensuring it is consistent with the organisation's policies and legal responsibilities
- Authorise payments in line with the scheme of delegated authority.

Annual Accounts and Reporting

- Ensure that the Annual Report of the Trustees and Financial Statements are prepared and disclosed in the form required by the Statement of Recommended Practice and relevant legislation and guidance
- Ensure that the accounts are scrutinised in the manner required (independent examination or audit) and any recommendations are implemented
- Work with the Finance Committee periodically to review and appoint the auditors
- Present the annual accounts at the Annual General Meeting (AGM in a clear and accessible way).

Board Assurance

- Oversee and present budgets, internal management accounts, annual financial report to the Board
- Advise on the financial implications of the organisation's strategic and annual business plans - contribute to the fundraising strategy of the organisation
- Provide assurance on the organisation's long-term sustainability, ie that the financial resources of the organisation meet its present and future needs
- Keep the Board informed about its financial duties and responsibilities
- Sit on appraisal, recruitment and disciplinary panels as appropriate
- Maintain and where appropriate support the upskilling of other trustees' understanding of finance.

Treasurer's Role Description

Who we're looking for: essential skills and experience

- Qualified accountant or equivalent senior financial leadership experience
- Experience of operating at Board level as an executive or non executive finance professional
- Strategic vision
- Good independent judgment
- The skills to analyse proposals and examine and explain their financial implications
- Ability to think creatively
- Understanding of the legal duties, responsibilities and liabilities of Trusteeship
- Clarity on executive/non-executive roles and responsibilities
- Ability to use and access ICT

Essential attributes

- Commitment to BUBIC; a Peer-led approach
- Willingness to devote the necessary time and effort as Treasurer and Board member
- A preparedness to challenge and make difficult recommendations to the Board when necessary
- A willingness to be available to staff for advice and enquiries on an ad hoc basis
- Ability to work collaboratively and effectively as a member of the Board and in partnership with the CEO and their team.

Being a Trustee

What's involved?

Trustees are responsible for ensuring BUBIC is well governed and delivering on its charitable purpose. The Board sets the organisation's strategic direction, oversees financial sustainability and ensures the organisation operates within its governing document and relevant legal and regulatory frameworks.

Trustees work collaboratively with the Chief Executive and senior leadership team, offering support, oversight and constructive challenge where needed. The Board considers a wide range of issues including strategy, finances, risk management, organisational development and major partnerships.

Trustees are expected to read board papers in advance, contribute to discussions and bring their professional experience to decision making. Guidance on the duties of charity trustees can be found in the Charity Commission publication; <https://charitycommission.blog.gov.uk/2017/07/13/the-new-charity-governance-code-essential-reading-for-all-trustees/>

What you'll gain from the role

- Becoming a trustee is a rewarding way to contribute to the voluntary sector and support communities locally.
- Trusteeship offers the opportunity to use your professional skills in a different context, contribute to an organisation with a clear social purpose and gain valuable strategic experience.
- Many trustees find the role provides opportunities for personal development, deeper insight into how charities operate and the chance to work alongside people with a wide range of skills and perspectives.

Expectations of Trustees

Share collective responsibility for the governance of BUBIC. The Board sets the organisation's strategic direction and ensures it operates within its governing document and legal status. The Senior Leadership Team is responsible for delivering that strategy and managing day-to-day operations.



Time Commitment

- Trustees meet as a Board every 6weeks, including the AGM
- Board meetings are usually online as well as sub-committee/other meetings
- The AGM and annual away day are in person (in Haringey)
- Trustees are expected to review board papers in advance and contribute actively to discussions
- Trustees act as ambassadors for the organisation and may occasionally support external events or conversations where relevant
- The Treasurer will also chair the Finance Committee and be available to provide advice to the Chief Executive or Senior Leadership Team between meetings
- Trustees are appointed for an initial three-year term and may be reappointed
- Reasonable expenses can be reimbursed.



Ready to Apply?

Apply with a CV and the answers to these questions (maximum two sides cover letter):

- What interests you about becoming a trustee with us, and why would you like to join our board?
- What skills, experience or perspectives would you bring to the role, and how would you support the charity's work and governance?
- What makes you particularly suited to becoming BUBIC's Treasurer?

Recruitment schedule:

Closing Date: 13 July 2026

Stage 1 – Online conversation with the Chair: TBC

Stage 2 – Onsite Interview: TBC

Appointment & Start date: (subject to vetting: Enhanced DBS, *2 references) - TBC

If you would like a call to discuss the role in more detail, please email HR@bubic.org.uk to arrange a convenient time - this will not influence the success of your application.

If you are interested in the role but unsure whether your experience matches every requirement, we would still like to hear from you.

We are committed to building a Board that reflects the diversity of the communities we serve. We particularly welcome applications from people whose backgrounds or experiences are currently underrepresented in governance roles. If you require reasonable adjustments to support you during the application or interview process, please let us know, and we will do our best to accommodate them.

A final note - we recognise that AI tools can be helpful, but please ensure your application reflects your own experience and motivations and is accurate and personalised. If you know someone who may be interested in the role, we would be grateful if you shared this information pack with them.



Introducing Board Members



Dr Laura Pechey
Treasurer



Marion Morris
Secretary



Dr John Robins
Trustee



Dawn Gager
Trustee



Prof. John Foster
Trustee



Dr Funke Baffour
Trustee

As a Board, we are proud to be part of a growing, purpose-driven organisation making real impact in our communities.

We are looking for individuals who will bring both expertise and curiosity - people who are willing to offer support, stretch our thinking, and help us grow and develop on what matters most.

If you are motivated by purpose and want to play a meaningful role in shaping a peer-led organisation at a pivotal stage of growth, we would love to hear from you. Together, we can further build something that is bold and truly community-led.

**DON'T JUST TALK
THE TALK
WALK THE
WALK OF
RECOVERY**



**AUTHENTICITY
OPPORTUNITY
INCLUSION**

**WE ACT WHEN
OTHERS
LOOK AWAY**



Get in touch

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