

stMungo's

Trustee candidate pack

Two vacancies

August 2024



Thank you for your interest in joining our Board of Trustees

Homelessness is getting worse. Close to 4,000 people are sleeping rough across England every night, and almost 80,000 households are homeless or at risk of it. Our services are therefore needed more than ever, yet local authority funding is shrinking, and the lack of affordable and appropriate housing is stark.

St Mungo's is a unique organisation. We deliver services that get people away from sleeping on the streets, provide accommodation to those who have found themselves homeless, and offer support to help people recover from homelessness for good. What we do is both life-saving and life-changing. Our almost 2,000 colleagues and volunteers across the organisation are committed to our vision of ending homelessness and rebuilding lives. Their passion is tangible.

We have just launched our strategy for the coming years, so it's an interesting time to join the Board to support and help oversee delivery of our priorities. You can learn more about our strategy [here](#).

We are looking for people with skills which complement and enhance our current Trustee board and are seeking specific skills in our current trustee vacancies. We also want a Board with diverse backgrounds and experience so we would love to meet candidates who can help us keep building diversity into our thinking and decision-making. Please read the pack and if this excites you, we look forward to your application.

For the past 55 years, we have been on the ground every day and night, supporting people to recover from homelessness and advocating for change.

If people are homeless or at risk of homelessness, our teams work to provide them with support and advice that is right for them.

If someone is sleeping rough, our teams can help people not just to move away from the streets but also towards a healthier, more fulfilling life.

We work with people around their interests and ambitions, helping them boost their skills and wellbeing, and take steps towards employment.

And we use what we see in our delivery of services to push for change in the system, influencing Government by amplifying our clients' voices.



Our strategy in a nutshell

Our purpose

Ending homelessness.
Rebuilding lives.

Our priorities

1. Keeping clients at the centre of our work.
2. Focusing on our expertise and developing our practice.
3. Collaborating to continuously improve our work and increase our reach.
4. Being impactful and influencing change.
5. Ensuring St Mungo's is a great place to work.

Our missions

1. Working directly with people experiencing or at risk of homelessness, providing them with services to find paths away from the streets, for good.

2. Influencing policy makers to make positive change, through the power of our clients' voices and our operational expertise.

Our values

We are committed.

We are creative.

We are inclusive.

We are empowering.

We are accountable.

Our service ethos

We build initial relationships and trust.

We keep clients safe and empower them to secure what they need to recover.

We help clients develop the skills they need to be independent and resilient.

We provide support that enables and empowers clients to move forward.

What it means to be a Trustee board member

I've been a Trustee for seven years and am currently Interim Chair pending the arrival of our new Chair, Mike Adamson, who was previously Chief Executive at the Red Cross. We are really pleased that Mike will be joining us and excited about the impact he will have on St Mungo's.

I absolutely love being part of St Mungo's. It's a thoroughly fulfilling role, for an amazing organisation. I have learnt so much in the role and have enjoyed using my skills to support it in the complex and challenging environment in which it operates.

I Chair the People Committee and sit on the Audit and Risk Committee but also love getting out and about and visiting many of our services and meeting colleagues and clients.

I have participated twice in St Mungo's 'In My Shoes' programme, and have learned so much from my mentors about their experiences at St Mungo's, including what works well and what could be improved. My mentors have shared so many ideas, which we've discussed at board meetings on an anonymous basis and this feedback leads to change: including how we run our induction programme and other training; how we cascade messages throughout St Mungo's; and how we celebrate best practice on inclusion and managing difficult situations.



Alex Beidas, Trustee

St Mungo's in a nutshell



Last year we supported
23,827
people who were homeless, or at risk of it.



Of these,
9,040
were people sleeping rough, who were supported by one of our **13 outreach services**.



We ran
147
services in total, in London and across the south of England.



Our work means we can provide somewhere safe to stay to
2,313
people every night.



94%
of our clients were registered with a GP last year.



Nearly
70%
of people moving on from St Mungo's accommodation did so in a planned way into somewhere that better reflected their recovery and needs.

Equity, Diversity and Inclusion

Equity, diversity and inclusion are fundamentally important to us, and we aim to ensure they are embedded in our culture.

As a Board we set St Mungo's strategy on Equity, Diversity and Inclusion and oversee our progress on it. Our four priorities are challenging discrimination; attracting, retaining and progressing diverse talent; promoting values; and celebrating diversity. We review progress against these at every Board meeting and are accountable for achieving our goals.

We are fully committed to respecting and treating everyone fairly, eliminating discrimination and actively promoting inclusion.

Inclusion is a key value and at the core of everything we do. We have seven colleague diversity networks, and many Diversity and Inclusion allies across our organisation who champion diversity and inclusion in their teams. Our Client Advisory Board and our Client Involvement group, Outside In, provide valuable opportunities for our clients to shape St Mungo's.

10% of our colleagues have lived experience of homelessness. This brings huge value to our organisation and the support we provide for our clients.

Seven Diversity Networks

10% of colleagues have lived experience

You can learn more about our ED&I strategy and work [here](#).

The Trustee role

Key objectives of the Trustee role

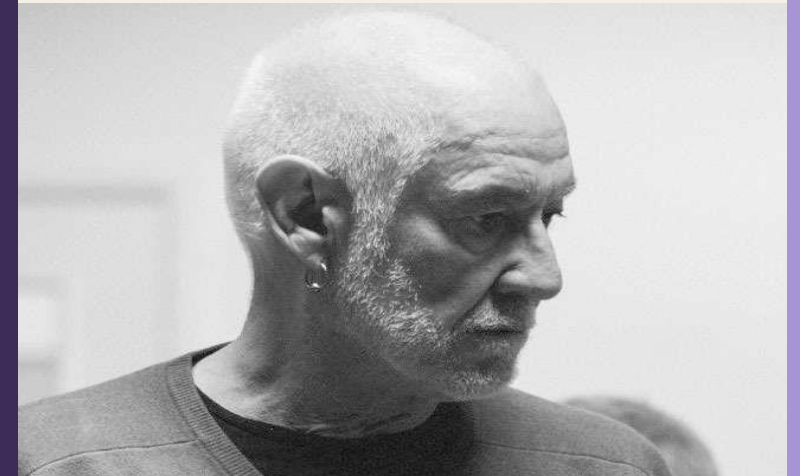
- Take responsibility with the rest of the Board for governance of the organisation.
- Ensure that all of St Mungo's activities ultimately further the interests of our beneficiaries and the future sustainability of the charity.
- Support the Chief Executive and the Executive Team to achieve the aims and strategy of the organisation.
- Ensure that effective and productive relationships exist between the Board and all partners and stakeholders.

A full role description is available on the Documents section at the bottom of the advert.

“I discovered St Mungo's in 2015 through the merger with Broadway, where I had been a client for three years. In 2016, I helped create the Client Advisory Board. Two years later I became a Trustee: the first with lived experience.

And as the old adage goes, everything starts at home, and that for me was with St Mungo's.”

John Watts, Trustee



The Trustee role

The position is voluntary, unremunerated and non-executive.

Reasonable out of pocket expenses will be reimbursed

We expect the time commitment to be around 10 to 14 formal day time meetings per year for approximately 2 hours, plus preparation time (e.g. bi-monthly board meetings plus attendance at one or two quarterly committees) and an annual strategy day.

As well as formal meetings, trustees are also encouraged to share their perspectives outside Board meetings with the Executive team, meeting with key colleagues and visiting our services.

The Trustee role generally

You will have:

1. A genuine interest in homelessness and the purpose of St Mungo's.
2. An inclusive and collaborative approach.
3. An understanding of the role and resourcing of housing associations and/or charities, and of the role of boards and their responsibilities, governance and operation.
4. Strong networking capabilities and being comfortable in an ambassadorial role.
5. A commitment to ensuring equity, diversity and inclusion in service provision and employment.

Role specific information

Chair of Audit and Risk Committee Trustee

Sound understanding of financial and wider risk management with an accountancy background.

Strong governance, audit, control and risk experience (ideally in a regulated social housing environment).
Clear experience managing wider risks, including non-financial.

Previous Trustee experience, ideally chairing an Audit Committee, or as part of Audit or Finance governance committees.

Health specialism Trustee

A strong medical, public health, mental health or social care background

Experience of working with people facing the challenges our clients face, and an understanding of how our clients interface with health and care services.

Demonstrable understanding of complex and chaotic situations and the impact that has on the individuals and those around them.

Application process:

Please apply [here](#)

- Please specify which trustee role you are applying for.
- You will need to upload a CV and supporting statement, which should be a maximum two pages long, setting out why you feel you are a great match.

Closing date:
16 September 2024
12pm

We anticipate
interviews will take
place early October.



Read our full Annual review [here](#)

Read our 2023 Financial Statement [here](#)

Thank you

For more information about
St Mungo's please visit
[mungos.org](https://www.mungos.org)

