



# TRUSTEE RECRUITMENT PACK

**PARADISE  
COOPERATIVE**

Celebrating 10 years of growth,  
connection, and community.

Registered Charity Number 1159176

# join us

Thank you for your interest in becoming a trustee at Paradise Cooperative!

This pack provides an overview of our charity and our Board of Trustees, who bring a wealth of experience and expertise to our work. Each trustee plays a vital role in offering support, guidance, and inspiration, helping us advance our mission and vision with impact and purpose.

At the heart of our work is connection—connecting people with nature, food, and each other. Every day, we create meaningful opportunities for those who need them most to experience the transformative benefits of nature, nurture biodiversity, and build a stronger, more inclusive community.

Our dedicated team is united by a shared passion for making a lasting difference to both our community and the natural environment. We're proud of the positive change we're creating, and we'd love for you to join us on this journey as we continue to grow.

If you're excited by the chance to make a real impact, we'd be thrilled to hear from you.

Warmly,

**Lauren Duncan**

Director at The Paradise Cooperative



# who we are

## our vision

A future where communities and nature thrive together

## our mission

Creating sustainable spaces to inspire connection and growth through nature

## about us

Established in 2014, Paradise Cooperative is dedicated to enhancing the lives of local residents through sustainable urban gardening. Over the past decade, our committed team of volunteers has transformed an abandoned piece of land into a vibrant and ecologically diverse community garden.

Over the last three years, we have significantly expanded our impact. We have developed a robust volunteer programme that emphasises community engagement and environmental education. Additionally, we have pioneered workshops designed to promote mental wellbeing through nature connection and have forged valuable partnerships with various local community initiatives.

Through our collective efforts, Paradise Cooperative continues to be a beacon of sustainability and community enrichment in our local area.



# what we do

Our vision is both ambitious and achievable. We support our community to build lasting connections with nature—helping people form meaningful and enduring relationships with the natural world.

This work sparks broader impacts: a shift towards pro-environmental behaviours, stronger community bonds, and lasting improvements in mental wellbeing.

Together, these outcomes lay the foundation for healthier people, a more sustainable planet, and a more connected, compassionate community.

Each year we work with thousands of members of our community through a broad range of programmes. Here are some examples:



## **Paradise Learning**

Children who are connected to nature are more likely to protect it as they grow. Our schools education programme offers local children unique opportunities to engage with nature through curriculum-based outdoor workshops.



## **Mindful Growing**

We offer a range of ways for volunteers to get involved with our work. Our Mindful Growing volunteer session offers a weekday opportunity for adults seeking to improve their wellbeing through meaningful engagement with nature.



## **Community Food Initiative**

We're committed to investing in local social good. We cultivate fresh produce with our community, to be harvested and donated to local social enterprises. This initiative not only provides nutritious, locally sourced food but also offers valuable learning opportunities about horticulture, food growing, and nature connection for our community members.

# impact in 2024



2024 was a remarkable year for Paradise Cooperative, marked by growth, community connection, and impactful projects. Here are a few standout figures and achievements from this year:



children participated in fully outdoor workshops



volunteer attendances



of adults agreed they learnt something new during our Paradise Together events



of produce grown and shared with local partners as part of our Community Food Initiative, including 44 different crops.



of participants at partnership events reported connecting with others through nature



*Thank you so much, this was a joy that caught me during an anxious day.*

Paradise Together attendee, 2024

*I am from India. I love to come here. I want to participate every time*

Partnership Workshop attendee, 2024



increase in wellbeing from before to after workshops designed to develop community connection and wellbeing



*I feel very lucky to have found the paradise cooperative - has really helped my mental health in a very difficult time. I'm so happy to be part of my community.*

Volunteer, 2024



# the role



## About the role of trustees

The Trustees are volunteers and form a collective body, the Executive Board, with shared responsibility for all aspects of the organisation's governance. Trustees are tasked with furthering the organisation, ensuring it works towards its charitable objectives, and providing strategic oversight. As a trustee, you will:

- Ensure Paradise Cooperative pursues its stated objects (purposes), as defined in its governing document.
- Ensure that Paradise Cooperative complies with its governing documents, charity law, company law, and other relevant legislation and regulations.
- Ensure Paradise Cooperative applies its resources exclusively in pursuance of its objectives.
- Contribute actively to the Board of Trustees by providing strategic direction to Paradise Cooperative, setting overall policy, defining goals, setting targets, and evaluating performance against agreed targets.
- Safeguard the good name and values of Paradise Cooperative.
- Ensure the financial stability of Paradise Cooperative.

Trustees should use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions. This may involve leading discussions, identifying key issues, providing advice and guidance on new initiatives, and evaluating or offering advice on other areas in which the trustee has particular expertise.

## Commitment

On average the time commitment of a Trustee at Paradise Cooperative will be 0.5 to 1 day per month. This might include:

- Preparation for board meetings
- Attendance at board meetings (currently once per month with the intention to reduce to quarterly as the board grows)
- Providing advice and guidance on new and developing initiatives
- Participating in working groups relevant to your specific role/area of expertise





# the person

## What we are looking for

Based on our recent Trustee skills audit we have identified a need for Trustees with the following experience or expertise: HR, safeguarding, finance, fundraising, marketing, policy and charity governance.

There is no requirement to have served on a Board previously, and we are keen to diversify the range of voices, perspectives and backgrounds represented. We encourage applications from people with direct experience of the challenges we work to address through our projects and programmes.

We want to continue to expand the diversity of our board and encourage applications from people of ethnic minorities, people with disabilities and those aged 40 and under. We warmly welcome applications from other under-represented or marginalised groups, and will consider all applications.

## We are looking for candidates who will demonstrate:

Commitment: a genuine interest in or knowledge of our work, with enthusiasm for our mission and vision.

Values: a willingness to lead by our values and adhere to Nolan's seven principles of public life - selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

Trustee Responsibilities: understanding and accepting the legal responsibilities of being a trustee, always acting in the best interests of the organisation.

Strategic Thinking: ability to think creatively, exercise independent judgment, and contribute to effective governance.

Communication: ability to share your area of expertise clearly with fellow Board members from diverse backgrounds.

Collaboration: the ability to work well with a variety of partners and contribute to a team-focused, collective approach within the Board.

Equity, Diversity, and Inclusion: a strong commitment to promoting equity, diversity, and inclusion within the charity and the communities we serve.

Time Commitment: the ability to consistently devote time to the role.

## What do you get as a Trustee

Your skills, knowledge and experience will help Paradise Cooperative thrive. As a Trustee you will gain:

- An opportunity to exercise and grow your skills in strategic decision making, governance, finance and more.
- A chance to set the vision for our organisation, guiding Paradise Cooperative toward long-term success.
- A chance to build your knowledge and experience of the charity sector, building networks, and strengthening your community ties.
- Satisfaction of collaborating with others who are fully engaged with doing their best for our beneficiaries and supporting real change in our community.

Our current Board is made up of five trustees with a broad range of expertise and experience including in finance, charity governance, finance, HR, policy, education.



*I love supporting Paradise Cooperative to ensure thousands of young people and adults have an experience of nature and learn about our environment and sustainability. It's a contrast to my day job and I've benefitted by meeting and working with some exceptional people whilst making my community a better place to live.*

**Paul Lickman**  
Trustee at Paradise Cooperative







# how to apply

Please send your CV and a cover letter (maximum 2 x A4 pages) explaining why you would be an excellent Trustee at Paradise Cooperative to [team@paradisecooperative.org](mailto:team@paradisecooperative.org).

We can only accept applications from individuals based in the UK. We would particularly welcome applications from those located in London or the South East of England, as occasional travel to the garden will be necessary.

If you have any questions or would like to learn more about the role of Trustee at Paradise Cooperative, please feel free to email us at [team@paradisecooperative.org](mailto:team@paradisecooperative.org) to arrange an informal conversation with our Director, Lauren Duncan.