



STRENGTH  
& *stem*

TRUSTEES

Role description

February 2024

## Trustees

### 1. ABOUT STRENGTH & STEM

Strength & Stem is a small charity that exists to prepare women who have survived human trafficking and modern slavery for meaningful employment, using floristry as the tool. We believe that floristry can be used as a practical tool to help survivors to build a future for themselves, as well as a therapeutic tool in healing from trauma. Every year, we run a holistic employability and skills training programmes for a cohort of fifteen survivors. Over nine months participants complete vocational floristry training, prevocational and wellbeing skills training, mentorship, and work experience.

The skills and experiences survivors gain through our programmes create a lasting difference for them and their families through economic independence, strengthened wellbeing and increased community. Ultimately, our vision is to see survivors restored from their trauma, empowered for the future, and able to sustain a good quality of life.

The charity is currently recruiting multiple trustees including a treasurer, a trustee with safeguarding experience, and trustees with expertise in areas such as fundraising, marketing and communications or social enterprise. We strongly encourage you to apply if you have experience of operating at board level (either in an executive or non-executive capacity). This is an exciting opportunity to shape the direction of a small, ambitious charity, continually ensuring that all activities are survivor-centred and have an impact positively disproportionate to the organisations' age and stage of development.

### 2. TERMS

**Role Title:** Trustee

**Direct Report:** Reports to the chair of trustees. Works closely with the chair and the board of trustees.

**Salary:** This is a voluntary position. Reasonable travel and out of pocket expenses will be reimbursed.

**Background:** Strategy and governance/ fundraising/ marketing and communications/ social enterprise.

**Time commitment** Approximately one day per month (flexibly) in addition to attendance at regular board meetings. The board meets at least four times a year.

Upcoming board meeting dates for 2024 are:

- 30 April 2024
- 09 July 2024
- 01 October 2024

(First quarter meeting has already taken place).

**Location** Board meetings are held virtually. All Strength & Stem's programmes are delivered in central London. The trustees may be asked to attend the annual graduation ceremony in person (next graduation is January 2025 in London).

**Length of term:** The charity's trustees will serve a three-year term to be eligible for reappointment for one additional term.

### 3. ROLE SUMMARY

The role of the trustee board is to provide the charity with sound governance, strategic and fiduciary oversight, and direction. This will involve protecting its values and applying its resources solely for the purposes declared in the charitable objects of Strength & Stem. The charitable objectives of Strength & Stem are *for the public benefit, the relief of poverty and unemployment of women affected by human trafficking by the provision of floristry training and workshops and other education, training, and support, carried out in accordance with Christian values and principles.*

### 4. DUTIES AND RESPONSIBILITIES

- Contribute actively to the board of trustees' role in giving strategic direction to the charity, setting overall strategy and policy, setting targets, and evaluating performance against agreed targets.
- Ensure the financial stability of the organisation and the proper investment of the charity's funds.
- Ensure the charity applies its resources exclusively in pursuing its objectives.
- Ensure the effective and efficient administration of the charity.
- Protect the good name and values of the charity.
- Declare any conflict of interest while carrying out the duties of a trustee.
- Be collectively responsible for the actions of the charity and other trustees.
- Participate in other tasks as they arise from time to time, such as interviewing new staff, helping with fundraising.
- Attend meetings as appropriate and read papers in preparation for the meeting.
- Keep informed about the activities of the charity and wider issues which affect its work.

### 5. PERSON SPECIFICATION

**If you have experience of operating successfully at board level but do not have expertise in one of the fields highlighted below, we would still encourage you to apply.**

#### Essential

- Demonstrable experience serving on boards or committees, preferably within the charity sector.
- A collaborative and inclusive approach to working with diverse teams and communities.
- Excellent communication, interpersonal, and leadership skills, with the ability to engage and influence stakeholders at all levels.
- An ability to work well as a member of a team.
- Competent use of IT skills and familiarity with platforms including Office365.
- Preparedness to make recommendations to the board and a willingness to speak their mind with diplomacy.
- Understanding and acceptance of the legal duties, responsibilities, and liabilities of trusteeship.
- A clear sense of professional boundaries and extremely high ethical standards.
- Commitment and ability to devote the necessary time to the role.
- Be comfortable with our faith policy (see page 4).
- Experience in a relevant field such as charity fundraising, marketing and communications, or social enterprise.

#### Fundraising Expertise (if applicable):

- Proven track record in successfully developing and implementing fundraising strategies.

- Experience in cultivating donor relationships and securing funding from diverse sources, such as individual donors, trusts and foundations, corporate sponsors, and major donors.
- Knowledge of fundraising best practices and emerging trends in the charity landscape.

Occupational Therapy Expertise (if applicable):

- Qualified occupational therapist with current registration and significant professional experience.
- Deep understanding of occupational therapy principles, practices, and standards of care.
- Knowledge of current trends, research, and innovations in occupational therapy and related fields.

#### Desirable

- Understanding of the issue of modern slavery and human trafficking and the National Referral Mechanism.

Please note that all trustees are required to undertake a DBS check.

## 6. HOW TO APPLY

Please send your CV and a short cover letter to [recruitment@strengthandstem.com](mailto:recruitment@strengthandstem.com)

## 7. APPENDIX

### FAITH POLICY

Strength & Stem has a Christian ethos. Our work is motivated by God's unconditional love, shaped by Jesus' teachings, and inspired by the wisdom of the Spirit for the purpose of supporting female survivors of human trafficking as they begin to heal, gain independence, and experience true freedom.

Many of the Strength & Stem team hold a Christian faith, but this is not a requirement to work or volunteer for the charity, and it is never a requirement for the women we work with to benefit from our services. All are welcome to become part of the Strength & Stem community.

For anyone looking to work or volunteer with Strength & Stem we ask that you are sympathetic to our vision, mission and aims as we prepare female survivors of human trafficking for meaningful employment, using floristry as the tool. We also ask that any staff member or volunteer is respectful of faith views and is comfortable working within a faith-based organisation.

For the women we work with, our service is fully inclusive and non-discriminatory, maintaining respect for other world views and not passing judgement. All beneficiaries, regardless of the faith background they may or may not have, are treated equally and with wholehearted dignity and respect.