



TRUSTEES OF THE BOARD

UNION CHAPEL – THE MARGINS PROJECT



Background to Union Chapel and The Margins Project

The Margins Project was established in 1992 as part of the Union Chapel family to help those experiencing homelessness and crisis. It primarily helps those living and working in the London Borough of Islington and north London.

During the pandemic, The Margins Project, and Union Chapel as a whole, adapted our services to provide a vital community emergency response, in partnership with other services, charities and groups, supporting and engaging many people in the local community experiencing extremely challenging times.

It remains a time of challenges and uncertainty, both for Union Chapel and for our wider society. The pandemic has already hit the most vulnerable hardest, and the longer term social and economic impact of the pandemic will most likely impact further. Margins is now seeing three times previous numbers at our drop-ins. We have now refined and changed the focus of our services from the provision of food towards engagement, more advice, advocacy, and employability, to support guests to make meaningful and sustainable positive changes to their lives.

As well as providing support and advice to those in need, the Supported Employment Programme trains people with lived experience, who then provide catering to Union Chapel's world famous events, which range from events and debates addressing social justice issues, such as ITV's London Mayor Debates and the 2021 London Homelessness Awards, to world-famous musicians such as Celeste and Damon Albarn.

Union Chapel has also hosted a number of creative programmes, from the co-created arts groups to the pioneering and acclaimed Community Leaders programme, training people with lived experience to share their stories and inform local change and council policy – leading to 3 concrete policy commitments from the local council.

It's this work combined which has ensured the Union Chapel family has gained recognition as a leading ethical centre for all, as a 2022 *Award for Civic Arts Organisations* shortlisted organisation.

We are now entering an incredibly exciting period for The Margins Project and Union Chapel as a whole, as we reframe and expand our work, better integrate the work of Margins and Union Chapel Project, and address both the symptoms and causes of homelessness and hardship. Building on our existing services, Margins will engage with communities and develop services that address social and economic difficulties affecting the most disadvantaged in our society.

Alongside the development and shift in our existing community provision, the next 3 years will see:

- A greater shift towards internal programming, balancing cultural events with community and social justice events, using our space as a platform for the issues our communities need changing
- an exciting capital programme which will transform our Sunday School into a new community space, for the whole community but with co-created projects and programmes particularly benefiting and empowering those hardest hit by poverty, inequity and at risk of precarious lives

Union Chapel as a whole will realise our potential as a space that can not only support people in crisis, but provide a space of development, empowerment and belonging, and a platform for debate and action to inform real local and national systemic changes.

Through this expansion of activity, we are planning and developing programmes that will engage and empower and be co-created with people at greatest risk of poverty and precarious lives, including:

- Struggling families
- Young people in North London
- Refugees and asylum seekers
- People with lived experience of homelessness
- People from the LGBTQ+ community
- People with disabilities

About the Trustee opportunity

We are looking for new trustees to join us on this exciting new journey, to restructure and position our work as a leading community and social justice charity, working alongside the progressive church, at the heart of a world-renowned cultural and social justice space.

You will help us shape and steer our work and strategy, and help us to address not just the symptoms for people experiencing homelessness, crisis and precarious lives, but the systemic causes as well.

You will help us work towards a meaningful, high impact and measurable community development and social change model, and a genuinely co-created approach across our operations, including at governance level, ensuring we are a leading ethical centre for all.

Role Description:

The duties of Trustees are:

- Define and ensure compliance with UCP's values and objectives
- Ensure that both UCP and its subsidiaries develop a common vision, shared objectives and are consistency in application of policies and strategic direction.
- Establish policies and plans to achieve those objectives including a 5 year rolling business plan
- Delegate the day to day management of the organisation to paid staff, with clear delegated powers, responsibilities and lines of accountability within an agree Delegated Authorities document
- Approve each year's budget and operational plans
- Monitor UCM's performance in relation to these plans, budgets controls and decisions and evaluate their impact.
- Establish and oversee a framework of delegation and systems of internal controls
- Establish and oversee a framework for the identification and management of risk, ensuring that the board receive regular reports on these
- Agree policies and make decision on all matters that might create significant financial or other risk to the organisation
- Satisfy itself that UCM's affairs are conducted lawfully and in accordance with generally accepted standards of performance and probity
- Ensure compliance of high standards of health and safety for staff and the general public
- Ensure compliance with any relevant regulatory codes, and human resources best practice including equal opportunities and diversity.
- Appoint (and if necessary, remove) the Chair of the board and other board members

In addition, the following is a schedule of significant matters specifically reserved for the Board's decision –

- Extension of UCM's operations into new activities or geographic areas
- Any decision to cease a material part of UCM's operations
- Changes to corporate structure, including the setting up of subsidiaries
- Major contracts or investments above a size/value as determined by the board and set out in the terms of the Delegated Authorities document
- Appointment or removal of Company Secretary

Trustee person specification

Each trustee must have:

- integrity
- a commitment to the organisation and its objectives
- an understanding and acceptance of the legal duties, responsibilities and liabilities of directorship
- a willingness to devote the necessary time and effort to their duties as a trustee
- strategic vision
- good, independent judgement

- an ability to think creatively
- willingness to speak their mind
- an ability to work effectively as a member of a team

Meeting requirements

The UCM board will meet a minimum of 4 times a year, with an additional AGM and possible strategy development meetings/away days.

Areas of expertise & experience

We welcome applications from trustees of any background and experience. In particular, we aim to recruit trustees with the following experience and/or expertise:

Areas of expertise

- Community development and/or Grassroots community movement
- Campaigning/politics/advocacy
- Policy & research – in key areas of housing/homelessness/migration/poverty/ food and fuel poverty – and legislative changes
- Media / marketing / public relations
- Fundraising and / or experience of working with or in funding organisations
- Impact measurement, evaluation and model development

Experience and/or knowledge

- Lived experience
- Social, economic and political context
- Experience working with councils, Primary Care, the GLA or relevant large service providers
- Understanding of the transformational potential of arts, culture and creativity
- Understanding of charity finance

How to apply

Please apply with your CV and a covering letter of no more than two pages or video of no more than 4 minutes, outlining your skills and experiences and why you're interested in being a trustee.

Closing date for First Round: 31st August 2022

(Please note, this is a rolling opportunity)

Equality and Diversity

We are working to become an organisation that is representative of our local community, and want to recruit trustees from a range of backgrounds who reflect the diversity of our community. We particularly encourage applicants who are currently under represented in our board, workforce and wider sector. This includes but is not limited to candidates who identify as being from Black, Asian and other ethnic backgrounds from the global majority, and candidates who identify as being disabled. We also particularly welcome applicants with their own lived experiences of the challenges we aim to address.

Please complete our Equal Opportunity Monitoring form and email it to recruitment@unionchapel.org.uk It will be treated in confidence and will not be seen by the staff directly involved in the appointment.



Union Chapel Project is proud to be an Award for Civic Arts Organisation 2022 shortlisted organisation

Photo credits: Gary Hamill, Daniela Sbrisny



"I depend on Margins for more than hot food, they make me feel very happy, like a valid human being, a real person and not a non-entity, I feel like an individual. I've built good relationship with the staff and volunteers are nice, and there's a really nice atmosphere unlike some other services."



