



THIS WAY UP – PROFESSIONAL COACHING
AND MINDFULNESS

QSA trustee recruitment & information pack



Introduction from the clerk of trustees

Thank you for showing an interest in the role of trustee of Quaker Social Action. This year we hope to recruit three new trustees to the QSA board.

Are you looking for a small, influential organisation that will make the most of your time, energy and skills?



With 6% of the UK population trapped in deep poverty, earning at least 50% below the poverty line, there has never been a greater need for organisations like QSA.

Quaker Social Action is an innovative charity that has been Quaker-led for more than 150 years. It boasts a rare combination: responsive, practical frontline support via innovative and unique projects; coupled with ambitious advocacy at national level, ensuring that the root causes of poverty are surfaced and challenged head-on.

Volunteering as a trustee means far more than just giving. I served as a trustee of QSA for eight years and in time became convenor of staffing committee. This whole experience was extremely positive, and I am even more enthusiastic about the work of QSA now than I was at the beginning. There can be challenges in the trustee role but I was given opportunities to use my strengths, and to try out new things in a supportive and creative environment.

I have received so much, and developed personally and spiritually as a result. After a break of two years, I am delighted to be back, this time as clerk to the board. Once again I am pleased to find a way to put my Quaker faith into action. I feel privileged to be able to contribute to an extraordinary organisation.

Do you want to join us? If so, you may be just the person we are looking for. Please take time to explore the pack which gives more information about the role and about QSA. Do get in touch if you have any queries or if you'd like to talk it through with someone.

In Friendship

Caroline Tisdall



“IT IS A HUGE PRIVILEGE TO BE A TRUSTEE OF THIS SMALL BUT POWERFUL CHARITY, TO PLAY SOME PART IN HELPING COMBAT SOME OF THE BIGGEST SOCIAL INJUSTICES OF OUR TIME.”

- ELLIE HALE, QSA TRUSTEE

Why are we recruiting now?

Three of our longstanding trustees are stepping down in September, so we wish to fill their places and maintain the number of trustees at twelve. QSA's governing documents require that the majority of trustees are Quakers and we are therefore recruiting for at least two Quakers to join us in this recruitment round.



What are we looking for with our new trustees?

The qualities we seek in all of our trustees are:

- Passionate about the aims of QSA and keen to contribute to our work
- Have a strong understanding of issues affecting people living in poverty
- Understand the role of a trustee; to lead the organisation, to support and stretch staff, to unite on its strategy, to steward the assets and to look after its future
- Willing and able to take on trustee and company director responsibilities for an initial three year term

We believe there is a real strength in a diverse trustee body, so are particularly keen to receive applications from people with disabilities, from BAME communities, and/or who have lived experience of being on a low income. However, please do submit an application regardless of whether these attributes apply to you, if you share our values and can see yourself making a contribution as a QSA trustee.

How do I contribute as a trustee?

QSA is a charity and a company limited by guarantee, meaning that the role involves being a charity trustee and a company director. The whole trustee body, known as the council, meets four times a year. Dates are set for the whole year and papers are sent out a week in advance, in the expectation a high level of attendance for each council, with trustees coming along well prepared for discernment within the meeting. There are also a number of committees covering finance & fundraising, staffing and governance & nominations, which meet 2-4 times a year, and each trustee will normally join one of these committees. Further to this there are formal and informal opportunities to meet with fellow trustees and indeed with the QSA staff team, in the form of away days or special events.

Each committee has a convenor and council itself has a clerk and an assistant clerk. We are very keen to support trustees to develop into these roles during their tenure.

Trustees are responsible for setting the strategic direction and for the financial oversight of QSA, ensuring we comply with relevant regulation and supporting the 35 paid staff of the charity to deliver on our mission. Being a trustee for a charity as diverse and energetic as QSA offers an exciting opportunity for people who are passionate about tackling poverty.



“I APPRECIATE THE OPPORTUNITY TO MAKE THIS PART OF MY LIFE SPEAK MY QUAKER VALUES. QSA REALLY IS QUAKERISM IN ACTION.”

- LOVEDAY SHEWELL, QSA TRUSTEE



ABERFELDY BIG LOCAL – CONNECTING NEIGHBOURHOODS TO MAKE POSITIVE CHANGE

What support will I get as a trustee?

We know that getting to grips with any trustee role takes time. We ensure any new trustee receives an induction to make this easier; meeting key staff and trustees and understanding more about the way that the trustees work together. Our trustees are also encouraged to attend trustee training and we circulate information we think will be useful for trustees’ understanding of the world that QSA works in. Any travel expenses incurred by trustees are covered by QSA.

What does the “Quaker” in Quaker Social Action mean?

Quaker Social Action was founded by Quakers in 1867, troubled by the social injustices of the time and keen to tackle them. This sense of taking practical action to address societal challenges has stayed with us over our 150 year history and our organisational values are aligned with Quaker values of equality, truth and peace.

QSA is the largest independent Quaker charity and Quakers across the UK have always supported our work – with approximately 20% of our £1 million income coming from Quaker sources. So, we are proud of our Quaker heritage and our place within the Quaker community, while also clear that our services, jobs and volunteering roles are open to all.



MOVE ON UP – SUPPORTIVE SHARED HOUSING FOR YOUNG ADULT CARERS

“I’VE SUFFERED FROM ANXIETY AND DEPRESSION FOR MANY YEARS. THE MOVE ON UP MANAGER WAS A PERSON I COULD TALK TO ABOUT MY BACKGROUND. I’VE LEARNT TO MANAGE MY BUDGET AND THINK ABOUT WHAT IS NEXT.”

- CHRYSTAL, YOUNG ADULT CARER, FORMER MOVE ON UP TENANT

What does QSA do?

Quaker Social Action (QSA) supports over 3,000 people each year directly, as well as reaching hundreds more professionals each year through our training and campaigning activities. Our award-winning projects meet practical needs:

- **Homestore** sells affordable, donated furniture to people on low incomes in east London
- **Down to Earth** practically supports people on low incomes struggling with funeral costs and pushes for strategic change within the funeral industry and to government
- **Made of Money** offers a creative and reflective approach to financial wellbeing for individuals and families on low incomes. A training programme shares our approach with professionals across the UK
- **Move On Up** is a housing project for young adult carers supporting them to build their life skills and make positive moves into further education or work opportunities
- **This Way Up** offers coaching and mindfulness to people on low incomes wanting to move on from a difficult experience and build up resilience for a more positive future
- **Bags of Taste** supports people to develop healthy and affordable cooking habits through friendly and sociable cookery courses
- **Aberfeldy Big Local, Pimlico Million and Worlds End & Lots Road** all bring together neighbours to connect with each other and bring about positive change in their local area



“THERE'S A GOOD WORKING RELATIONSHIP BETWEEN TRUSTEES AND STAFF AS WE'RE ALL WANTING THE SAME THING: TO SET UP INNOVATIVE SCHEMES THAT GENUINELY HELP PEOPLE TO HELP THEMSELVES.”

- SARA FEILDEN, QSA TRUSTEE

What should I do if I'm interested?

If you would like to learn more about our work, our income or our impact, you will find more information, including our latest [annual report](#) on our [website](#).

Please do contact our director Judith Moran; judithmoran@qsa.org.uk or on 020 8983 5030 to talk through your interest if you wish. Judith can arrange for you to talk to a serving trustee if you would welcome this perspective too.

Please note that we are keen to hear from you even if your current commitments mean you would not be able to join us as a trustee this year. We may also have vacancies to fill next year and we may be able to defer an appointment until a point into the future if this were of mutual benefit.

If you decide to apply, then you will need to send the following to info@qsa.org.uk:

- A recent CV or a link to your LinkedIn profile if you prefer
- A covering letter or supporting statement in written (no more than two sides) or video form, letting us know why you would like to join QSA and what you would bring to this position

We also invite you to complete our online equality and diversity monitoring form:

<https://www.surveymonkey.co.uk/r/2GT67V3>

What is the recruitment timetable?

- Due to the coronavirus outbreak, we have extended the deadline to 10am on Monday 11 May
- Successful applicants will be invited to their first meeting on the evening of Tuesday 15 September 2020

Thank you for your interest. We look forward to receiving your application.