



spurgeons

children's charity

Appointment Details

Chair of the Board of Trustees



Macaulay
search.



About Spurgeons Children's Charity

Spurgeons Children's Charity provides support to vulnerable and disadvantaged children and families across England. Our vision is to give every child the opportunity of a hope-filled life.

We believe that no child should face abuse, neglect or uncertainty. Through the delivery of support and intervention services and by speaking up on behalf of those who need us most, we give vulnerable and disadvantaged children and families the chance they need for a better present and more hope-filled future.

In the last year, we have made a real difference to the lives of almost 3,000 children, young people and adults and protected 1200 from neglect, harm and abuse.

Our services ensure vulnerable children and families can access the help they need for a better future. We support them to cope with their difficulties and provide them with resources and support to find long lasting solutions to challenging problems.

We aim to influence change through speaking up on behalf of children and families who need our help. We do this through raising awareness of key issues; advocacy; and ensuring their voices are heard.

Over
3.9 million
children are living
in poverty in the UK
today, with around
400,000 classed
by child protection
service as being
in need.

History, Motivation and Values

Our Christian Heritage - 150 years of hope for every child

Spurgeons was founded in 1867 as an orphanage for “fatherless boys” by leading Baptist preacher and writer Charles Haddon Spurgeon and his associates. As a prominent Christian of his day, Spurgeon’s practical response to the Bible’s teaching was to provide orphaned and vulnerable children in London with shelter, education and the hope of a better future.

150 years later, his legacy lives on. Although the face of our work has changed, the need for our services is as great today as it was then and our vision and mission for children continues to be inspired and guided by our Christian faith. By keeping Charles Spurgeon at the heart of our identity and mission, it reaffirms our commitment to continue the work he started.

Our Faith Basis

As a Christian children’s charity, our values are core to who we are and our faith is reflected in everything we do. Guided by our Christian faith, we work in partnership with others, building strong relationships within communities to improve the lives of children and families who are struggling to cope.

Our Christian Values

As a Christian charity, our core values are important to us and we reflect them in everything we do. We expect all who work and volunteer for Spurgeons to identify with and embody our values of hope, inclusion and compassion. Each is rooted in God’s word and demonstrated in Jesus’s teaching and life.

Hopeful: We believe that every child deserves a happy and hope-filled life, full of potential.

We look forward to God’s promise to bring justice, healing and peace in a new creation; we have certainty in this promise because of Jesus’ resurrection.

Inclusive: We recognise every person as a unique individual, deserving of respect.

We know that every person is made in God’s image; that God celebrated the diversity of creation; and we live in response to the incarnation of Jesus Christ who came to serve and serve all.

Compassionate: We provide support. We won’t walk away, even when that means making tough choices.

We strive to be like Jesus, reaching out to the vulnerable, marginalised and exploited. His death that brings reconciliation between us and God motivates us to show compassion.

For more details about our work, our motivation and our statement of faith please see appendix 1.



Context of the Chair Appointment

It is as one body that Spurgeons has been striding forward since 1867, meeting the challenges of every new generation, consistent with our Christian charitable ethos. We are now seeking a new Chair who can assume a critical role leading the Board as we, and more importantly the children and families we support, keep **striding forward** (See our 2020 strategy [here](#)).

In Ross Hendry, we have a CEO of great purpose, clarity and passion. Ross was appointed as CEO in summer 2014. He was formerly Deputy Chief Executive at the Office of the Children's Commissioner and prior to that Head of Policy at Action for Children.

Ross, supported by the Board and Executive, has taken the organisation through a process of simplifying our values and configuring the organisation to reflect these values. In addition, he has overseen the articulation of a clear strategy taking us up to 2020, focused on seeing the lives of more children transformed and families flourishing.

The Chair will work in close partnership with the CEO and Board to further develop and implement the strategy, bringing wisdom and excellent judgement as the next chapter of Spurgeons' story is mapped out.

Spurgeons has a strong Board of Trustees who work effectively together as an interdependent and complementary team. The Board includes individuals from a broad range of backgrounds who have a commitment to service of the highest quality and bring energy, enthusiasm and fresh thinking.

The Board has been led with tireless commitment and a deep sense of calling by Stuart Cornwell over the last eight years. As Stuart hands over the mantle to the incoming Chair, some of the ongoing challenges for the Board include:

- Maintaining our distinctive Christian identity within a commissioning setting where faith-based charity services are scrutinised.
- Maintaining our growth through the appropriate diversification of funding towards voluntary donations and providing services where we see the greatest unmet needs.
- Maintaining the entrepreneurial and creative spirit that has developed our services into a high-quality offering making demonstrable impact.





Role Description

The Board of Spurgeons play a key role in the stewardship of our mission and in enabling the sustainable growth of our services.

Through providing clear and discerning leadership to the Board, the Chair will have the opportunity to make a genuine impact upon the direction of this highly professional, forward-thinking and innovative Christian organisation.

You will enable Spurgeons' Christian values and mission to thrive by providing spiritual leadership.

You will bring strategic clarity to maximise the stewardship and effective use of our assets during a dynamic season of change, ensuring that the Board is focused on fulfilling its strategic role rather than being drawn into more tactical issues.

You will bring strong relational ability and emotional intelligence, enabling you to draw the best out of the Trustees as well as developing a dynamic rapport with the Chief Executive.

Alongside this you will bring proven experience of governance and a clear understanding of the distinction between non-executive and executive responsibilities.

You will be an ambassador for Spurgeons in the public square, with the ability to effectively represent and raise the profile of Spurgeons amongst government, opinion-leaders, funders, commissioners and a wide range of partners within the children's services sector (though prior experience of working in the sector is not essential to be credible as Spurgeons' Chair).

Most importantly, you will experience with us the joy of seeing children's lives turned around and becoming all that they can be.

Please see Appendix 3 and 4 for more detail on Chair and Trustee responsibilities and please consider if you might explore this exciting and fulfilling leadership opportunity within this godly, ambitious and high-impact organisation.

Person Description

Experience

- Experience of operating at a senior strategic leadership level within an organisation.
- Successful track record of achievement throughout career.
- Experience of charity governance and working with or as part of a Board of Trustees.
- Significant experience of chairing meetings and events.
- Experience of external representation, delivering presentations and managing stakeholders.
- Experience of leadership in a faith context such as a prayer group, church group or youth group.

Knowledge and Skills

- A broad knowledge and understanding of the children's sector and current issues affecting it is desirable; however, we will consider applicants who do not currently possess an in-depth knowledge of the sector if they have the capacity to ask the right questions and learn through the process.
- Strong leadership skills, with the ability to motivate staff and volunteers and bring people together.
- Financial management expertise and a broad understanding of charity finance issues.
- A clear understanding of charity governance and the role and responsibilities of trustees.
- Media handling skills.



Personal Qualities

- Given an occupational requirement for this role to be filled by a Christian, we are seeking candidates with a personal and active Christian faith who are comfortable and aligned with the statement of faith outlined in appendix 1 below.
- Demonstrable, strong and visible passion for and commitment to Spurgeons, our strategic objectives and cause - to see the most deprived children and young people in our nation properly supported and become all that they can be.
- Strategic vision, good judgement and a prayerful approach to leadership.
- Credibility and gravitas to lead a significant national organization.
- Strong inter-personal and relationship building abilities.
- Ability and willingness to represent Spurgeons in an ambassadorial capacity.
- Strong networking capabilities that can be utilised for the benefit of the charity.
- Valuing of others, with the ability to foster and promote a collaborative team environment.
- Tactful and diplomatic, with the ability to listen and engage effectively.
- Strong integrity and honesty, with the ability to be proactive.

Time Commitment

The time commitment required of the Chair is likely to equate to approximately 0.5 days per week. This will include:

- Preparing for and chairing five board meetings and one two-day residential per year.
- Sitting on the Organisational Development and Strategy Committee, which meets three times per year.
- Regular meetings with the Chief Executive
- Representing Spurgeons at various events and meetings with key stakeholders.
- Occasional visits to Spurgeons in order to spend time with team members, visit local groups and occasionally participate in our programmes.

Candidates will need to demonstrate the ability to commit sufficient time to conduct the role well, including travel and attending events out of office hours.

Term of Appointment

Trustees are appointed for a term of 3 years with an expectation of a second term. There is scope for a further term of one year to meet specific organisational needs, as defined and agreed by the Board and where it was felt that a suitable and timely external appointment might not be possible. The role is unpaid but reasonable expenses are reimbursed.

How to apply

Applications should be sent by email to Sam Stephens at sam.stephens@macaulaysearch.com

The closing date for applications is the 4th of May 2017.

Your application should comprise:

- a full CV, including educational and professional qualifications, a full employment history showing the more significant positions, responsibilities held and relevant achievements;
- a covering note of not more than one and a half pages summarising your proven ability related to the person specification; and
- daytime, evening and/or mobile telephone numbers (to be used with discretion).

The Process

Macaulay Search has been engaged as an advisor on this appointment. A selection of candidates will be invited to an interview day comprising an informational session with Ross Hendry, the Chief Executive and the Executive Team, a service-user interview and a values-based interview with Natalie Cronin, Vice Chair which is currently planned for the 25th of May. A final interview is planned for the 2nd of June.

You can expect to hear from Macaulay Search if you have been invited for interview by the 17th of May.



APPENDIX 1

SPURGEONS CHRISTIAN IDENTITY

THE CHRISTIAN FAITH EXPLAINS WHO WE ARE AND SHAPES OUR WORK

The children's charity Spurgeons was born out of the Christian ministry of the great Baptist preacher and writer, Charles Haddon Spurgeon in 1867. He was one of many prominent Christians at that time who made a practical response to the Bible's teaching to tackle poverty, challenge injustice and to live and love as a follower of Jesus Christ. With a generous donation from an Anglican widow, he and others founded the Stockwell Orphanage in south London for "fatherless boys".

It was the result of prayer, Spurgeon's bible teaching and writing, and a Christian motivation to serve and support vulnerable and disadvantaged children. While our work with children, young people and families may look very different today, our vision and mission for children continues to be inspired and guided by the Christian faith. It is a faith from which we draw our organisational values. It is a faith we expect all of our Trustees, Chief Executive, Directors and those whose role contains an Occupational Requirement to hold and profess.

WHAT DO WE UNDERSTAND CHRISTIANITY TO MEAN

As the Christian Faith is at the heart of Spurgeons' character, it is important to provide a clear description of what Trustees, the Chief Executive, Directors and those whose role contains an Occupational Requirement believe this to mean. The following sets this out.

WE BELIEVE:

- in God who lives eternally in three persons, the Father, the Son and the Holy Spirit
- in the Gospel as the good news of God's intention for all of his Creation to be brought into a relationship with him, through his Son, Jesus, who is revealed in the divinely inspired Scriptures. (2 Timothy 3:16) We recognise that by Scripture we mean the Bible made up of Old and New Testaments.
- in God the Father, who
 - created and sustains all things (Colossians 1:17), and loves all people, who are created in God's image, unconditionally (Genesis 1:27)
 - is just, and therefore grieves when any person is stripped of, or denied, the dignity their image-bearing implies (Exodus 3:7)
 - desires us to be in relationship with him and one another (John 3:16)
 - makes promises that have been or will be kept, including the promise to judge sin (Matthew 25: 31-46) and to restore all things in a new heaven and new earth (Revelation 21:4-5)
 - being truly human as well as divine felt pain, alienation, and humiliation in the servanthood of making himself nothing to reconcile man to God (Philippians 2:5-11)
 - lived a sinless life and taught what it meant to love God with all our heart, soul and mind, and to love our neighbours as ourselves (Matthew 22:37-39)
 - showed, through his mission on earth a particular concern for children as those who can sometimes be exploited, marginalised or disadvantaged (Luke 18:15-17)
 - through his death on the cross and bodily resurrection has defeated the power of sin and offers to everyone reconciliation with God (Romans 3: 21-26).
- in the Lord Jesus Christ, who
 - being truly human as well as divine felt pain, alienation, and humiliation in the servanthood of making himself nothing to reconcile man to God (Philippians 2:5-11)
 - lived a sinless life and taught what it meant to love God with all our heart, soul and mind, and to love our neighbours as ourselves (Matthew 22:37-39)
 - showed, through his mission on earth a particular concern for children as those who can sometimes be exploited, marginalised or disadvantaged (Luke 18:15-17)

- through his death on the cross and bodily resurrection has defeated the power of sin and offers to everyone reconciliation with God (Romans 3: 21-26).
- in the Holy Spirit, creator and life-giver, who
 - leads us to repentance, and continually transforms us to be more like Jesus in our actions, motivations and aspirations (1 Peter 1:2)
 - empowers us to live out our faith and demonstrate the difference it makes in showing mercy and grace, love and compassion, in seeking justice and transformation (Galatians 5:22-23)
 - works through the church, and the gifts it has been given to worship proclaim the gospel and bear witness through its actions (John 15:26).

This statement of faith is consistent with traditional and orthodox protestant beliefs down the centuries as expressed in Nicene and Apostles Creeds.

“The shop, the barn, the scullery, and the smithy become temples when men and women do all to the glory of God. The ‘divine service’ is not a thing of a few hours and a few places, but all life becomes holiness unto the Lord, and every place and thing, as consecrated as the tabernacle and its golden candlestick.”

Charles Haddon Spurgeon

HOW CHRISTIANITY IMPACTS ON ALL OUR WORK

The Christian Faith motivates and shapes what we do, how we work and what we expect to achieve.

Our mission

Inspired by the Christian faith our mission is to provide support for children, young people and families who are experiencing difficulties or challenges so that they can have a better present and hopeful future. The faith that inspires this mission is derived from Jesus’ identity, teaching and mission. We follow His command to love our neighbor, look out for the vulnerable, and speak out for the marginalised. The Christian faith is not naive in understanding that we all fall short of the life Jesus modeled and taught. We all need support or help in meeting our physical, emotional and spiritual needs.

Who we look to support through our work

Since we were formed in 1867 to care for “fatherless boys” our work has expanded to cover others who Jesus expressed concern for, including those in prisons, families struggling to cope with their difficulties, children and young people with heavy responsibilities, and those harmed or exploited. We recognise and work in a way that respects the Bible’s teaching about the importance of relationships, families and communities, and to respond to God’s love and mercy through providing practical support and compassion for those who are vulnerable, marginalised or exploited.

Who we work with

The Christian faith is clear that every person is part of God’s creation and created in God’s image. We see, treat and work with every person, group and organisation through this lens, celebrating diversity and respecting their value and free will to choose their belief and worldview. That is why Spurgeons can be clear about our motivating faith **and** actively seek to work and employ those from all faiths, beliefs and backgrounds.

How we work

The Bible teaches that we should do all our work as though we are serving God. That means Spurgeons will always aim to be professional in providing the best quality children’s services we can. It also means we work in a way that honours God’s character by being personal, relational, and empowering. We work in a way that respects partnership because God calls people into partnership; both a partnership with God and with one another.

SPURGEONS FAITH BASIS AT THE HEART OF THE CHARITY

Spurgeons faith statement is not an optional extra that we occasionally call upon. It is at the heart of who Spurgeons is. The faith set out in this document has guided our development since 1867. It has informed and influenced our current organisational strategy. It is a faith, based on the person of Jesus, revealed in the Bible, and experienced in the personal relationship each Christian has with Him. It is a history we aim to honour in our present and live up to in our future. It is the yardstick by which we will measure Spurgeons integrity, faithfulness and success.

APPENDIX 2

CURRENT BOARD MEMBERS

STUART CORNWELL

Chair

Stuart is the chairman of our Board of Trustees. He has been a personal supporter of the charity for more than 20 years. His working life has been varied including a career path in the Navy and senior appointments in the probation service and the Children and Family Court Advisory and Support Service (CAFCASS). He joined our Board of Trustees in 2008 and has been chairman since 2011. Alongside his role at Spurgeons, Stuart also chairs and serves on the boards of a number of UK-based and international charities. Driven by the impact that charities like Spurgeons make, Stuart also works with governments, companies and NGOs in East Africa on education, vocational training, feeding and welfare care to support the world's poorest and most vulnerable children. At Spurgeons, as well as being Chair of the Board of Trustees, he is also the Chair of the Organisational Development and Strategy sub-committee and Remunerations sub-committee. Stuart lives in Stockton on Tees and has been married to Margaret for more than 35 years and are both members of Stockton Baptist Tabernacle.

BOB GROVES C.B.E

Bob worked as a Group Director in BT for over ten years and subsequently retired following a further year as a special advisor to the Chairman. He is an expert in IT and specialist communications having been an advisor to both the Child Exploitation Online Protection agency (CEOP) and to the Foreign Office. He holds degrees in Engineering and Business Management and holds numerous Fellowships. In addition to his role with Spurgeons, Bob is currently the Chairman of the Communications Liaison Group (Staff Corps) within the British Army and in this capacity holds the rank of Colonel. He has worked extensively in international communications and disaster management, managing operational staff in disaster areas ranging from the Indonesian Tsunami to Earthquake relief in the Himalayas. He was made a CBE for services to the Foreign and Commonwealth Office in 2007. Bob joined our Board of Trustees in 2011 and has a focus on our justice work as well as IT and data security.

CAROL RUSSELL

Carol has extensive financial and strategic experience gained from working in central government where she was responsible for policy on revenue compliance and internal audit procedures. Carol also has great experience of the care sector after overseeing the strategic planning of a domiciliary care company and currently works part-time as a management consultant to the industry. Carol was appointed to our Board of Trustees in 2010 and currently chairs our Finance sub-committee, and sits alongside other trustees on the Remuneration sub-committee.

HELEN WATSON

Helen's early career was as a Probation Officer before heading up the Youth Offending Team at Sunderland Council. She has headed the Children's and Families Services Directorate at both South Tyneside and North Tyneside and currently works as Director of Strategy at CAFCASS. She is legally trained, has an MBA and an MA in Sociology and Social Policy.

JUSTYN SINGLEHURST

Justyn is a mental health lawyer for London-based solicitors TV Edwards. Alongside his hectic career, Justyn volunteers regularly and, with friends, leads two community provisions for rough sleepers near Kings Cross, helping to provide meals for homeless people twice a week. He joined our Board of Trustees in 2014 and is a member of the Standards and Outcomes sub-committee and has a particular focus on participation.

NATALIE CRONIN

Natalie has held senior roles in a number of high profile organisations, working for the NSPCC, The Children's Society, Unicef, The European Commission and most latterly as Chief Executive of the Prison Fellowship. Alongside this, Natalie also has more than fifteen years' experience working as a volunteer with homeless, disabled and older people, asylum seekers, and children in a variety of settings in the UK and abroad. She joined our Board of Trustees in 2014, where she is currently Vice Chair and a member of the Organisational Development and Strategy and Remuneration sub-committees. She is also keen to develop the role of volunteers within the organisation.

PHIL INCH

Phil is a retired GP and was responsible for commissioning healthcare services from his busy urban practice. Philip became involved with Spurgeons through its international children's work in Kenya and Uganda before being appointed to the Board of Trustees in 2011. Phil's focus is to support our Health and Safety practices. Alongside this role with us, Phil is also on the Board at Global Care North East - part of Global Care.

ROMAINE THOMPSON

Romaine has been a practising solicitor for over 25 years, latterly as a partner. Spurred on by wanting to make a difference she has worked with many charities both at home and abroad over the years, supporting them through legal changes. Romaine joined our Board of Trustees in January 2015 where she is currently Vice Chair as well as a member of the Organisational Development and Strategy sub-committee. She lives in Shropshire and enjoys reading and listening to a variety of music.

RUTH VINCENT

Ruth brings a wealth of experience from the social work sector to Spurgeons. Having worked briefly as a nurse, Ruth retrained and had a successful career in the civil service, holding Director positions in Children's Services and Social Services at local authorities in the south east. After taking early retirement, Ruth and her husband moved to Kenya to volunteer for three years and, having returned, still run children's charity the Kenya Kids Education Trust in the African country. Ruth joined our Board of Trustees in 2012 and currently chairs our Standards and Outcomes sub-committee.

SAFRON ROSE

Safron is a qualified Social Worker. Her early career was as a children and families social worker at Wandsworth and then Merton before joining the NSPCC where she served as Director for London, the South and the East of England. Safron currently works as a consultant delivering child protection training and strategic advice to multi-disciplinary practitioners and managers across the UK and Channel Islands.

SARAH POWLEY

Sarah's early career was in audit at KPMG before joining World Vision UK as Finance Director. In 2012 Sarah took a year out to study theology at the London School of Theology before joining The Fostering Network as Finance Director. Sarah is now a full time foster carer as well as a Trustee for Viva the International Children's Charity, a champion for the charity Home for Good and on the leadership of her local church in Hounslow.

SIMON BERESFORD

Simon is a professional fundraiser and has worked in the UK charity sector for more than ten years, currently leading the fundraising department for a Christian international development agency, All We Can. While specialising in corporate fundraising, he also has extensive experience in events, marketing, legacies and trusts work and holds a Masters in NGO Management. After following the organisation for a number of years, Simon joined our Board of Trustees in 2014 and currently chairs our External Communications and Fundraising sub-committee. Alongside Simon's role with us, he is a committed volunteer at his church, Hillsong Church London.

TIM ELGAR

After starting out in a career in youth work on a large council estate in West Yorkshire and gaining qualifications in the sector, Tim went to work for Christian children's charity, e:merge, of which he has been CEO for the last four years, working with some of the most marginalised young people in the country. Tim joined our Board of Trustees in 2011, sits on the External Communications and Fundraising sub-committee, and works closely with the teams on supporting our christian and church engagement. Alongside his role at Spurgeons, Tim also sits on boards, supporting Bierley Life Centre and Windhill Futures.

APPENDIX 3

CHAIR, JOB DESCRIPTION (MORE DETAILED)

Strategic leadership

- Be the guardian of the vision and reputation of our Christian mission.
- Provide ambitious and wise leadership to Spurgeons and the Board, ensuring that we achieve maximum impact for the children we serve.
- Ensure that Trustees fulfil their duties and responsibilities for the effective governance of the Charity.
- Ensure that the Board operates within its charitable objectives, and provides clear strategic direction for Spurgeons.
- Ensure that the Board is able to regularly review major risks and associated opportunities, and satisfy itself that systems are in place to take advantage of opportunities whilst managing and mitigating risks.
- Ensure that the Board fulfils its duties to ensure the sound financial health of the charity, with systems in place to ensure financial accountability.

Governance

- With the members of the Board, ensure good governance of the charity.
- Ensure that governance arrangements are working in the most effective way.
- Develop the knowledge and capability of the Board of Trustees.
- Encourage positive change where appropriate.
- Address and resolve any conflicts within the Board.
- Ensure that the Board of Trustees is regularly refreshed and incorporates the right balance of skills, knowledge and experience needed to govern and lead the charity effectively, and which also reflects the wider population.
- Conduct an annual appraisal with each trustee.
- Work within any agreed policies adopted by the charity.

External Relations

- Act as an ambassador for Spurgeons' cause and help raise the profile of our work.
- Maintain close relationships with key members of the children's sector and with key influencers.

- Act as a spokesperson for the organisation when appropriate.
- Represent the charity at external functions, meetings and events.
- Facilitate change and address any potential conflict with external stakeholders.

Efficiency and Effectiveness

- Chair meetings of the Board of Trustees effectively and efficiently, bringing impartiality and objectivity to the decision-making process.
- Ensure that Trustees are fully engaged and that decisions are collectively owned and taken in the best, long-term interests of Spurgeons.
- Foster, maintain and ensure that constructive relationships exist with and between Trustees.
- Work closely with the Chief Executive to give direction to Board policy-making and to ensure that meetings are well planned, meaningful and reflect the responsibilities of Trustees.
- Monitor the implementation of decisions taken at meetings.

Relationship with the Chief Executive and the Wider Management Team

- Establish and build a strong, effective and constructive working relationship with the Chief Executive, ensuring he is held to account for achieving agreed strategic objectives.
- Partner with the Chief Executive in a way that brings encouragement, challenge, counsel and inspiration, whilst respecting the boundaries which exist between the two roles.
- Ensure regular contact with the Chief Executive and develop and maintain an open and supportive relationship within which each can speak openly about concerns and challenges.
- Liaise with the Chief Executive to maintain an overview of the Charity's affairs, providing support as necessary.
- Conduct an annual appraisal and remuneration review for the Chief Executive in consultation with other Trustees.
- Ensure that the Chief Executive has the opportunity for professional development and has appropriate external professional support.

APPENDIX 4

GENERAL TRUSTEE RESPONSIBILITIES

PRINCIPAL DUTIES

Each Trustee should work with other Trustees and senior staff to prayerfully:

- Establish, develop and promote Spurgeons' vision, principles, strategic aims and objectives
- Ensure that policies, operations and priorities are in keeping with the aims of Spurgeons
- Monitor and review Spurgeons's performance against the strategic aims and ensure that all activities fall within the Charity's stated objects and that it is carrying out its purposes for the public benefit
- Monitor and assess performance for Spurgeons' key activities, and the long term outcomes and impact of the Spurgeons' work
- Ensure that Spurgeons functions within the legal, risk and regulatory framework of UK charity law and strives to achieve best practice in governance
- Ensure the effective and efficient administration of Spurgeons and in particular the performance of the Chief Executive
- Ensure the financial stability of Spurgeons and manage its resources responsibly
- Uphold the fiduciary duty invested in the position, undertaking duties in the best interests of the Spurgeons
- Monitor significant changes in the external environment and ensure an appropriate response.

MAIN TASKS

Each Trustee should:

Strategy

- Take part in formulating and regularly reviewing Spurgeons' strategic aims and objectives
- Contribute where appropriate specific skills, knowledge and experience in support of Spurgeons' international operations and UK fundraising, financial and administrative activities.

Policy

- Be adequately informed about the work of Spurgeons
- Play an active part in ensuring that the Board of Trustees exercises its responsibilities and fulfils its functions
- In any discussion or communication with third parties, adhere to the Trustee Board's decision and Spurgeons's policies and safeguard the good name and values of the Spurgeons.

Practice

- Regularly attend and adequately prepare for meetings of the Trustee Board and any Committees and Away Days
- Periodically visit Spurgeons's national operations
- Participate in seminars offered for the benefit of Trustees and undertake training
- As appropriate, promote awareness of Spurgeons to third parties
- Perform such other tasks as may be requested from time to time by the Board of Trustees, the Chair or the Chief Executive
- Respect and observe in practice the distinction between the duties of Trustees and those of senior staff
- Maintain good relations and communications with other Trustees, acting together at all times
- Maintain good relations and communications with senior staff
- Declare an interest in any matter in which s/he or any individual or organisation with which s/he is "connected" stands to gain an advantage and take no part in the decision made by the Board of Trustees on that matter
- Adhere to the Code of Conduct for Trustees of Spurgeons and act with reasonable skill and care