

Board Member Recruitment Information Pack



About Aberdeen Cyrenians

First started by Aberdeen University students as a soup kitchen, Aberdeen Cyrenians now put the needs of North East Scotland's most vulnerable and socially excluded people first — leading at the frontline of service, care and influence for 50+ years.

Aberdeen Cyrenians work continuously to shift perceptions and change the outlook on homelessness and vulnerability in society — the reality often differs drastically from the 'labels' that people use when thinking of those who need support. Not accepting the current perception of homelessness is something that underpins Aberdeen Cyrenians' work. Our approach puts the reality of these situations front and centre.

This reality reminds us that anyone can find themselves in difficulty, and Aberdeen Cyrenians exist to support anyone and everyone — whether they're living on the street, at high financial risk, in an abusive living situation, struggling with mental health issues, struggling with substance addiction or involved in the justice system. Our core values support a mission that prioritises close assistance, unique care and standing steadfastly by people in the midst of their most vulnerable moments.

It's the passion and integrity of Aberdeen Cyrenians that makes us a formidable force against homelessness, abuse, violence and social exclusion — we make a lifechanging difference when working alongside the people who need their support the most.

Our Vision

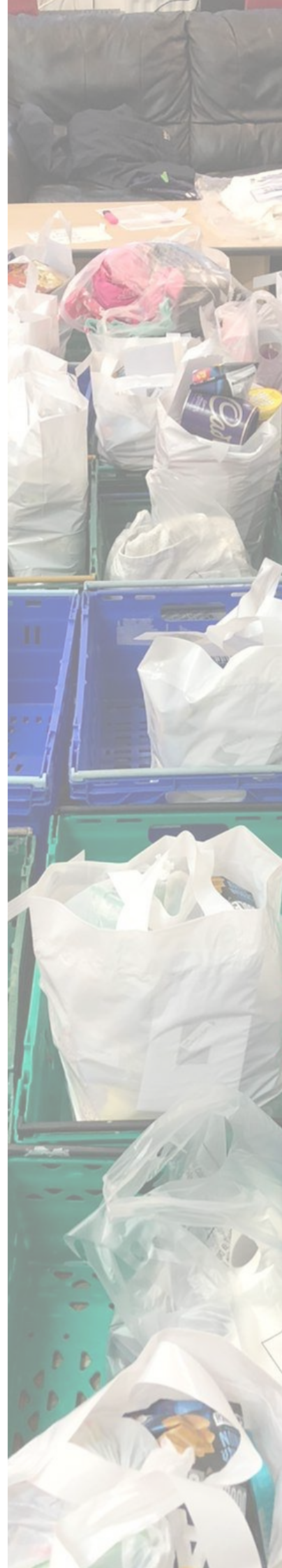
A fair and just society where the most vulnerable in our community are supported. We pioneer new ways of working, advocate on behalf of those we support and use our voice to call for systemic change.

Strategic Priorities

Our strategic priorities are:

- consolidating and retaining our existing services
- identifying opportunities for controlled growth
- establishing social enterprises to support the charity
- building a property portfolio to diversify our income.

We have a detailed 3 year business plan which is reviewed regularly.



Our approach

Aberdeen Cyrenians exist to support the North East of Scotland's most vulnerable and socially excluded people. We are passionate, honest and inclusive advocates for change — offering practical life-changing support to service users, challenging wider perceptions of social issues and continuing to be the first to stand up against social exclusion, abuse and homelessness.

The journey of Aberdeen Cyrenians is one of firsts. We operated the first women's hostel and rent guarantee schemes in Aberdeen, the first wet hostel in the UK (allowing residents to safely consume alcohol as part of a harm reduction programme) and more recently, led the first Housing First programme in the city as part of the national pathfinder programme.

Aberdeen Cyrenians put the needs of North-East Scotland's most vulnerable and socially excluded people first leading at the frontline of service, care and influence for 50+ years. We lead from the front line of service, care and influence.

We will continue to be first to stand up against homelessness, abuse, violence, social exclusion and other crisis.

As a local independent charity, we work in partnership with a wide range of local organisations and collaborate with other similar organisations in a national forum.

Our Staff:

- Work with vulnerable people who are often on the margins of society
- Support Service Users to build a positive future, resolve their current issues and move towards a positive outcomes
- Provide non-judgemental practical and emotional support
- Understand that each service user is different, shaped by their own lived experience, and tailor their support accordingly
- Pioneer new ways of working focused on assertive intervention and goal/outcome orientated support.



We currently employ 130 staff across the 10 projects and services that we operate from six sites in Aberdeen.

You can find out more about our services at www.weareac.org/our-services and our finances from our annual reports which are available at www.weareac.org/about-us.

Our values

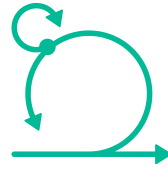
Our values are core to how we work; they are part of our DNA and inform all areas of professional practice.



HONESTY: builds trust and respect. It is fundamental to everything we do.



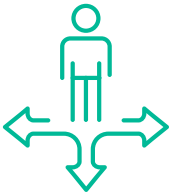
PEOPLE FIRST: we exist to support our people and our service users to be the best that they can be.



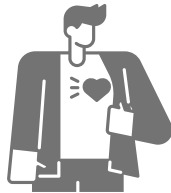
AGILE: we respond to and embrace change.



UNIQUE: we are unique and so are those we support, with different life experiences. We tailor our support accordingly.



INTEGRITY: ensures that we remain fair and honest. We do the right thing for the right reasons.



PASSION: we're passionate about what we do. Every difference makes a difference.



CARING: we care about people and genuinely believe that we can help those we support to make positive changes in their lives.



INCLUSIVE: we promote diversity and inclusion. Exclusion has no place in our work places.

It's important to us that those that we hire share our values and work with them on a daily basis.

For that reason, they are embedded in our recruitment process and we hire with them in mind for all staff and volunteering roles - including prospective Board Members.

Our Services

We currently provide a number of community-based, residential and care at home services across Aberdeen City and Shire. They are:

Assertive Housing Support Service

Commissioned by Aberdeen City Council and delivered in partnership with Penumbra, AHSS provides integrated homelessness, mental health, employability and finance/debt management support to some of Aberdeen's most vulnerable citizens.

Care Choices

Our Care at Home service, Care Choices offers home support in the service users own home, enabling them live independent and fulfilling lives.

Direct Access Service

This open-door service is available to anyone needing our support providing information, advice and access to essentials for anyone facing crisis.

Ending Violence and Abuse Aberdeen

EVAA provide support for men and women experiencing domestic or gender based abuse including physical, emotional, financial or sexual abuse, sexual exploitation, human trafficking and coercive control. EVAA also provide specialist support for any member of the LGBTQIA+ community experiencing domestic abuse, violence or hate crime.

Get Digital

Our digital inclusion programme supporting people affected by or working in homelessness to experience an improved quality of life by benefiting from the digital world.

Justice Support Service

Providing intensive support to individuals involved with the justice system, supporting people to re-integrate into the community.

Resilience | Inclusion | Safety | Empathy

RISE provides intensive support to individuals involved with the justice system due to mental health conditions. Supporting recovery, integration and employability.

Settled: Homes for All

Our new Social Lettings Agency! Working alongside both landlords and tenants, we provide the support needed to achieve long-term renting success, reduce empty homes, and increase access to good quality, affordable and healthy housing.

Strength for Tomorrow

Also delivered in partnership with Penumbra, SfT provides trauma informed care and support to adults whose lives have been affected by childhood abuse.

Wernham House

Residential and respite care accommodation service for adults who have alcohol and substance use problems and mental health issues.



About our Board

Our Board is composed of a group of professionals from a diverse background, with a wide range of skills who give up their free time to support the charity in achieving its aims. Board Members are both trustees of the charity and directors of the company limited by guarantee.

They are responsible for:

- line management of our Chief Executive
- working with the Leadership Team to set the strategic direction of the organisation
- the overall governance of the charity and ensuring that both the charity and the company are legally compliant
- management of the charity's finances and ensuring its financial health.

Our Board has two sub-committees:

- **Finance and Investment** - responsible for undertaking detailed reviews of the charity's finances and making recommendations in relation to any investment decisions
- **Regulatory and Compliance** - responsible for reviewing policy in relation to compliance and dealing with any regulatory and/or compliance issues delegated to them by the Board.

Both sub-committees are made up of Board Members and members of our Leadership Team.

Our Board are not remunerated in any way. They meet once a month, with the exception of June and December, but meet more regularly if there is a requirement to do so.

For more information on the roles and responsibilities of being a Trustee see:

<https://www.oscr.org.uk/managing-a-charity/trustee-duties/>

We are now recruiting new Board Members to join our Board. We are particularly interested in hearing from individuals with skills in the following areas:

- Finance
- Fundraising
- Social Care/Social Work
- HR/People Management
- Brand/Communications/Marketing

We also welcome applications from those with lived experience.



Requirements

Given the nature of our organisation and the vulnerable people that we support, all staff and volunteers (including our Board) are subject to background/reference checks and must undertake an enhanced Protecting Vulnerable Groups (“PVG”) check with Disclosure Scotland.

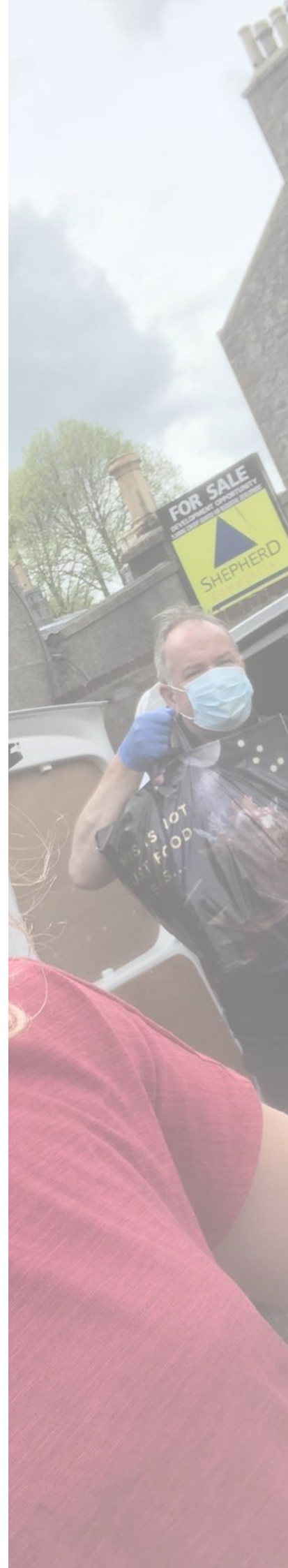
We reserve the right to determine if charges/cautions/convictions affect your suitability for joining our Board.

To be eligible to join our Board you must:

- be at least 18 years old
- not previously have been removed as a trustee, or as a charity officer, agent or employee, by the Office of the Scottish Charity Regulator (“OSCR”) or the High Court due to misconduct or mismanagement
- be able to hold the position of Company Director and not previously have been disqualified
- be of good financial standing and have no issues that would prevent you from becoming a Company Director, such as undischarged bankruptcy
- provide us with two references and satisfactorily complete an enhanced PVG check
- be of good character and work with and share our values.

Recruitment Process

- If on initial review we wish you progress your application, a member of our Corporate Services team will contact you to arrange for you to come along and have a coffee and an informal meeting with our Chief Executive or a Board Director. We receive a large volume of applications at times and make appointments to our Board based on skills and experience. You should therefore note that not all applications to join our Board are successful. If your application is not successful, you are welcome to explore alternative volunteering opportunities with us.
- If following the informal meeting we wish to progress your application, you will be invited to attend a Board Meeting as an observer. Thereafter, if you still wish to join our Board, you will be appointed in line with our Articles of Association, either by Director resolution or at our Annual General Meeting, subject to you meeting the requirements outlined above.
- You must at this stage apply to become a member of Aberdeen Cyrenians. Board Members are appointed for an initial three year term, and must be re-appointed every three years.



How to Apply

If you'd like to have an informal conversation about the role, please drop us an email at board-recruitment@weareac.org with your contact details. Our Corporate Services team will arrange for either our Chief Executive or a Board Member to give you a call.

If you wish to make an application to join our Board, you should make an enquiry using the contact form at www.weareac.org/our-board.

We will then contact you to ask that you provide us with a copy of your CV and a cover letter (no more than 1 x A4 page) outlining why you wish to join our Board and what you believe you will bring in terms of your skills, qualities and experience.

If you need us to make any reasonable adjustments to allow you to attend any meeting with us, please just let us know.

In the meantime, we thank you for the interest that you have shown in supporting Aberdeen Cyrenians.





we are social!

follow us to keep up to date with
everything that's happening
at Aberdeen Cyrenians.



*"We believe that if you give a bed to someone in need of a home,
a meal to someone who is hungry
or shelter and warmth to someone who is cold,
then their problems will be only resolved in the short-term.*

*However, if we give someone who has not had a fair chance in life time to express
their problems and give them understanding, caring advice, new opportunities and life
and work skills, then they will have a real chance to lay foundations which will enable
them to contribute positively to society in the long term."*

We are Aberdeen Cyrenians.