



Trustee Recruitment Pack

**Championing the
role of community
organisations and
the people who
power them**



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Interested?

Welcome

Thank you for your interest in becoming a trustee at Community People.

We are a charity working alongside people and communities across West Sussex. Our focus is on connection and participation. We currently provide:

- **Capacity building support** to our 550+ membership of voluntary, community, faith and social enterprise (VCFSE) groups. This includes access to expert 121 support, including on governance, income generation, impact measurement and asset-based community development (ABCD) approaches.
- Access to **free and low cost training** for VCSFE organisations, including Emergency First Aid at Work, social media and fundraising.
- **Forums and networks** such as our Eco Forum, Health Forum and Older People Forum to connect services, champion partnership working and increase skills and confidence.
- **Two community hubs** (No 34 Bentswood, Haywards Heath and The Cherry Tree Centre, Burgess Hill) providing a home for VCSFE and statutory services including WSCC ESOL classes (English for Speakers of Other Languages), domestic abuse support, monthly Carers Support drop-ins, tai chi and more!
- **Community and participation events**, including our weekly Community Cafe and Wellbeing Space sessions at Cherry Tree, chair exercise classes, Burgess Hill Soup and our popular Winter Luncheon. We also run regular door-knocking and drop-in events to engage with the local communities we have the privilege to serve. 2.5k doors knocked to date...
- **Strategic leadership and advocacy of the VCFSE sector** at a West Sussex and Sussex level, including as part of the Sussex Voluntary Leaders Alliance and into the Sussex & Brighton Strategic Authority.



Community People AGM 2023

About us

Our Vision

Strong and connected communities

Our Mission

To champion the role of community organisations and the people who power them

Our Values

We are welcoming

We are knowledgeable

We are collaborative

We listen, learn and act

We are kind and inclusive

We speak up

In 2014, Mid Sussex Voluntary Action was formed.

As with many small charities, we have **not been immune to challenges, or unaware of the opportunities.** We have been alongside our members throughout Covid, the Cost of Living Crisis, shifting political landscapes, and now Local Government Reform and Devolution.

Whatever the external environment, our work and focus is **all about people.**



Community People Community Cafe @ The Cherry Tree Centre

In 2024 we changed our name to **Community People** to acknowledge this people-first approach, and our work beyond Mid Sussex.

2024/25 in numbers

300 people
referred into **465**
volunteer roles



558
Members

24 Networks &
Forums

200 hours of 1-2-1
capacity building support

13 young people
engaged in our Haywards
Heath College Social
Action Youth Project

17 training
events

Key information shared

740 Social media
posts/stories to 2,647
followers
16 E-bulletins sent to 12,444
subscribers
50 free resources on our
website

1,000+ visits to our
Community Hubs

£466,696 of
funding into the
local VCSE sector

576

Hot meals served at
our Community Cafe

Why we are recruiting

A recent trustee skills audit (February 2026) confirmed our board is strong and well run with good governance and decision making and confidence in partnership working and community insight.

We now want to strengthen and recruit 2– 3 trustees with skills/experience of:

- digital and data
- health and local authority systems and policy
- asset-based approaches such as participation and co-production

You only need to bring one of these.

We particularly welcome:

- people aged 16+
- young and first time trustees
- people underrepresented on boards
- people connected to Adur and Fishersgate

We are entering an important new phase.

From September 2026, we will take on a 30 year lease of Eastbrook Manor Community Centre in Fishersgate, Adur.

Devolution and Local Government Reform is due to take place across Sussex, and there are major reforms planned in the health system, including the Government's 10-year health plan focused on moves from hospital to community settings, analogue to digital and from sickness to prevention.

We are looking for new trustees to join us in shaping this next chapter, helping us stay rooted in our communities while responding confidently to change and opportunity.



Volunteer at Bentswood Hub CIC,
Haywards Heath

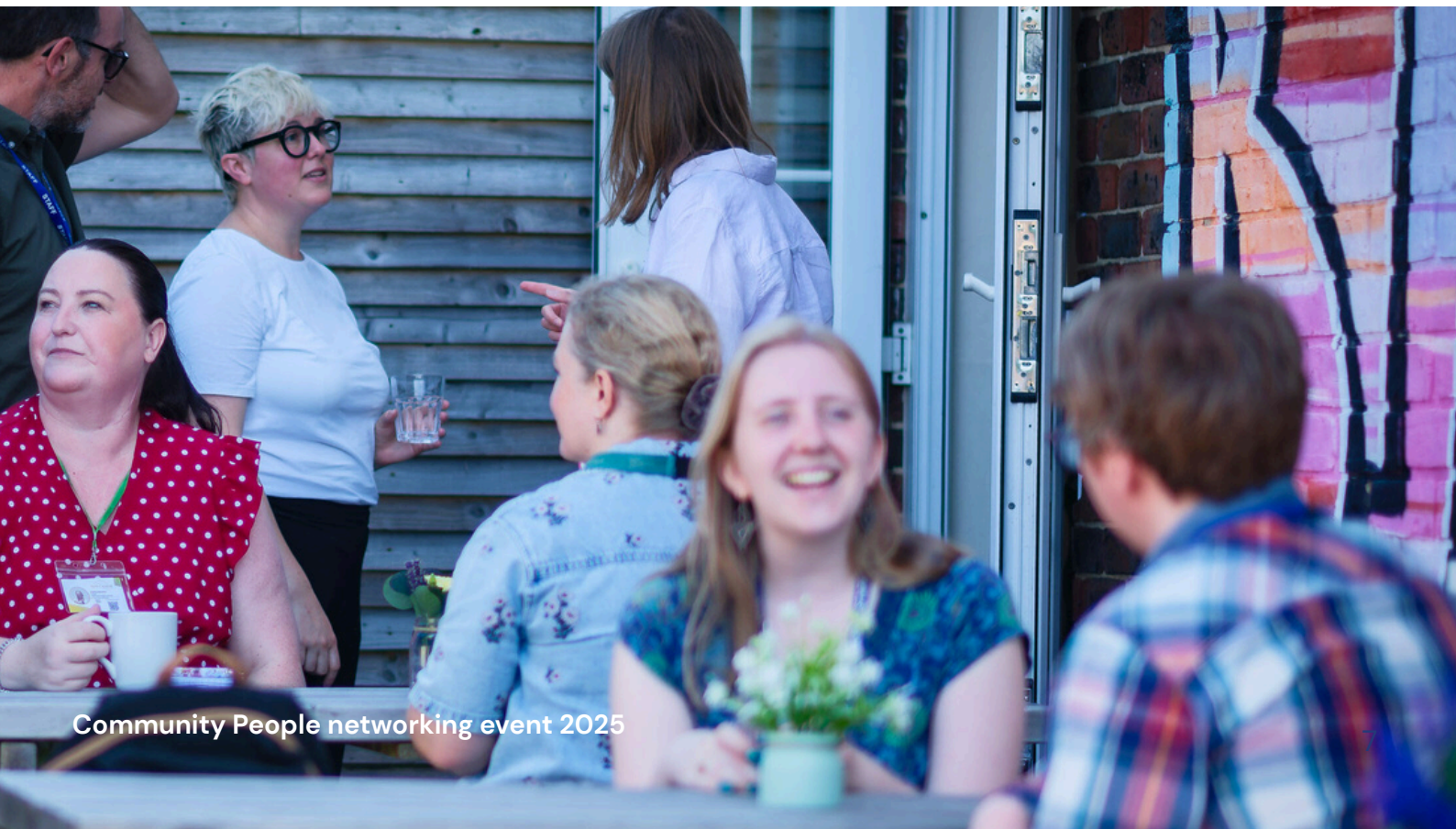
Support and commitment

We will provide:

- clear and friendly induction
- a trustee buddy
- ongoing support and learning including AI, asset-based approaches and EDEI training
- welcoming and inclusive board
- expenses covered (these can be paid upfront if required)
- hybrid meetings (face to face and online)

Our trustees are expected to:

- attend Board meetings every quarter (usually April, June/July, October and January)
- read/engage with pre-meeting resources
- attend occasional extra sessions and events such as training (all paid for) and our AGM (usually held in November every year)



What we are looking for



- people who care about communities
- people open to learning
- people who bring different perspectives
- people willing to listen and ask questions

Digital and data

- You help the board ask good, practical questions about digital and data, and how we can work more efficiently
- You support us to use data in a clear, meaningful way to make better decisions and understand our impact
- You guide the responsible use of digital and technology, including AI, in ways that are safe, ethical, and centred on people
- You do not need to be technical, but bring curiosity, common sense, and confidence to ask the right questions

Health and local authority systems

- You may have experience of working in the NHS or other health provider settings, either currently or in the past
- You understand how health and local authority systems work in real life, including the pressures they face
- You bring insight into how organisations work together across health, councils, and the voluntary sector
- You support strong, effective partnership working that puts people and communities first
- You use your insight to support practical, informed decisions that improve wellbeing in our communities

Asset-based approaches

- You focus on people's strengths, skills, and what is already working well
- You value and champion the voice of communities, especially those who are often unheard
- You support inclusive ways of working that welcome different perspectives and experiences
- You help ensure that people have real opportunities to influence decisions that affect them
- You encourage approaches that share power and build trust with communities

Interested?

How to apply

We would love to hear from you if you are interested in becoming a trustee.

You can apply in a way that works for you:

- Send a short email to KatieR@communitypeople.org.uk telling us why you are interested
- You do not need a formal application
- You can include a CV or share your LinkedIn profile

If another format works better, such as a phone call or voice note, please get in touch and we will support this.

Deadline: 19 September 2026.

We welcome informal conversations before applying.

You can get in touch with: Katie Rabone, CEO KatieR@communitypeople.org.uk 07867 260609 or James Baldwin, Chair, JamesB@communitypeople.org.uk.

What to expect

We aim to keep the process open, simple, and supportive.

- We will review applications after the closing date
- We may invite you to an informal, two way conversation
- We will focus on your experience, values, and how you think
- Let us know if you need any adjustments at any stage
- If you are new to trustee roles, we will provide a full induction and ongoing support
- We will keep you updated and share outcomes as soon as we can.

