

RURAL URBAN SYNTHESIS SOCIETY

Trustee recruitment Briefing Pack

April 2023



Overview

The Rural Urban Synthesis Society (RUSS) is seeking to expand and strengthen its Board of Trustees in 2023. Our trustees drive our vision to build sustainable, genuinely affordable neighbourhoods across London, working with our staff, residents and volunteers.

This briefing pack provides information about who we are, what it means to be one of our trustees, the kinds of people that we are looking for and how to apply.

You can get in touch with us with any questions or for an informal chat about the roles at info@theruss.org

About RUSS

RUSS is a Community Land Trust that builds sustainable, permanently affordable and community-led housing in London. Established in 2009, it has grown from a small group of friends meeting around a dinner table to an organisation with over 1000 members, widely regarded as a pioneer in the community-led housing sector.

We empower residents to shape all stages of development, from design to construction. By learning and working together, residents form a collaborative community who take on the ongoing stewardship of completed developments.

In October 2021, we started construction of our first development at Church Grove in Lewisham, due to be completed summer 2023. **Church Grove is a pioneering scheme of 36 new affordable homes**, with an 'affordability in perpetuity' model in place that means they remain genuinely affordable for future generations. The homes will be available on a mixture of tenures, including shared ownership, affordable rent and social rent. The development includes a communal garden, a publicly accessible playground, shared facilities including laundry, office and a guest flat. A group of future residents have co-designed the scheme and are currently fitting out a number of the flats.

We spread our model and support the community housing sector through the **RUSS School of Community-Led Housing** with a calendar of public events. The School delivers a rotating programme of modules sharing the lessons from RUSS's many years of experience on how to set up and run a community-led housing project.

Our **Community Hub** in Lewisham, built by over 90 volunteers in 2019, serves as RUSS's administrative base. It is also available for hire to individuals, groups and organisations as an affordable, innovative hot-desking, meeting or event space. The Hub has hosted events for London Open House for a number of years and teaching sessions for the Lewisham School of Muralism. RUSS volunteers have recently secured permanent Planning Consent for the Hub, so our community and future residents can benefit from the space for years to come.

More information on RUSS can be found on our website at <https://www.theruss.org>

In addition to our volunteers, who are the heart of our organisation and deliver on a wide range of projects and tasks, RUSS has recruited an interim Managing Director, Client Representative for our residential scheme, Core Support/Administrator, Volunteer Manager, Bookkeeper and Self-Build Manager.

In the coming year we will:

- Oversee the successful completion of our Church Grove housing development
- Develop and implement the housing management strategy for the Church Grove homes, partnering with an existing Registered Provider that shares our values
- Continue to implement the allocations process for the Church Grove homes, including managing waiting lists and completing financial assessments, sales and lettings
- Seek out future sites for new RUSS community housing developments
- Expand the education offer at the RUSS School of Community-Led Housing
- Implement our 2023/4 Business Plan

Governance

RUSS is a registered Community Benefit Society with charitable status. As of 2023, RUSS has over 1,000 members, many of whom live and work in the Lewisham area. As an organisation, RUSS is governed by the RUSS rules, which are based on the model rules for Community Land Trusts.

RUSS is ultimately led by its members. Anyone can become a member by buying a community share for £1. Each member has one vote in key decisions, including the appointment of members of the Board of Trustees.

RUSS's Board of Trustees are collectively responsible for setting the overall strategic direction for the organisation, monitoring performance against its strategic objectives and ensuring that the organisation's resources and finances are being managed effectively. Some elements of the Board's work are carried out through sub-committees and working groups, which can be made up of trustees, staff and volunteers.

Details of our current Board of Trustees can be found on our [website](#).

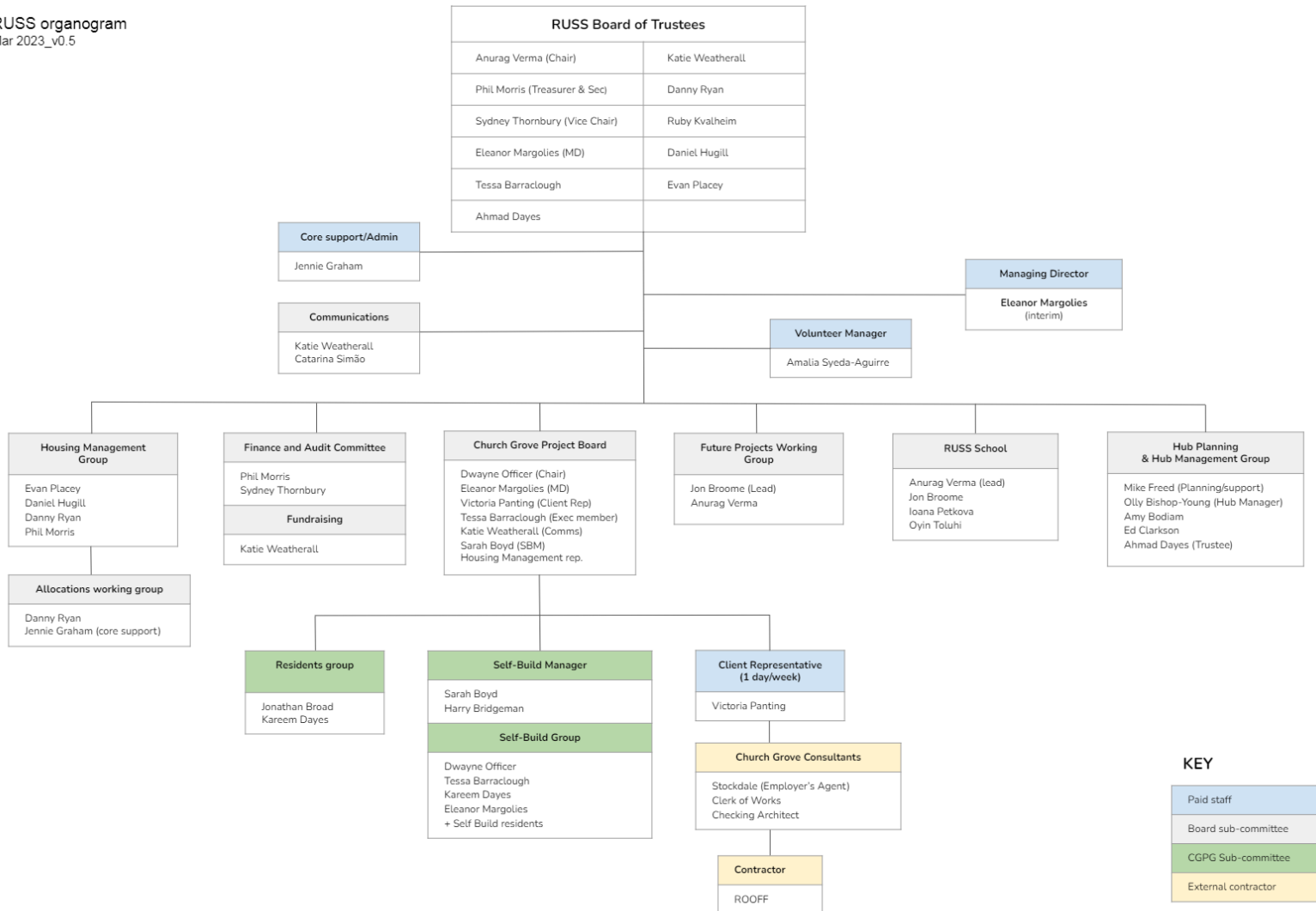
The key sub-committees and working groups currently in operation are as follows:

- **Finance and Audit Committee:** Produces financial statements, management accounts and other financial reports; oversees the annual statutory audit and advises the board about the safeguarding of RUSS's assets.
- **Church Grove Project Board:** Manages each stage of the Church Grove project within the budget set by the Board of Trustees; acts on the Board's behalf as the Client for external consultants and contractors working on the project; reviews risks, issues and exceptions and determines appropriate courses of action, based on recommendations from the Employer's Agent and Client Rep.
- **Future Projects Working Group:** Identifies opportunities for future housing projects within London, bringing proposals to the Board of Trustees; liaises with land-holding bodies on behalf of RUSS for the purpose of securing sites when authorised by the Board of Trustees.
- **RUSS School:** Produces and delivers content for educational courses and School events.
- **RUSS Hub:** Operating and maintaining the Hub for the benefit of future residents and the local community.

RURAL URBAN SYNTHESIS SOCIETY

Current organisational structure

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| Paid staff |
| Board sub-committee |
| CGPG Sub-committee |
| External contractor |

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Role description

This is a rewarding opportunity to help lead a high-profile community organisation and deliver tangible positive change in our communities, working and learning as part of a team.

Trustees are responsible for ensuring that RUSS fulfils its charitable duties, delivers on its vision and values, acts in line with its governing documents and the law, and that its finances and people are responsibly managed. Trustees set the overall strategic direction of the organisation and monitor performance against its objectives.

In addition to attending board meetings every six weeks and two strategic away days each year, trustees bring their energy and commitment to help further RUSS's mission. Depending on your capacity and interests, this might involve leading projects, sitting on Board sub-committees or contributing to day-to-day operations like fundraising and communications. All Trustees pro-actively contribute to the aims and projects of RUSS, as part of a 'working' Board.

The time commitment involved could be 12 hours per month, which includes a Board meeting every 4-6 weeks, two strategy away days per year along with project and Board work throughout each month.

Board meetings are currently being held in our Community Hub in Lewisham SE13, with hybrid/online options being available for those that can't make each meeting in person.

Person specification

We are looking for people with a range of experiences who can play an effective governance role, are committed to our aims and values, and are willing to put in time to help us achieve them.

You don't need to have been a trustee before to apply for this role. Leadership and governance experience is desirable but not essential.

Knowledge and experience

- Experience in one or more of the following areas:
 - Housing management
 - Housing development
 - Senior stakeholder relationship-building, including partnering and negotiations
 - Organisational development, recruitment and HR
 - Project management
 - Communications and stakeholder engagement
 - Fundraising
 - Financial management
 - IT
 - Financial management or monitoring
 - Law

Skills and behaviour

- Strong commitment to equality and diversity
- Values-led, with a strong commitment to RUSS's mission and values
- Acts with integrity, openness and accountability
- Well-organised and able to manage competing priorities
- Able to work collaboratively with a diverse range of people, as well as being able to take the initiative and lead tasks

Time commitment

- Able to commit typically 12 hours per month.

Diversity

RUSS seeks to reflect the community it operates in, and would welcome applications from people from ethnic minority groups, women, LGBTQ+ people and people with disabilities. You can see our [Equality and Diversity policy](#) on our website.

We particularly welcome applications from people with a connection to Lewisham or South London.

How to apply

To apply for the role, send the following to info@theruss.org:

- Your CV
- A supporting statement (up to 2 sides of A4), setting out why you are applying and the skills and experience that you will bring to the role

RUSS are accepting applications throughout 2023, in particular ahead of our AGM in June 2023, so we encourage early expressions of interest and applications.

We will review applications as they are received each month.

RUSS is committed to equal opportunities and is an inclusive organization. Please let us know about any adjustments that we can make or support we can give you with making your application by contacting info@theruss.org

Feel free to get in touch with any questions ahead of applying, including to arrange an informal chat about the role – contact Anurag Verma (Chair) on 07779 081172 or anurag@theruss.org