

Trustee Recruitment Pack

September 2026



Dear prospective Trustee,

Thank you for your interest in becoming a Trustee of St John's Winchester.

St John's has served Winchester for centuries and today provides 99 almshouse homes for more than 100 older people, alongside community support, volunteering, chaplaincy and our Dementia Support Service.

*This is an important time to join us. We have recently moved away from directly providing regulated personal care and developed our **Almshouse Community Team (ACT)**, with a stronger emphasis on independence, prevention, community and helping residents access external health and care services when needed.*

We are also developing our strategy to 2031, Reflect and Renew, considering the future of our almshouse estate, the sustainability of our services, the use of our financial and property assets and the contribution St John's should make to older people in Winchester.

We have recently welcomed new trustees and are now looking to add further experience to the Board.

*We are particularly interested in people with experience of **social housing, older people, adult health and social care, independent living and community-based support.***

Although almshouses have their own legal and charitable framework, many of the issues we face are shared with the wider housing sector: resident voice, complaints, building safety, asset management, affordability, safeguarding, changing resident needs and maintaining good-quality homes.

We therefore welcome applicants with experience of housing associations, local authority housing, supported housing, older persons' housing, health or social care.

Previous trustee experience is not essential. We value people who bring sound judgement, curiosity, constructive challenge and a genuine interest in improving the lives of older people.

With warmest regards,

*Marianne Wanstall
Chair of Trustees*

About St John's Winchester

An Extraordinary History with a Contemporary Purpose



St John's is one of Winchester's oldest charities, with origins stretching back more than nine centuries.

Today we provide 99 almshouse homes for more than 100 residents, predominantly older people with strong connections to Winchester.

Our aim is to enable residents to live independently, with dignity, security and a strong sense of community.

Alongside our almshouses, St John's owns a significant portfolio of commercial property and financial investments. These assets provide substantial financial strength but also require careful stewardship.

Our responsibilities therefore combine:

- providing safe and good-quality homes;
- supporting independence and wellbeing;
- managing significant property and investment assets;
- maintaining historic buildings;
- responding to changing resident needs;
- ensuring the Charity remains financially sustainable for future generations.

Supporting Independent Living

Our **Almshouse Community Team (ACT)** supports residents to remain independent for as long as possible.

The team provides practical support, wellbeing contact, early intervention and help navigating health, care and community services. Personal and clinical care is normally provided by external organisations.

The model reflects an important principle: residents live in their own homes and should retain choice and independence wherever possible.

We also have a resident Warden and emergency response arrangements.

Community is central to life at St John's. Residents have opportunities to influence the Charity through our **Community Forum**, resident meetings and regular engagement with staff.

Trustees are encouraged to understand resident life while maintaining clear boundaries between governance and day-to-day operational matters.

The Role of a Trustee

Trustees share collective responsibility for the governance, strategy and long-term stewardship of St John's.

Trustees are also directors of the charitable company and must act in accordance with charity and company law.

Key responsibilities include:

Strategic Leadership

- Agreeing the long-term direction of the Charity.
- Approving and monitoring strategy.
- Ensuring resources are used effectively for charitable purposes.

Housing and Resident Experience

- Maintaining oversight of the safety and quality of residents' homes.
- Understanding resident engagement, complaints and safeguarding.
- Considering repairs, maintenance, accessibility and long-term asset management.
- Ensuring the Board understands the changing needs of an ageing resident population.

Financial and Asset Stewardship

- Overseeing budgets and financial performance.
- Reviewing reserves and long-term financial sustainability.
- Overseeing investments and commercial property.
- Ensuring appropriate investment in the almshouse estate.

Services and Wellbeing

- Ensuring appropriate oversight of ACT and our wider services.
- Understanding the boundaries between housing, community support, health and social care.

Executive Oversight

- Supporting and constructively challenging the Chief Executive and senior team.
- Maintaining a clear distinction between governance and operational management.

Resident and Stakeholder Engagement

- Remaining connected to residents' experiences and priorities.
- Engaging appropriately with staff, volunteers, partners and the wider Winchester community.

Who We Are Looking For

We want a Board made up of people with different experiences, backgrounds and ways of thinking.

For this recruitment round, we are particularly interested in strengthening the Board's experience in **social housing, adult health and social care**.

Social Housing

We are especially interested in people who understand the challenges involved in providing safe, sustainable and well-managed homes.

Relevant experience may include:

- housing associations;
- local authority housing;
- supported or specialist housing;
- older persons' housing;
- housing regulation or policy;
- resident and tenancy services;
- property compliance;
- asset management.

We would particularly value someone who can help us consider how good practice from the wider social housing sector should inform St John's while recognising the distinctive nature of almshouse provision.

Health, Social Care and Independent Living

We also welcome experience in:

- adult health and social care;
- services for older people;
- frailty and later-life services;
- dementia;
- public health;
- integrated care;
- social prescribing;
- community development;
- commissioning and partnership working.

Experience spanning both housing and health or social care would be particularly relevant to the development of our ACT model.

Personal Qualities

We value trustees who:

- exercise sound judgement;
- are curious and willing to ask questions;
- listen carefully before reaching conclusions;
- challenge constructively;
- understand the distinction between governance and management;

- work collaboratively;
- are interested in the lives and experiences of older people;
- are willing to learn;
- understand the responsibility involved in stewarding substantial charitable assets.

Previous Board experience is welcome but **not essential**.

What Trusteeship at St John's Offers

Becoming a Trustee of St John's is an opportunity to:

- contribute directly to the quality of life of older people in Winchester;
- help shape our strategy to 2031;
- influence the future of a significant almshouse estate;
- contribute to decisions about housing, support, community and financial sustainability;
- steward an exceptional historic and financial legacy;
- develop your own experience of charity governance and strategic leadership.

Practical Information



Term of Office

Trustees normally serve for a three-year term, renewable for a further three-year term.

Meetings and Time Commitment

The Board normally meets **four times each year**, with an additional annual Trustee Away Day.

Trustees will also normally join at least one committee appropriate to their experience and

interests. Most committees meet quarterly.

There will also be reading and preparation between meetings.

A reasonable expectation is approximately **8–10 days each year**, although this will vary depending on committee responsibilities and individual involvement.

Meeting Location

Most meetings take place in person at St John's Winchester.

Hybrid participation can be arranged where appropriate, although we value the contribution that regular in-person participation makes to Board relationships and understanding the Charity.

We will make reasonable adjustments to enable trustees to participate fully.

Board Papers

Board and committee papers are provided electronically through our secure governance portal, AdminControl.

Trustees are expected to read papers in advance and arrive prepared to contribute to discussion and decision-making.

Induction and Support

New trustees receive a structured induction.

This normally includes:

- an introduction to the history and charitable purposes of St John's;
- meetings with the Chair and Chief Executive;
- meetings with senior staff;
- a tour of the almshouse estate;
- an introduction to the ACT model and Dementia Support Service;
- an explanation of our housing and resident support model;
- an explanation of our financial and investment model;
- an introduction to our commercial property portfolio;
- opportunities to meet residents and volunteers;
- governance, housing and safeguarding information;
- Charity Commission guidance for trustees;
- access to relevant Almshouse Association training.

New trustees are not expected to understand every aspect of this unusual organisation immediately. We want people who are willing to learn and will provide support to help them do so.

Eligibility and Checks

Trustees must:

- be aged 18 or over;
- be eligible to act as a charity trustee and company director;
- confirm that they are not subject to automatic disqualification;
- declare relevant interests and potential conflicts of interest;
- provide information required for Companies House and Charity Commission records.

Depending on the nature of an individual trustee's involvement with residents, a DBS check may also be required.

How to Apply

If you would like to be considered for appointment, please send:

- a short CV; and
- a statement of no more than two pages explaining why you are interested in becoming a Trustee of St John's Winchester, the experience or perspective you would bring, and what particularly interests you about our work.

We are very happy to arrange an informal conversation before you decide whether to apply.

Please contact:

Tim Bissett

Chief Executive

St John's Winchester

tim.bissett@stjohnswinchester.co.uk

Applications should be submitted by **30th October 2026**.

Timetable

Stage	Date
Applications open	Thursday 1 October 2026
Deadline for applications	Friday 30 October 2026
Shortlisting completed	Week commencing 2 November 2026
Informal interviews	9, 10 and 11 November 2026
Final interviews (in person)	Week commencing 23 November 2026
Preferred candidate identified	By Friday 27 November 2026
First Board meeting	8 th December 2027

Useful Links

- [Website](#)
- [Charity Commission Profile](#)
- [The Almshouse Association](#)
- [Charity Commission – The Essential Trustee](#)