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Improving the lives of mothers and families affected by pre and postnatal depression and anxiety

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Acacia Family Support

Chair of the Board of Trustees

**Job pack**

Job Advert

**Lead with Christian Purpose: Become Chair of the Board at Acacia Family Support**

Are you a committed Christian with a passion for transforming lives through faith-led leadership?

Acacia Family Support—an award-winning Christian perinatal mental health charity based in Birmingham—is seeking a visionary **Chair of the Board of Trustees** to guide us through an inspiring new chapter of growth and impact.

Our work is rooted in Christian values and compassion. We provide life-changing support to mothers and families navigating the challenges of pre- and postnatal depression and anxiety. At this pivotal point in our journey, we’re looking for a Chair who can bring strategic guidance, spiritual depth, and authentic Christian witness to our governance.

**What You’ll Bring:**

* Christian leadership grounded in faith, integrity, and servant-heartedness
* A collaborative spirit and strong governance experience
* A commitment to helping us stay true to our ethos while strengthening and expanding our reach

Why Join Us?

* Be at the helm of a highly respected organisation making real change in the lives of families
* Work alongside passionate trustees and staff united by purpose and faith
* Shape the future of perinatal mental health support in Birmingham

Due to the nature of this role, there is a **Genuine Occupational Requirement** (GOR) that it be undertaken by a committed Christian.

About us

Acacia Family Support is a registered charity and Company Limited by Guarantee. Established in 2004, it operates across Birmingham. Acacia’s mission is to: **“Improve the lives of mothers and families affected by pre and postnatal depression and anxiety (PND/A)”.**

Mental health problems are common both during pregnancy and following childbirth and can be very serious. Perinatal mental health has been recognised in recent years as a major public health concern. The most common perinatal mental health problem is postnatal depression/anxiety (PND/A), with rates ranging between 13% in the first few weeks to 20% in the first year after the birth.

In response to this, we deliver support services to mothers and families across Birmingham affected by pre and postnatal depression and anxiety. Support services include (all free of charge):

* Befriending - predominantly listening support using common factor skills with a compassionate focus, problem solving, support adjusting to becoming a mum etc. Signposting, organising respite care, advocacy work
* Group work: workshops looking at strategies to help overcome low mood and anxiety using cognitive behavioural techniques with a session focusing purely on strengthening relationships
* Childcare: crèche facility at our delivery centres whilst mothers access support
* Helping Hands at Home Service: practical and emotional support in the home environment
* Dads’ support: 1-1 Befriending and signposting
* Specialist support for young parents
* Face to face services are delivered across Birmingham from 4 localities

Acacia is a volunteer led organisation that uses a team of 50+ trained volunteers with lived experience of mental health issues to deliver weekly individual befriending sessions and other types of support.

A significant feature of Acacia’s work is the ability to offer a level of additional support and hospitality that goes beyond ‘mainstream’ provision. Specifically, Acacia works to alleviate the barriers to engaging with services, providing free childcare at an onsite crèche and assistance with transportation costs.

Acacia Family Support is a faith based Christian organisation and our services are open to families of all faiths or none. Our main office is in Sutton Coldfield, and we deliver services across the whole of Birmingham.

What will I be doing?

You will have a passion for achieving the mission of Acacia and ensuring the organisation is effectively managed. You will have strategic vision, independent judgement, an ability to think creatively and an ability to contribute to comprehensive discussion and decision making.

The Board of trustees has ultimate responsibility for the Governance of Acacia Family Support. It supports and holds the management team to account for delivering the strategic plan, ensuring it is solvent and well-run, and for making sure it delivers the public benefits for which it was set up.

Job Description for Chair of the Board of Trustees

* Providing leadership to the organisation and the board. Ensuring that everyone remains focused on the delivery of the organisation’s charitable purposes to provide greater public benefit.
* Chairing and facilitating board meetings and Acacia’s annual AGM.
* Directing board policymaking.
* Checking that decisions taken at meetings are implemented.
* Representing the organisation at functions and meetings. Acting as a spokesperson as appropriate.
* Bringing impartiality and objectivity to decision-making.
* Planning the annual cycle of board meetings and other general meetings where required. For example, the annual general meeting.
* Setting agendas for board meetings and other general meetings.
* Developing the board of trustees. This includes induction, training, appraisal and succession planning.
* Addressing conflict within the board and the organisation.
* Liaising with the Directors to keep an overview of the organisation’s affairs. Providing support as appropriate.
* Leading the Directors’ appraisal process and providing support where needed.
* Sitting on appointment and disciplinary panels.
* The vice-chair acts for the chair when the chair is not available and undertakes assignments at the request of the chair.

Additional general Trustee duties

* To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations
* To ensure that the organisation pursues its objects as defined in its governing document
* To ensure the organisation uses its resources exclusively in pursuance of its objects: the organisation must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are
* To contribute actively to the board of trustees’ role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets
* To safeguard the clients, staff, volunteers and the good name and values of the organisation.
* To ensure the effective and efficient administration of the organisation
* To ensure the financial stability of the organisation
* To protect and manage the property of the charity and to ensure the proper investment of the charity’s funds
* If the organisation employs staff, to appoint the chief executive officer and monitor his/her performance

Other useful information

Trustees will be expected to attend at least 6-8 evening board meetings a year (normally in Sutton Coldfield), 1 annual AGM / celebration evening, 1 volunteer appreciation evening, plus preparation. We encourage participation in sub-committees, working groups, and visiting the service, but this is not mandatory.

Trustees will usually be available for re-election every 3 years. New members will be selected by the Board following a process to be agreed by the Board itself.

Trustees will be expected to satisfy any right to work and DBS checks.

Trustees receive no payment for their service as trustees although out of pocket expenses will be payable

Desirable attributes and skills

• Able to actively support, promote and encourage Acacia’s Christian ethos, mission and values

• A good understanding of perinatal mental health issues and/or other mental health problems

• Senior level responsibility in a legally constituted organisation

• Suitably qualified

• Strategy development and monitoring

• Leadership

• Team player

Disclosure and Barring Services

The post will be subject to a DBS Disclosure check at the point of recruitment and thereafter as per Acacia policy.

Policies and Procedures

The duties and responsibilities of the post must be undertaken in accordance with the Policies and Procedures of Acacia Family Support and the Trust.

What do I do next?

If you are interested in the above position, please download and complete our Trustees application form and return to the Acacia Directors, Plantsbrook House, 3rd Floor, Sutton Coldfield, B72 1PH or email teamacacia@acacia.org.uk

If you wish to have an informal chat about the role, please email teamacacia@acacia.org.uk