

**MAY 2025**

**TRUSTEE RECRUITMENT**

# **INFORMATION PACK**

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Eastbourne Community  
**Land Trust**  
— since 2018 —

# 1. Join Our Board

## LEAD CHANGE IN EASTBOURNE!

**A**re you a visionary leader with board-level experience, ready to make a lasting impact on affordable housing and community regeneration? Eastbourne Community Land Trust (CLT), a dynamic member led Community Benefit Society established in 2018, is seeking high-calibre trustees to join our board and drive our ambitious £1.3M affordable housing project in Langney, Eastbourne.

We are recruiting passionate individuals to take on key leadership roles, including **Chairperson, Secretary, and Treasurer**, as we take a leap forward and prepare to deliver five new homes and lay the foundation for future growth. With land gifted by Eastbourne Borough Council, detailed planning permission secured, and support from Homes England and the Sussex Community Led Housing Hub, we are poised for success — but we need your expertise to get us there.

### WHY JOIN US?

- Shape the future of affordable housing and community asset stewardship in Eastbourne as a £1 member eligible for board nomination.
- Access free housing related specialist training and use your skills in finance, fundraising, human resources, or development to lead a pioneering social business.
- Be part of a growing national movement, with the potential to grow from a voluntary organisation to a local employer, following the success of other CLTs like Hastings Commons.
- Develop leadership skills and team working and collaboration with public, private, and community sectors to regenerate Eastbourne for all residents.
- Make a real difference to the housing and workplace landscape in Eastbourne

### WHO WE'RE LOOKING FOR:

- Professionals with board-level experience and strategic visionaries.
- Expertise in development finance, IT, fundraising, governance, or human resources.
- Commitment to community-led housing and social impact.
- Availability for a part-time voluntary role (approx. 5-10 hours/month), with potential for future growth.

## WHAT'S UP AHEAD FOR US?

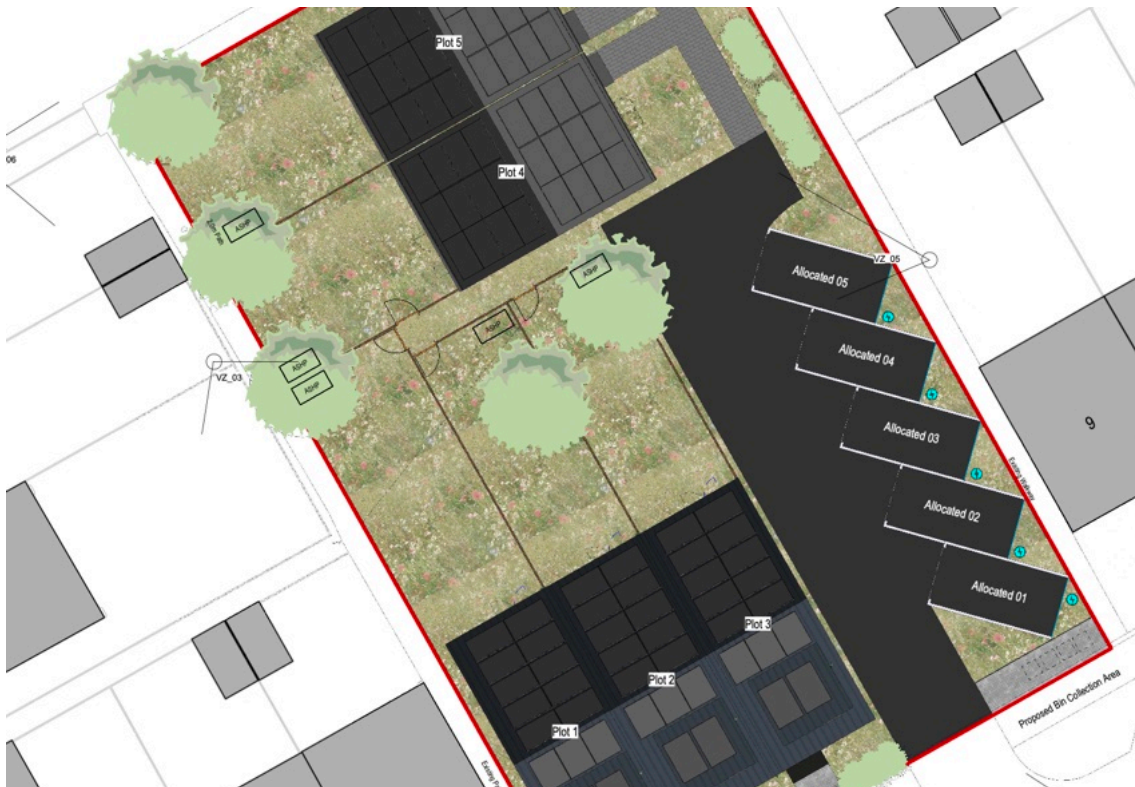
As we approach the reorganisation of local government into a unitary authority, now is the perfect time to join us and lead our first new build development to completion. Getting this project over the line will not only house up to 22 people but it will give us a track record and open up opportunities for a host of future regeneration projects.

Successful candidates will be appointed by our members at our October 2025 AGM, with the opportunity to succeed our current Chair & Chief Officer, who is happy remain on board as a trustee.

Apply now! To express your interest, please send your CV and covering letter to Mrs Sandy Medway at [eastbourneclt.office@gmail.com](mailto:eastbourneclt.office@gmail.com), outlining your suitability and preferred role (Chairperson, Secretary, Treasurer, or as a general trustee). Our deadline is 17:00 on Monday, 30th June 2025. Informal enquiries are most welcome.

Help us build a brighter and more inclusive future for Eastbourne.

Decide today to join Eastbourne CLT. Visit *Gather in the Beacon* from 10-4pm on either May 30th or June 27th for an informal chat.



Langney Community Homes site plan

## 2. Role Descriptions

### CHAIRPERSON, SECRETARY, TREASURER, GENERAL TRUSTEE

<b>Job Title:</b>	Trustee (with opportunity to take on a specific role either as Chairperson, Secretary, Treasurer, or general trustee and project team leader)
<b>Organisation:</b>	Eastbourne Community Land Trust (CLT)
<b>Location:</b>	Eastbourne (meetings may be hybrid, with some in-person attendance required)
<b>Commitment:</b>	Approximately 10 hours per month (voluntary, unpaid role)
<b>Term:</b>	Initial 3-year term, renewable, subject to AGM elections
<b>Reporting to:</b>	Board of Trustees and CLT Members (currently 190)

#### ABOUT EASTBOURNE CLT:

Eastbourne Community Land Trust is a member-led Community Benefit Society, established in 2018 (with support from Eastbourne Borough Council and the Sussex Community Led Housing Hub) to deliver affordable housing and community regeneration. With a £1.3M project to build five homes in Langney, gifted land from Eastbourne Borough Council, and secured detailed planning permission, we are ready to scale up. Through Community Shares, funding from Homes England and social investors. We aim to become a key player in Eastbourne's social business ecosystem with potential to grow into a significant employer.

#### PURPOSE OF THE ROLE:

Trustees will provide strategic leadership, governance, and expertise to ensure the successful delivery of our first housing project and future growth. The Chairperson, Secretary, and Treasurer will take on additional responsibilities to guide the organisation through its next phase, with the current Chair and Chief Officer transitioning to a general trustee or team leader role at the AGM.

Growth opportunities exist for further acquisitions; additional collaborations; educational programmes; retrofitting homes and creating opportunities for more active membership, etc.

## KEY RESPONSIBILITIES (ALL TRUSTEES):

- Contribute to the strategic direction and governance of Eastbourne CLT.
- Ensure compliance with legal, financial, and regulatory requirements as a Community Benefit Society.
- Support the delivery of the £1.3M Langney Community Homes project, including fundraising and partnership development.
- Attend suitable training and board meetings (approx. 6-8 per year, hybrid) and the Annual General Meeting.
- Advocate for community-led housing and Eastbourne CLT's mission in the wider community.
- Collaborate with public, private, and community sectors to steward local assets and drive regeneration.

## ADDITIONAL RESPONSIBILITIES BY ROLE:

### Chairperson:

- Lead the board, ensuring effective governance and strategic focus.
- Act as the primary spokesperson for Eastbourne CLT, representing the organisation to stakeholders.
- Support the transition from the current Chair and Chief Officer, maintaining continuity.
- Oversee board recruitment and development to build a high-performing team.

### Secretary:

- Ensure accurate record-keeping, including notices, agendas and minutes of board meetings and for the AGM.
- Manage compliance with regulatory requirements, including filings with the Financial Conduct Authority.
- Coordinate board communications and member engagement activities.

### Treasurer:

- Oversee financial management, including budgets, accounts, and fundraising strategies.
- Lead on securing development finance from Homes England, social investors, and other sources.
- Ensure robust financial controls and compliance with charity and CBS regulations.

## WORKING RELATIONSHIPS:

**Internal:** Board of Trustees, CLT members, volunteers.

**External:** Eastbourne Borough Council, Sussex Community Led Housing Hub, Homes England, social investors, business associates and community partners.

## BENEFITS OF THE ROLE:

- This is a unique opportunity to help shape affordable housing and community regeneration in Eastbourne.
- You will access free training and resources as a member of the national CLT Network and can build on your leadership experience in a growing social business with potential for paid future roles and job creation.
- You will be joining a passionate member-led organisation aligned with national CLT success and stories like Hastings Commons.

Visit: [eastbourneclt.co.uk](http://eastbourneclt.co.uk) and [communitylandtrusts.org.uk](http://communitylandtrusts.org.uk) for more information.



Photo by [Ian Schneider](#) on [Unsplash](#)

# **3. Person Specification: Trustee Roles**

## **CHAIRPERSON, SECRETARY, TREASURER, GENERAL TRUSTEE**

### **ESSENTIAL CRITERIA (ALL TRUSTEES):**

#### **1. Experience:**

- Board-level experience or equivalent senior leadership in a professional, voluntary, or community setting.
- Proven ability to contribute to strategic planning and organisational governance.
- Understanding of financial management, fundraising, or development finance (essential for Treasurer, desirable for others).

#### **2. Skills and Knowledge:**

- Strong communication and interpersonal skills to engage with diverse stakeholders.
- Ability to analyse complex information and make informed decisions.
- Knowledge of or willingness to learn about community-led housing, affordable housing, or social enterprise models.

#### **3. Personal Qualities:**

- Commitment to Eastbourne CLT's mission and values of community benefit and inclusivity.
- Collaborative, proactive, and able to work as part of a team.
- Ability to commit 5-10 hours per month, including evening meetings and occasional events.

#### **4. Eligibility:**

- Willingness to undergo a basic DBS check and comply with trustee eligibility requirements.
- Resident or strong connection to Eastbourne or surrounding areas (desirable).

## ROLE-SPECIFIC CRITERIA:

### Chairperson:

- Significant leadership experience, ideally at board or executive level, with a track record of chairing meetings or leading teams.
- Ability to represent the organisation confidently with public, private, and community partners.
- Strategic vision to guide Eastbourne CLT through growth and transition.

### Secretary:

- Experience in governance, compliance, or administration, with strong organisational skills.
- Familiarity with regulatory frameworks (e.g., Community Benefit Societies, Financial Conduct Authority) or willingness to learn.
- Attention to detail in record-keeping and communication.

### Treasurer:

- Professional experience in financial management, accounting, or development finance.
- Ability to lead on fundraising strategies, including securing grants or social investment.
- Confidence in presenting financial information to the board and members.

## DESIRABLE CRITERIA (ALL ROLES):

- Experience in housing, property development, or community regeneration.
- Knowledge of local government structures and the upcoming unitary authority transition in East Sussex.
- Networks in public, private, or community sectors to support Eastbourne CLT's growth.
- Passion for social impact and sustainable community development.



Photo by [Brett Jordan](#) on [Unsplash](#)



## 4. Case Study: Hastings Commons

### A MODEL FOR COMMUNITY-LED REGENERATION

#### OVERVIEW

Hastings Commons, based in Hastings, East Sussex, is a pioneering Community Land Trust (CLT) and social enterprise that has transformed derelict buildings into affordable homes, workspaces, and community spaces. Established over a decade ago, it offers a powerful example of what Eastbourne Community Land Trust (CLT) could achieve with visionary leadership. Recognised with the prestigious 2025 Gold World Habitat Award, Hastings Commons demonstrates how community ownership can address housing crises, foster regeneration, and empower local residents.

#### THE CHALLENGE

Hastings, like many UK seaside towns, faced severe challenges: deprivation, a shortage of affordable housing, and derelict properties. By 2024, Hastings had the highest number of children in temporary accommodation outside London, with 500 households in housing need and a council spending £5.6 million annually on temporary housing. Gentrification threatened to displace lower-income residents, and limited land constrained traditional housing development.

#### THE SOLUTION

Hastings Commons, through its Community Land Trust and social enterprise arm, *Hastings Commons Neighbourhood Ventures*, took a bold approach: acquiring and regenerating derelict buildings for community benefit. Starting with Rock House in 2014 — a nine-storey office block purchased for £400,000 — the group has since transformed 12 buildings, covering 9,000 square metres. Key projects include:

**Rock House:** Now a thriving hub with affordable flats, workspaces, and community spaces, with rents capped at one-third of local median income.

**Observer Building:** A former publishing house, recently awarded £1.5 million by Hastings Borough Council to create 12 flats for those at risk of homelessness, alongside offices and event spaces.

**Community Ownership:** The CLT, with over 600 members, owns one-third of Neighbourhood Ventures and is set to take full ownership by 2030, ensuring assets remain community-controlled in perpetuity.

## THEIR MODEL PRIORITISES:

**Affordability:** Rents rise only with inflation, protecting residents from market pressures.

**Sustainability:** Buildings use energy-efficient retrofits, such as air-source heat pumps and triple-glazed windows.

**Community Engagement:** Tenants must demonstrate a local connection and contribute to the community, fostering active citizenship.

## IMPACT

Hastings Commons has delivered transformative outcomes:

- **Housing:** Provided 12 affordable homes, with 12 more in progress, targeting those in or at risk of temporary accommodation.
- **Economic Boost:** Created 400 jobs and supported local businesses through affordable workspaces.
- **Community Empowerment:** Engaged 6,400 people, including 602 CLT members, 15 residents, and 160 commercial tenants, fostering pride and connection.
- **Regeneration:** Revived historic buildings, preserving local heritage while creating inclusive social spaces, such as youth clubs and creative technology hubs.
- **Investment:** The project has secured funding from over 100 grants, loans, and social investments, including support from Power to Change and Historic England. Its innovative financing, including a 'Financing the Future Task Force' to attract long-term pension and mortgage investments, ensures financial sustainability.

## LESSONS FOR EASTBOURNE CLT

Hastings Commons offers a blueprint for Eastbourne CLT as we embark on a £1.3M Langney Community Homes project and future growth:

- **Leadership Matters:** Strong governance and visionary trustees have driven Hastings Commons' success, securing complex funding and partnerships.
- **Partnerships:** Collaboration with local councils, Homes England, and community networks has been key to accessing land and finance.
- **Scalability:** Starting with one project (Rock House) built momentum for larger initiatives, a model Eastbourne CLT can emulate with its five-home development.
- **Community Ownership:** Democratic control through CLT membership ensures long-term affordability and community benefit, aligning with Eastbourne CLT's goals.

- **Inspiration:** Hastings Commons shares its knowledge, advising other CLTs like Stour Trust in London and planning a 'hosting centre' for community practitioners. Eastbourne CLT can tap into this expertise.

## WHY THIS MATTERS FOR YOU

As a potential trustee for Eastbourne CLT, you have the opportunity to lead a similar transformation. Your skills in governance, IT, finance, fundraising, or human resources can help Eastbourne CLT deliver its first housing project, secure development finance, and grow into a major player in local regeneration. Like Hastings Commons, Eastbourne CLT is poised to collaborate with public, private, and community sectors, steward local assets, and create lasting social impact. With the upcoming unitary authority transition in East Sussex, your leadership can position Eastbourne CLT as a cornerstone of affordable housing and community empowerment.

## CALL TO ACTION

Join Eastbourne CLT's board and help us follow in the footsteps of Hastings Commons. Whether as Chairperson, Secretary, Treasurer, or general trustee, your expertise can shape a brighter, more inclusive future for Eastbourne.

Eastbourne CLT welcomes applications from people of all backgrounds and existing trustees all have other salaried jobs as well as volunteering with Eastbourne CLT.

Apply by sending your CV and cover letter to Mrs Sandy Medway at [eastbourneclt.office@gmail.com](mailto:eastbourneclt.office@gmail.com) by 17:00 on Monday, 30th June 2025. For informal enquiries, contact Sandy on 07710 309893.

**OWNING THE FUTURE TOGETHER**

A Community Land Trust (CLT) is a democratic, non-profit organisation through which local/ordinary people can own land and buildings (assets) together, for the long term benefit of their own community. There are now over 400 community land trusts in the UK. Check out the [National CLT Network](#) to find out more.