

Trustee Recruitment Pack

SPRING 2026

Chief Executive Officer introduction

I am delighted to introduce you to Sailors' Society, a global charity dedicated to the welfare and wellbeing of seafarers and their families. Every day, we support those who keep the world's trade moving, often in challenging and isolating conditions, to ensure they feel valued and able to thrive.

Our aim is to improve the lives of seafarers and their families through practical, emotional and spiritual support. We deliver this through a combination of frontline services, digital support and preventative wellbeing programmes - meeting seafarers where they are, at sea, online and at home.

Looking ahead, our focus over the next five years is to expand our wellness training, make more effective use of our data to better understand and respond to need, grow our activities in particular Africa and China - both key and expanding regions for the global seafaring workforce - and continue to strengthen our fundraising and income so that we can sustain and scale our impact.

We are now seeking dedicated volunteer trustees to join our Board and help steer Sailors' Society towards achieving its objectives.

Becoming a trustee is a rewarding opportunity to make a tangible difference. You will join a committed team, ensuring we continue to provide the right support, in the right places, now and in the future.

Trustees play a vital role in our success, bringing diverse perspectives, skills and experience. Your leadership will help us continue to deliver 24/7 support and pioneering wellness programmes to the world's 1.9 million seafarers and their families.

Thank you for considering this important role. We look forward to welcoming individuals who share our vision to transform the lives of seafarers and their families.



Sara Baade
Chief Executive Officer



Chair of Trustees introduction

It is a pleasure to invite you to consider the opportunity to join the Board of Trustees. As Chair, I have had the privilege of seeing first-hand the profound and lasting impact our work has on seafarers and their families across the globe.

Sailors' Society exists to bring help, support and wellness training to seafarers worldwide, alongside practical support and guidance for their families.

Serving as a trustee is both a responsibility and a privilege. During my time on the Board, I have found it to be an immensely rewarding experience - one that offers the opportunity to contribute to meaningful change while working alongside an international team of committed, professional and passionate individuals. Together, we have navigated a rapidly evolving maritime landscape, adapted to new ways of connecting in a digital world, and remained grounded in our heritage and purpose. Most importantly, I have seen the real and tangible difference our work makes to those we serve.

As a trustee, you will play a key role in providing strategic direction and strong governance. Your insight and expertise will help ensure we remain responsive to the changing needs of seafarers and their families, while continuing to grow and strengthen our impact.

We are seeking individuals who share our commitment, can dedicate the necessary time, and bring a breadth of skills and perspectives to the Board. Your contribution will help us deliver vital welfare and wellness services and continue to make a meaningful difference in a changing world.

Thank you for considering this important role. We look forward to welcoming dedicated and enthusiastic individuals who share our vision and values.

Warm regards,



Peter Swift
Chair of Trustees



About Sailors' Society

We are here for seafarers and their families whenever and wherever they need us.

Our multi-lingual global team offers 24/7 practical and emotional support and wellness training to the world's 1.9 million seafarers and their loved ones.

Starting with conferences and peer support for cadets, our unique circle of care, which includes our new Sea Mate training, Crisis Response Network and MyWellness e-learning programme, supports seafarers throughout their careers, helping crews and companies to thrive.

For more than 200 years, we have been transforming maritime lives and today we lead the field with our innovation and virtual support.



Our history

Sailors' Society began in 1818, following the end of the Napoleonic Wars when London's docks plunged into a period of decline and many seafarers found themselves unemployed and desperate.

Sailor-turned-preacher George Charles Smith set up a floating chapel on the Thames – the world's first church founded specifically for seafarers.

Since then, the organisation has spread across the globe, supporting merchant seafarers through two World Wars, maritime disasters, typhoons and earthquakes, the Covid pandemic and recent conflicts in Europe and the Middle East.

The way we support the maritime workforce may have changed over the years, but our passion, care and dedication remain the same.



2025 HIGHLIGHTS

SEA READY

9,971

Seafarers prepared for a life at sea through hosted Sea Ready pre-departure training

SHIP CONNECT

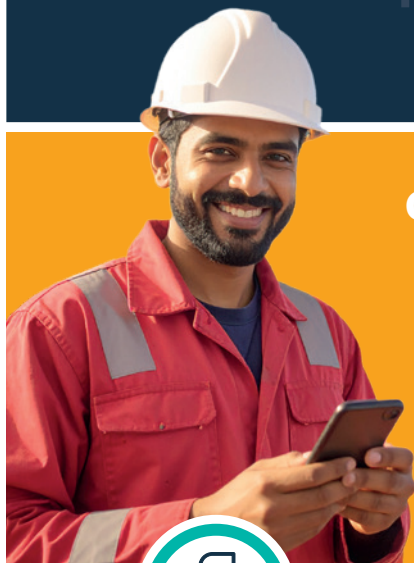
3,241

Seafarers reached through our Ship Connect service
+283% increase

MYWELLNESS E-LEARNING

6,087

Seafarers signed up to our MyWellness e-learning platform



GROWTH OF OUR PEER-TO-PEER SUPPORT GROUPS

3,248

Members of our Peer-to-Peer Support Groups

+109%

Number of interactions from 7,374 in 2024 to 15,429 in 2025

+46%

Number of groups from 170 in 2024 to 248 in 2025



9,576

Next generation of seafarers reached through Wellness at Sea Conferences and cadet training

1,158

Helpline online chats
+ On average 12 calls to the helpline each week

\$23,060

Worth of education and welfare grants issued

302

Wellness Officers trained as part of our Sea Mate programme

IN 2025 WE HAD

74,000

UNIQUE INTERACTIONS WITH SEAFARERS



Our people

Our team is our prized resource – we may be small in number, but we punch way above our weight in terms of impact.

Our inhouse team numbers 26, with half based around the world in countries including South Africa, the Philippines, India, Indonesia, Ukraine and South America. They run the helpline, Crisis Response Network and our training programmes, visiting maritime schools as well as seafarers and their families in need.

The Head Office team comprises development, which manages our income generation and corporate partnerships, business support, finance and communications.

We also work with consultants and freelancers who bring their expertise to our planning and delivery.

Although the team is geographically spread, we meet regularly, in person where possible and on screen when we are many miles apart.



Gavin Lim delivering aid following the earthquake in Cebu in 2025



Chaplain Frans Sahetapy meeting seafarers in Southampton docks



Manoj Joy supporting a seafarers' family, in India in 2023



Global Conference 2024

About our Trustees

The Trustees are the governing body of the Sailors' Society. Their role is to ensure that the Society succeeds in its core business of providing crucial practical support and wellness training to seafarers and the families. The Board of Trustees has the legal responsibility for the overall management, decision-making and performance of the Charity.

The roles of Trustee and Chair of Trustees are voluntary and unpaid.

The Trustees bring a wide range of skills and experience to the Society. The Board consists of a Chair of Trustees and Trustees.

In addition, the Society Trustees:

- Ensure that the Society:
 - Operates to fulfil its stated charitable purposes for its beneficiaries, and has a clear vision, strategic objectives and plans to that end
 - Complies with all legal and statutory requirements, and maintains transparency in decision making
 - Has policies and procedures to support this activity that reflect best practice
 - Has processes in place to manage Society finances, investments, and other resources to safeguard them from theft or fraud.
- Provide an account of the activities of the charity to the Charity Commission, making sure that any change to the registered details are kept up to date, and submit its annual report and accounts to the Charity Commission.

Why your contributions as a Trustee will Matter:

Governance: you will play a crucial role in overseeing the governance of the Society, ensuring that the organisation operates within its legal and regulatory framework.

Strategic planning: You will contribute to the development and implementation of the Society's strategic plans, helping to shape the future of the organisation and ensure that it is responding to the needs of seafarers and their families in their careers, day to day life at sea, and as global pressure and change affects their lives.

Financial oversight: You will help to monitor and ensure the financial health of the Society, including approving budgets and monitoring financial performance.

Support and guidance: You will provide valuable support and guidance to the Senior Leadership, leveraging their expertise and experience to enhance the Society's impact.

The role: Sailors' Society Chair of Trustees and Trustee

We are looking for a new Chair of Trustees and Trustees to join our existing board.

Role purpose:

As a **Trustee**, you will provide oversight, governance and support to ensure that the Sailors' Society remains effective in its work and responsive to the needs of the Seafarers and their families that it supports. You will represent the Sailors' Society externally when required - helping to champion its mission and maintain its focus on supporting Seafarers and their families worldwide. You will help shape the strategic direction of the Society by providing Board level guidance to the employees and wider staff who support Seafarers and their families in need, wherever they are in the world.

As the **Chair of Trustees**, as well as being a trustee you will lead the Board in fulfilling its governance responsibilities, ensuring effective oversight, constructive challenge, and strategic decision making. You will work closely with the CEO to provide guidance, support and accountability, helping to translate the Board's vision into organisational priorities. The Chair will foster a collaborative, inclusive board culture, ensure strong governance practices, and represent the Sailors' Society externally when required - helping to champion its mission and maintain its focus on supporting Seafarers and their families worldwide.

Key responsibilities:

- Attending Main Board and Sub-Committee meetings, contributing to key decisions.
- Provide expertise and guidance in your relevant skills or professional field (see below).
- Support the development of the Society's strategic priorities and ensure governance standards are met.
- Provide guidance on matters key to good governance such as risk management, compliance, financial planning and reporting, as well as the areas that support the Society's strategic planning.
- The Chair of Trustees will also maintain close contact with the CEO and SLT, acting as a bridge between the trustees and the internal leadership of the Society.

Commitment requirements:

- Attend four Main Board meetings per year (held typically quarterly, with three held virtually and one in person usually in Central London or Southampton).
- According to your level of involvement and specialist skills, additionally attend as a member between one and three Sub-Committee meetings per year (each with their meetings held mostly virtually at quarterly intervals).
- Reading time ahead of meetings and in general communications (typically up to 4 hours monthly).
- Attendance at public or staff events from time to time during the year (usually subject to availability and individual location).

Continued overleaf.

The role: Sailors' Society Chair of Trustees and Trustee continued.

Who we are looking for:

We are looking for individuals who are committed to the welfare of Seafarers and their families and who bring professional experience in one or more of the following areas:

Trustee skills and experience requirements:

- **Communications:** Strong strategic communication skills, with the ability to advise on messaging, audience engagement, and organisational reputation.
- **Digital and data:** Understanding of digital tools, data management, and insights to support evidence based decision making and digital transformation.
- **Finance (Fundraising):** Experience in income generation, fundraising strategy, donor engagement, or developing sustainable funding streams.
- **Finance (Accounting):** Solid financial literacy, ideally with experience in accounting, financial oversight, budgeting, or charity finance governance.
- **Wellbeing and mental health:** Background in mental health, wellbeing, coaching, or training—particularly in supporting individuals in high pressure or remote environments.
- **Maritime experience:** Active or recently retired seafarer or maritime professional with awareness of sector challenges, lived experience, or insight into the needs of seafaring communities.

Please note that whilst knowledge and experience of the sector is always helpful as a trustee with the Society, it is not necessarily essential if you can offer one or more of the areas of expertise that we are looking for.

Essential skills and attributes:

- A passion for and an understanding of the needs of Seafarers and their families globally, including welfare and wellbeing.
- Strong professional experience and expertise in your field.
- Commitment to good governance and the values of transparency and accountability.
- Excellent communication skills and a collaborative approach.
- Ability to offer strategic insight and challenge where necessary.

Serving seafarers are very welcome to apply.

We believe that diversity strengthens our ability to represent the full breadth of the Seafarer community and welcome applications from anyone interested in becoming a trustee. We welcome applications from individuals of all backgrounds and encourage candidates from the Seafarer community (or their families).

As a faith-based organisation, we ask all trustees to respect the history, beliefs and traditions of the faiths which have helped build the Sailors' Society. We do not require trustees to declare a specific faith or adhere to any faith-based beliefs and welcome applications from people with any faith or none.

Next steps

Interested? Find out more:

Please download the Trustee Recruitment Pack and contact us with any queries you may have in support of your application: wdruce@sailors-society.org

If you are interested in applying, you will be asked to submit a CV and supporting statement.

Once you have submitted your CV and supporting statement, we will get in contact with you to arrange an informal chat with a current trustee or our CEO.

Interviews

Once we've made contact and following our initial conversation, we will be inviting suitable applicants to attend an interview in person. We expect these to be held in central London in mid June 2026.

Timeline:

Closing date for applications (CV and supporting statement):

Friday 22 May 2026

Initial contact conversations to run throughout the advertising period:

We'll aim to arrange for a mutually convenient time to meet, once we've heard from you.

Interviews in person:

Weeks commencing 8 or 15 June 2026

Anticipated appointment date:

Early July 2026

First Main Board participation:

30 July 2026



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sailors-society.org