

ORGANISATIONAL LEADERSHIP STRUCTURE

April 2022

Trustees

Ruth Walker (Chairman)
Angela Stormont (Deputy Chairman)
Mark Hesketh (Honorary Treasurer)
Nicole Beattie
James Campbell
John Craig
Sofie Gillespie
Ian Lyall
Sonia MacCallum
Colin Mason
Jo Ratter

Chief Executive and Directors

Alasdair Bennett (Chief Executive)
Cameron Black (Director of Crisis Intervention)
Ruth Longmuir (Director of Internal Services)
John Rafferty (Director of Housing and Support)
John Rodgers (Director of Income Generation)
Paul Stevenson (Director of Homelessness Prevention)
Robert Thomson (Director of Financial Services)

Group Head

Stephanie Miller (Head of Group, Retail)

Alasdair Bennett, Chief Executive

Alasdair originally graduated in theology and later studied variously in social care, addiction counselling, management and pioneer ministry. He started in Bethany in 1997 working in a frontline capacity, then managed Bethany Christian Centre, a residential addiction recovery unit for homeless men, for 14 years. For 5 years he oversaw Bethany's Crisis Intervention Services, and subsequently directed operations across Scotland. He has been serving as Chief Executive since August 2018. Alasdair is passionate about reaching people in need with the love of God and the love of neighbour, and about extending the opportunities that Bethany can bring to individuals, families and communities across Scotland.



Ruth Walker, Chairman

Ruth has been a trustee since 2016. She has worked as a non-executive director and chair on many boards in the charitable sector throughout the UK during the past twelve years. She focuses on strategy and team development. She is chair of Hutchesons' Grammar School, co-chairman of the Scottish Public Leaders programme, and a Trustee of Pacific Partnership Trust. Ruth brings a personal emphasis and passion in helping individuals flourish and reach their full potential whatever their background.

Ruth has had a career within the Private and Public Sector, and has experience at director and senior director levels in the areas of Strategy Development, Customer Relationship Management, Innovation, Marketing, Communications and Public Affairs.

Ruth has two children, and is married to Graeme.



Mark Hesketh, Treasurer

Mark has been a Trustee since 2017. He was the UK & Europe CFO at Standard Life plc for six years, where he was responsible for the Finance team, including Tax, Capital Management and the Business Finance Services. He spent 30 years in business and joined Standard Life from RBS where he was Director of Group Financial Planning & Analysis. Prior to this, he was Chief Finance Officer and Chief Risk Officer of RBS Insurance (now Direct Line) and CFO for the Business Services division of RBS. Mark spent the early part of his career with Unilever, GKN and Sears.



Angela Stormont

Angela has been a trustee since 2009. She is the Marketing & Communications Manager at Abbotsford, the historic home of Sir Walter Scott, near Melrose. Before joining Abbotsford in May 2018 she was a self-employed communications consultant, working in digital communications for a range of major corporations. Prior to becoming self-employed in 1997, Angela worked for BT, where she project managed the development of the company's Intranet and managed the Internet site, bt.com. Earlier career included Press Relations Manager (Scotland) for BT and various PR & journalism roles. During a career break (2009 – 2013) Angela gained a First Class Honours degree in English & Scottish Literature at Edinburgh University.



Colin Mason

Colin has been a trustee since 2014. He is Professor of Entrepreneurship in the Adam Smith Business School, University of Glasgow. He has held visiting positions at universities in Canada, Australia, New Zealand and Argentina. His research and teaching are in the area of entrepreneurship and regional development. His specific research interests are in entrepreneurial finance and entrepreneurial ecosystems. He has written extensively on business angel investing and has been closely involved with government and private sector initiatives to promote business angel investment, both in the UK and elsewhere. He is the lead author for Canada's National Angel Capital Organisation (NACO) annual Investment Activity Report. He is the founder and co-editor of the journal *Venture Capital: An International Journal of Entrepreneurial Finance* (published by Taylor and Francis Ltd). He was joint winner of the ESRC's 2015 Outstanding Impact in Business award for his research on business angels.



James Campbell

James has been a trustee since 2014. He has been Chief Executive of Blythswood Care since April 1998. Blythswood operates care projects in Eastern European and Asian countries helping young people to reach their potential. Each year Blythswood distributes more than 35 loads of aid through more than 40 different partner organisations around the world. This includes in excess of 120,000 shoe boxes at Christmas time. Blythswood Care also run Foodbanks and is the Highland Councils largest Community Recycle and Reuse organisation.



Sonia MacCallum

Sonia has been a trustee since 2016. She is a part-time GP and a mother of two young children. On concluding her GP training in 2014 she went on to do a one year Health Inequalities GP Fellowship. The clinical component was carried out at the Edinburgh Access Practice which provides primary care services to those experiencing homelessness. She also completed the RCGP Certificate in Management of Drugs Misuse in Primary Care (Part 2); audited the accessibility of the practice mental health team's assessment clinic; piloted a healthcare outreach service to the Bethany Care Shelter; and gives teaching sessions on Deprivation and Health to GP trainees and Edinburgh University medical students. Following on from her partnership working with the Bethany Care Shelter, Sonia continues to visit the Care Shelter weekly in a voluntary capacity.



Ian Lyall

Ian joined as a trustee in 2021. Ian retired in 2019 as a Partner from Pinsent Masons LLP (an international legal firm) after a 40 year career as a Corporate Lawyer working in Glasgow, London and Edinburgh. He is passionate about tackling poverty and inequality. Between 1987 and 2013, Ian was a Director and latterly Chair of the Edinburgh Medical Missionary Society (The Nazareth Trust) which has, for more than 150 years, owned and operated a 150 bed Christian Hospital and School of Nursing in Nazareth. Ian is currently an Advisor to the Board of Trustees of the Free Church of Scotland and a Trustee of the Belville Community Garden Trust, a small charity and social enterprise working in a deprived area in his home town of Greenock. He is also on the Board of Management of the Braid Estate Recreation Grounds and serves on a Scottish Law Commission Advisory Group (securities law reform). Ian is married to Pam (a former lawyer, now a commercial mediator) and they have four adult children. They attend Central Church, Edinburgh and Ian coordinates and leads Central Church's monthly evening Edinburgh City Mission/ Bethany Care Van Team.



Jo Ratter

Jo joined as a trustee in 2020. Jo has worked as a GP in Govan, Glasgow for 15 years having graduated from Glasgow University with degrees in both medicine and public health, focusing on deprivation and health inequalities. She is involved with GP teaching and training and has a special interest in addictions and child protection. Jo has five children and is married to Mark.



John Craig

John has been a trustee since November 2019. He is a pastor at Parkhead Nazarene Church in Glasgow. John grew up in the East End of Glasgow and has always had a passion for seeing God at work in that part of the city. He studied Theology at the International Christian College before going on to be involved in youth work and community development in a college based in Glasgow's East End. He currently live in the Parkhead/Tollcross area where he works, with a focus on leading two new expressions of Church. He is married to Debs and has two girls.



Sofie Gillespie

Sofie joined as a trustee in 2020. She was born and raised in Glasgow. She is a small business owner and runs three cafes in Glasgow City Centre. She is passionate about building a business that honours and glorifies God. Sofie became a Christian as a teenager on an Alpha Course and now serves on the board of Alpha Scotland. She attends Glasgow Grace Church with her husband Jake.



Nicole Beattie

Nicole has worked in press and public affairs since graduating university in 2018. Nicole currently works for the National Union of Students in Scotland and leads their press and policy work with a particular focus on gender-based violence, student poverty and student housing and homelessness. She is a member of the First Minister's Advisory Council on Women and Girls and sits on a range of sector leadership groups around student accommodation and student support. Before starting at NUS Nicole was involved in campaigning for the rights of foster carers and maternity rights in both America and Scotland. She previously worked in the Scottish Parliament with several MSPs. Nicole is from Glasgow and in her free time volunteers as a youth leader.

