



Good morning and welcome!

Your webinar will begin at 11:00 am.

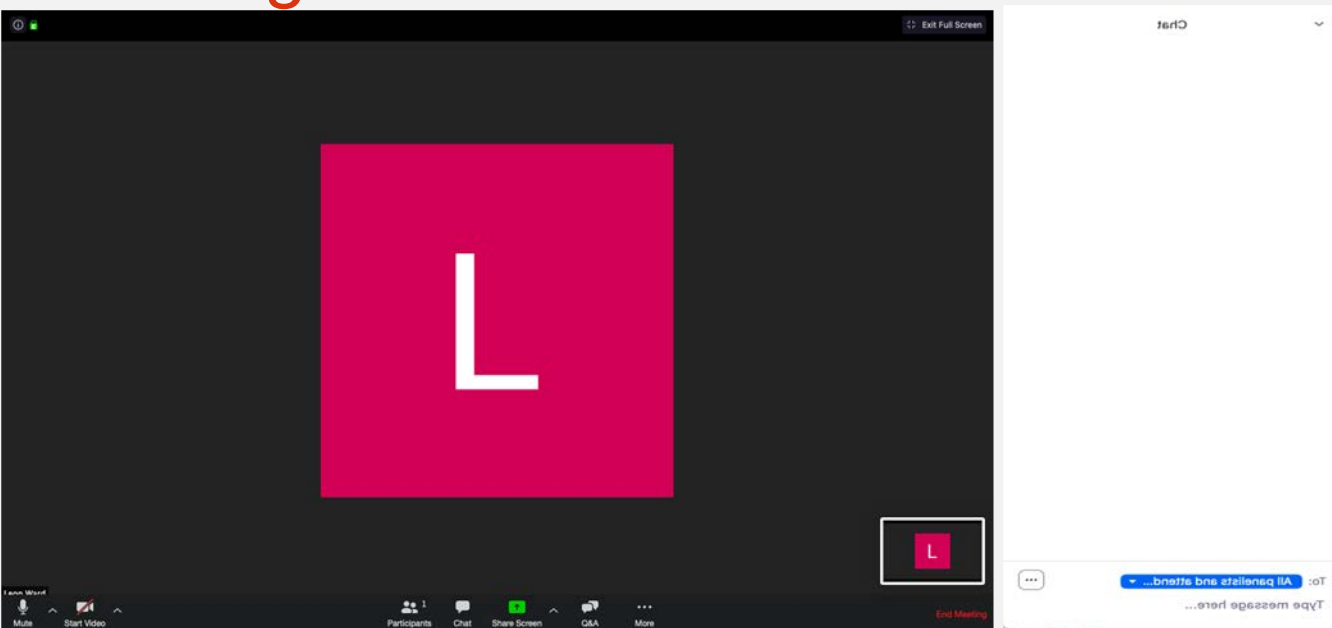
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Trustee Recruitment Workshop

Leon Ward, Trainer,
Getting on Board



Using Zoom



This webinar is recorded so you can come back to it and share with your colleagues.

Getting OnBoard.



www.gettingonboard.org

What we will cover today

The trustee landscape

What do you need on your board?

Your advert

Advertising

The process after advertising



Workshop objectives

At the end of the workshop, you should have:

- A clearer understanding of trusteeship in the UK
- An overview of best practice for trustee recruitment



[Download here](http://www.gettingonboard.org)



The trustee landscape

Trustee landscape

168,000	950,000
2,000	90,000



74%

of charities find it
difficult to recruit
trustees

Trustee landscape

96%
Of trustees say
they've
learned new
skills

73%
Say it has
boosted their
confidence

84%
Said being a
trustee made
them happier

22%
Got a
promotion
because of it!

86%
Say it's a good
complement to
professional
and family life

38%
Had new
leadership
aspirations as
a result



So, why do charities
find trustee
recruitment so
difficult?

**Over
90%**

of charities recruit
most trustees through
word-of-mouth and
existing networks

Is this the ideal board?



Getting OnBoard.

Or this?





Who is missing from charity boards?

- Those with ‘professional’ skills, for example, finance, PR, fundraising, legal, digital, HR and marketing skills.
- Service-users/those with “lived experience” of an issue: 59% of charities said that their boards were not representative of the communities they serve.



Who is missing from charity boards?

- Young people: the average age of a trustee is 57 and only 0.5% of trustees are 18-24, despite making up 12% of the population. 2/3 of charity trustees are over 50.
- Women: Charity Commission research November 2017 found that men: women is 2:1.

Who is missing from charity boards?

- People of colour: 6% of trustees are from BAME backgrounds. This compares to 8% of FTSE 100 company directors.
- Other minority groups: disabled people and other minorities are likely to be under-represented.

The result of charities not having the trustees they need



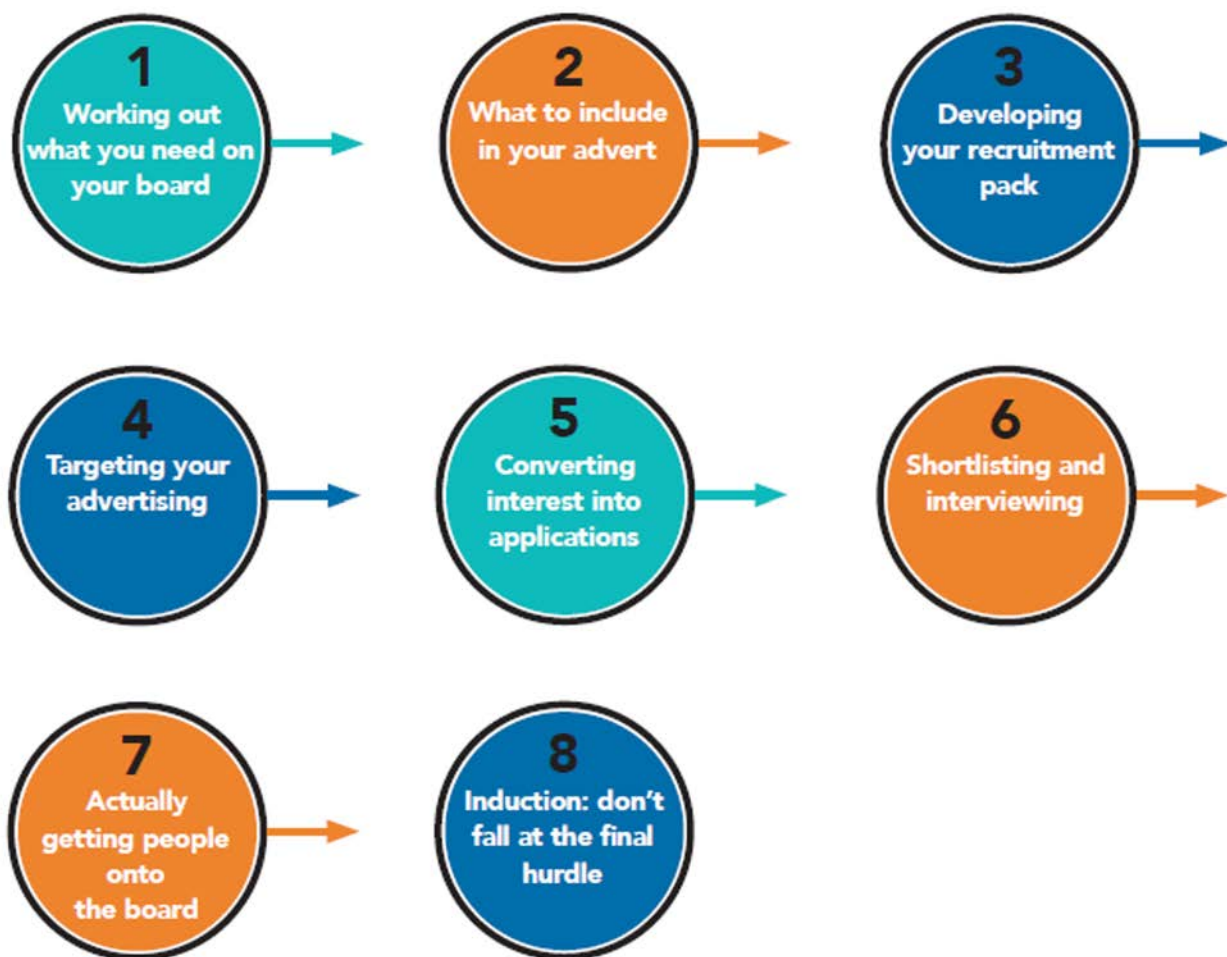
The “ideal” board?





The trustee recruitment process

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Step 1: Who/what do you need on your board?

Skills audits





Free boards skills audit tools

<https://reachskills.org.uk/knowledge-centre/support-boards/recruiting-and-retaining-trustee/how-do-i-do-skills-audit>

<https://prospect-us.co.uk/media/84991/board-skills-audit-v1.doc>

<http://www.gettingonboard.org/useful-documents-for-charities>

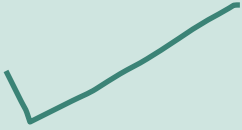
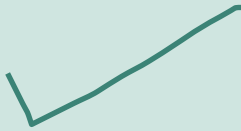
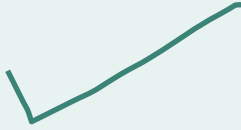


What skills,
experience,
knowledge, networks
do your current
trustees have?

Your current trustees

Name	Professional experience	Personal experience	Networks and knowledge
Bob Smith	Family therapist	Disabled child	Local council and voluntary sector
Carol King	Accountant	Sports coach	Chamber of commerce

A second example

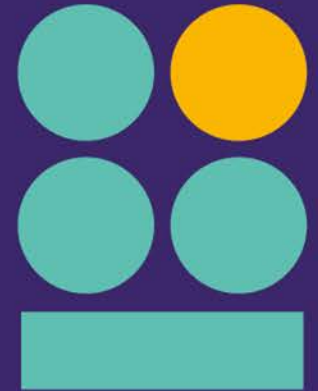
Name	Digital skills	Safeguarding skills	Fundraising skills
Bob Smith			
Carol King			



Put simply, do your trustees have the right skills, knowledge, experience, backgrounds to tackle the challenges your organization faces?

If not, what's missing?

Any questions?





Your advert



What works well?

Any room for
improvement?

What type of person do
you think it would
attract?



Appointment of Trustee

The Trustees of Girton Town Charity wish to be representative of the residents of the Village and we would welcome a new member of any age, sex, race or belief who shares an interest in the promotion of the Charity and its purposes.

As a Trustee you must be prepared to take an active and 'hands-on' part in the running of the Charity which will involve working on specific allocated responsibilities.

We have a monthly evening meeting to discuss the routine business of the Charity and new strategies are developed at an annual all-day meeting.

If you are interested in the position, please contact the Chairman or any other Trustee to talk about what is involved in carrying out the work of this vibrant charity.

Written applications to be addressed to the Chairman at 22 High Street, Girton, CB3 0PU.
Closing date 19th November 2017.

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Mon	CLOSED
Tue	9.00am - 5.00pm
Wed	CLOSED
Thu	9.00am - 5.00pm
Fri	9.00am - 5.00pm
Sat	9.30am - 1.00pm
Sun	CLOSED



Trustee Recruitment

Could you

- *Think strategically about the long term interests of the Library?*
- *Listen to others' views and contribute your own to help reach decisions collectively?*
- *Promote the library and help find new supporters and sponsors?*
- *Support and collaborate with the Library staff and volunteers?*

If so, why not offer your time, energy and skills to your local community library as a Trustee?

As a registered charity and company limited by guarantee, Haddenham Community Library has a Board of Trustees/Directors who are responsible for the management, well-being and effectiveness of the Library. Besides thinking about its services and facilities, its trustees/directors must ensure the library looks after its assets, meets its financial obligations and functions within the legal framework of a charity

We are looking for a new, energetic and committed trustee to join the Haddenham Community Library Board. You would be joining at a critical and exciting time as we are currently developing our Strategic Plan for the future development of services, funding sources and income generation. Our aims include raising the library's profile, better targeted service to the local community, increased participation in cultural and entertainment activities and growing our income especially through sponsorship and donations. Apart from the usual responsibilities of a trustee this **post carries the additional important administrative responsibility for the scheduling of trustee and management meetings and the recording, production and circulation of agendas and minutes.** We are therefore keen to hear from anyone who has sound administrative abilities, is well organised and competent at word processing.

Haddenham Community Library since its inception in 2012 has worked in partnership with Buckinghamshire County Council to uphold and deliver the traditional role of a public library service. All its current trustees are passionate about its relevance and continuation. You would be joining a group of local people from all walks of life who are committed to ensuring that the library remains at the centre of the community providing a unique space for connecting and learning. All trustees are expected to be willing to engage in a constructive and collaborative manner with all the challenges affecting the library and to act as an advocate in the wider world

Your time commitment would be attendance at the 6 annual daytime library management meetings, agenda setting meetings with the Chair of the Board, some occasional meetings with other organisations and agencies and participation in trustee working groups. If appointed to the post you can expect to receive support and advice to assist you with your role.

If you are interested in applying and would like an informal talk with the Chair of the Board of Trustees, **Stephen Sharp**, before submitting an application, he can be contacted at stephsharp@aol.com or by telephone on 01844290897

Job descriptions for this post are available from the Chair. Applicants should email expressions of interest and their CV to the Chair or if preferred, hard copies addressed to the Chair of HCL trustees can be handed in at the Library. Applications will be acknowledged and interviews arranged as soon as applications are processed and the interview panel can be convened.

Getting On Board.

EMPOWER PEOPLE WITH US.



We are recruiting to a number of voluntary positions to join our Board of Trustees.

We are a successful **relationships charity** with a vision for society where people enjoy good emotional well-being and personal resilience, supported by positive relationships in all areas of their life.

We do this through the provision of **counselling** for children, young people, adult individuals, couples and families, a **domestic abuse service** with integrated support for perpetrators, victims and children, family **mediation**, **parenting courses** and **community interventions**.

Whether you're an experienced Trustee or wanting to take your first step at Board level, we want to hear from you.

Our new Trustees will have skills in one or more of the following areas:



Finance



Clinical Practice



Income Generation



Press and PR



Human Resources



Political Influencing



Digital

As a Trustee you will have:

- Induction, training & reimbursable expenses
- Opportunities to make strategic decisions & develop new skills
- Opportunities to network with senior professionals
- Influence to shape innovative projects
- The chance to improve health & wellbeing of people & communities

The expected time commitment is six Trustee meetings per year (meetings are held in Manchester, on Wednesdays between 6 - 8pm), one full day strategy day and some ad-hoc committee work



Advertising



What to include in your advert

- What your charity does
- What skills and experience you're looking for *and why*
- What a trustee does
- What the commitment is
- Any benefits – out of pocket expenses, training
- Where the meetings are held
- How to find out more information
- How to apply
- Closing (and interview) dates

Trustee listings websites

Reach:

<https://reachvolunteering.org.uk/charities-non-profits/find-trustee>
(free)

Do-it/Small Charities Coalition:

<https://do-it.org/channels/trustee-finder> (free)

Women on Boards:

<https://www.womenonboards.net/en-GB/Home> (free)



Other places to advertise

Getting on Board: www.gettingonboard.org
(free, not a listings website)

Team London:
<https://volunteerteam.london.gov.uk/>
(free)

The Fore: <https://www.thefore.org/charities/>
(free)

Charity job: <https://www.charityjob.co.uk/>
(free)

The Guardian jobs:
<https://jobs.theguardian.com> (charge)

Third sector: <https://jobs.thirdsector.co.uk>
(charge)

Other places to advertise for trustees

Your own website, social media, newsletter, premises

Local papers, newsletters, e-magazines, neighbourhood magazines

Posters in libraries, supermarkets, community centres

Volunteer Centre / CVS / membership bodies

Twitter, Facebook, Linked In etc

Where will you find trustees with the skills you need?

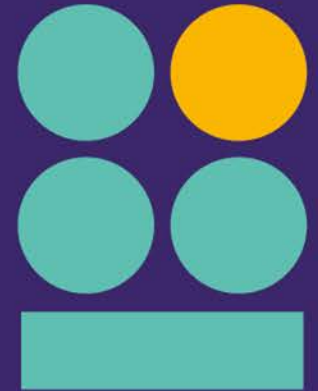
1. Workplaces/large local employers
2. Business parks
3. Business networks/membership bodies
4. Professional associations
 - Accountants - <http://www.icaewvolunteers.com/>
 - Treasurers - <http://www.honorarytreasurers.org.uk/Vacancies1.html>
 - Lawyers - <https://www.barprobono.org.uk/>
 - HR - <https://peoplemanagement.haymarketrecruitment.com/register/>
5. Publications, websites, online networks

Thank you!

Any questions?

Also, a reminder you will receive the recording of this webinar afterwards – so please do share with your other colleagues.

Contact us: Leon@gettingonboard.org



Get your trusteeship here!

info@gettingonboard.org

<http://www.gettingonboard.org>

