

Building Change Trust Limited

Recruitment and appointment of additional Directors

Background and context

The corporate Trustee of The Building Change Trust; the Building Change Trust Limited wishes to augment our current Board of Directors through the appointment of additional Directors.

We have the power to appoint either full Directors, who will become members of the company and/or co-opted Directors, who will not be members of the company.

The Building Change Trust was established in 2008 by the Big Lottery Fund (BIG) and the Building Change Trust Limited following the submission and acceptance of a proposal developed by the Community Foundation for Northern Ireland (CFNI), Community Evaluation Northern Ireland (CENI), Business in the Community (BITC), Rural Community Network (RCN) and the Volunteer Development Agency (now Volunteer Now VNOW).

The Trust is resourced through a National Lottery grant of £10 million as an investment for community capacity building and promotion of the voluntary and community sector in Northern Ireland.

The Trust has charitable recognition (XT11390) and the corporate Trustee, the Building Change Trust Limited is registered as a company in Northern Ireland (NI071182).

We currently have 8 Directors drawn from across the community, voluntary and private sectors and a Protector appointed by BIG.

Name	Position	Nominated by
Bill Osborne	Chairperson	Open recruitment
Michael Wilson	Protector	Open recruitment
Maeve Monaghan	Director	Open recruitment
Maurice Meehan	Director	CENI
Martin McCarthy	Director	BITC
Julie Harrison	Director	BIG
Joe McVey	Director	VNOW
Libby Keys	Director	RCN
Catherine Cooke	Director	CFNI

The management and administration of both the corporate Trustee and the charitable Trust is carried out by the Community Foundation for Northern

Ireland under a service level agreement. Nigel McKinney is employed by the Foundation as the Director of Operations – Building Change Trust and is supported by Cathy Summerville who works full time as Finance and Administration Officer on behalf of the Trust and Paul Braithwaite, Development and Implementation Officer.

We will by the 31 December 2018, in line with the Letter of Offer of grant from BIG, have invested and expended the £10 million original grant along with any interest generated. Our intent is that £10 million will be invested in supporting change and development in the sector with our running costs covered by interest generated.

To date we have supported the community, voluntary and social enterprise sector through the development, delivery of and learning from a range of programmes including commissioned work, awards programmes and other interventions.

During our first period of activity (2009 – 2012) we

- 1. resourced individual and collective project activity by the original bid partners,**
- 2. commissioned the first phase of a collaboration support service from a consortium of NICVA, CO3 and Stellar Leadership (CollaborationNI) and augmented that more recently with a Collaboration Enabling Fund,**
- 3. established 2 award programmes; Exploring Change and Deliver Change which have made a total of 29 awards to the value of £900,000 into the community and voluntary sector and social enterprise sector**
- 4. made a £1 million grant into the capital of Charity Bank to support their deposit taking, loan making and investment readiness activity and through engaging with a range of stakeholders considered the actions needed to develop social finance in Northern Ireland**
- 5. sought through a range of seminars, conferences, study visits and other actions to stimulate informed debate, discussion and action on the issues facing the development of voluntary, community and social enterprises in Northern Ireland into the future.**

We are now more than half way through our 10 year term and having reflected on the successes and challenges to date have identified the key areas we wish to focus on into the future.

What do we want to achieve?

Our intent is to work with the voluntary, community and social enterprise sector in Northern Ireland and other key stakeholders to identify, explore and support positive change in the sector across 5 key thematic areas with the issue of leadership as a 6th cross cutting theme.

We expect that our investments will support the sector to deal with both inevitable and necessary change and help ensure that the sector emerges stronger and more vibrant, independent, innovative and relevant into the future.

The three areas we believe are essential for the sector to respond to, and in which we wish to make an impact are:

Collaboration

More and better collaboration between organisations

- By collaboration we mean organisations and individuals working together in pursuit of objectives. There are many ways for organisations to work together which vary in both structure and purpose and which have varying degrees of commitment and levels of formality.
- We believe that whilst community and voluntary and social enterprise organisations in Northern Ireland have a long history and experience of various types of collaborative activity that it is now timely for organisations to explore collaboration and work more collaboratively with others ultimately for the benefit of communities.

Sustainability

Increased Sustainability

- By this we mean the resilience of an organisation and its ability to deliver its mission and meet the needs of present beneficiaries without compromising the ability of itself and others to identify and meet the needs of future beneficiaries. This resilience and ability might be measured both in a financial and non-financial way.
- Our definition of sustainability is not about supporting or taking actions to ensure that particular individual organisations endure but a statement of the need for action to be taken to ensure that Northern Ireland benefits from a dynamic and developing community and voluntary and social enterprise sector into the future where the diverse and changing needs of individuals and communities are to the fore.

Learning and influence

A learning sector which identifies, shares and acts on the lessons of its own and others' work and influences others' actions

- By learning, we mean the formal (i.e. training) and informal (e.g. networking and other) ways that individuals and organisations acquire skills and knowledge to develop and grow, ultimately to meet the diverse and changing needs of individuals and communities. Learning should be followed by application of the lessons.
- By influencing others we mean sharing the lessons of actions with others and having a positive impact on their decision making in respect of supporting the sector and the individuals and communities it serves.

Our specific areas of action

In seeking to make a contribution to these three areas all our future actions will be taken under 5 key themes as follows. The potential for collaborative and synergistic actions across the 5 themes will be sought

Theme	Headline Actions
Social Finance £2 million	Maintain and develop our relationship with Charity Bank and other social finance providers for the benefit of the sector here Commission a community shares pilot for NI and following implementation consider next steps Develop through collaboration with others a plan for a 3 - 5 year investment readiness (IR) programme in NI with associated new social finance product development Resource and leverage other resources for implementation of IR and new social finance products in NI
Collaboration £2 million	Provide effective management of the existing contract with CollaborationNI until conclusion of the programme in 2013/2014 Work with a range of stakeholders to

	<p>determine the future collaboration support needs of the community and voluntary sector in NI</p> <p>Resource and lever other resources towards implementation of a developed and expanded collaboration support programme from 2014 – 2018</p> <p>Ongoing consideration of and decisions on applications to the Trust’s linked Collaboration Enabling Fund</p>
<p>Inspiring Impact in NI £800,000</p>	<p>Develop and resource an NI development plan for Inspiring Impact in the period 2013 – 2018 which takes account of the UK programme and any particular NI circumstances and opportunities</p> <p>Develop and implement effective governance and management arrangements for Inspiring Impact in NI that are fit for purpose and which in themselves can make a contribution towards the Trust outcomes sought</p> <p>Maintain membership of the UK wide Inspiring Impact partnership and seek to make an effective contribution to its work</p>
<p>Social Innovation £1.5 million</p>	<p>To progressively implement key actions contained within our Social Innovation action plan in partnership with others where appropriate</p> <ul style="list-style-type: none"> • Explore and support the use of social innovation techniques and processes by VCSE organisations including the use of new technology • Explore and support the use of challenge prizes in stimulating social innovation in the sector

<p>Creative space for civic thinking (CSCT) £1 million</p>	<p>To progressively implement the range of actions contained within our CSCT action plan in partnership with others where appropriate</p> <ul style="list-style-type: none"> • Explore the development of the Open Government Partnership in Northern Ireland • Explore and facilitate new forms of civic activism • Explore and support the concept of independence of VCSE organisations
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The need for additional Directors

Having reviewed our performance and governance during the first 5 years of operations we now wish to recruit additional Directors. It is anticipated that a number of Directors will be recruited through this process.

Additional Directors are sought to augment the existing Directors and to

1. Help ensure we have the right mix of individuals with the knowledge, skill and experience to assist with this next crucial phase of development.
2. Increase the number of Directors thereby enabling us to develop our governance in terms of sub groups and other activity

We welcome applications from individuals with a wide range of knowledge, skills and experience but are especially interested in individuals with skills and experience in the individual fields of public affairs, public relations and marketing, civic engagement, digital innovation.

Types of Directors required

Our Articles of Association indicate two levels of Directorship

Full Directors

1. Cannot be employees or officers of The Community Foundation for Northern Ireland, Business in the Community, Community Evaluation NI, Rural Community Network, Volunteer Development Agency (Volunteer Now).
2. Selected from applicants.

3. A full member of the company and a voting member of the Board.
4. Tenure can be fixed in length by existing Board and can be removed by resolution of the Board. Can be reappointed for any period.

Co-opted Directors

1. Cannot be employees or officers of The Community Foundation for Northern Ireland, Business in the Community, Community Evaluation NI, Rural Community Network, Volunteer Development Agency (Volunteer Now).
2. Selected from applicants.
3. Not a member of the company and no voting rights at the Board but has the right to attend and input to meetings.
4. Appointment for 1 year initially and then can be reappointed with a maximum of 3 consecutive terms. Can be removed by resolution of the Board.

Applicants may wish to be considered for appointment to either full Directorship and/or Co-opted Directorship.

Please indicate on your application form which position you wish to be considered for. You can of course indicate that you wish to be considered for both.

Commitment expected

On average the time commitment expected is no more than 10 days per annum. The Board has been meeting approximately 6 times per annum with meetings generally lasting 2-3 hours. Meetings typically have been taking place on the last Friday of the month.

In addition to the main Board there are a number of subcommittees;

- Finance and General Purposes sub committee
- Marketing and Communications Subcommittee
- Inspiring Impact NI management committee

These subcommittees usually meet between 4 – 6 times per year with meetings a maximum of 2 hours.

Directors also support the Trust personnel employed by CFNI through attendance at various Trust events and activities.

Given the Trust current and future work plans it is anticipated that further sub groups will be established and ad hoc groups are established from time to time.

Expenses

The position of Director is unpaid. However we will reimburse out of pocket expenses incurred by Directors in carrying out their role.

How to apply

Application is by means of the application form available on the Trust website

www.buildingchangetrust.org

or by e-mail from info@buildingchangetrust.org

Preferably this should be word processed and then submitted in signed hard copy to the Trust Director of Operations at

Building Change Trust
Community House
City Link Business Park
6a Albert Street
Belfast
BT12 4HQ

Selection

Applications will be shortlisted against the published criteria and short listed applicants invited for interview. It is anticipated that interviews will be scheduled in order that new Directors can take up office during autumn 2014.

Induction

Following appointment we will arrange an induction process for new Directors.

How to find out more.

For an informal conversation about the Trust and the role of Directors please contact the Chairperson Bill Osborne on **028 90 200850/028 90 236522** or the Director of Operations on **028 90 408726**

The selection criteria

We are particularly interested in individuals with skills and experience in the individual fields of public affairs, public relations and marketing, civic engagement, digital innovation.

Essential:

1. Knowledge and experience of the voluntary, community and social enterprise sector and current challenges and opportunities
2. Knowledge and experience of strategy development and implementation
3. In a position to make a voluntary time commitment of up to 10 days per annum

Desirable:

1. Previous experience as a Board member of a voluntary, community or social enterprise organisation

Closing date.

Application forms must be submitted no later than 4.30pm on Friday 4 July 2014