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# FUTURE BOARD LEADERS

INTRODUCING NEW VOICES TO IRISH CHARITY BOARDS

2024 BOARD TRAINING & PLACEMENT PROGRAMME



# PROGRAMME OVERVIEW

**Boardmatch Ireland** and **The Leadership Academy** have developed the **Future Board Leaders Programme** to promote the engagement of underrepresented voices on boards and encourage charity trustee diversity. This programme was successfully piloted in 2023 and we are delighted to be running **Future Board Leaders** again this year.

All programme participants will attend preparation sessions, an accredited governance training course, and receive mentoring to support them in their new charity board role.

**There is no cost involved to participate in this programme as a candidate or a charity.**

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If you would like this document in an alternative format for accessibility reasons, please contact Sharon at [sharon@wheel.ie](mailto:sharon@wheel.ie) or Hannah at [hannah@boardmatch.ie](mailto:hannah@boardmatch.ie).

# WHAT IS A CHARITY TRUSTEE?

A charity trustee is also known as a board member of a charity. Charity trustees are volunteers who, as a board, are collectively responsible for the oversight of the charity. Charity trustees meet as a board to support the development of the charity and make decisions on how

the charity will deliver their services, where they will source their funding and how they will communicate their work to the public. The board guides the governance and strategic direction of the charity.

**"CHARITY TRUSTEES ARE THE PEOPLE WHO ULTIMATELY EXERCISE CONTROL OVER, AND ARE LEGALLY RESPONSIBLE FOR, THE CHARITY."**

**THE CHARITIES REGULATOR**

# WHY SHOULD YOU APPLY TO BE A CANDIDATE?

- Create impact - it's an opportunity to make a valuable contribution to the charity sector
- It feels good to volunteer - ignite your passion!
- Strengthen and gain new skills
- Share your skills and experience
- Network and meet new people
- Increase your understanding of the boardroom environment



“As a young queer woman from rural Ireland, I struggled to have the confidence to believe in myself & recognise the value my voice could bring to the world of governance. However, through taking part in this programme, I have not only received top class governance training, I finally have the confidence to take my sit at the table & have recently joined my first board.”

**AMY MCRORY, 2024 PROGRAMME PARTICIPANT  
BOARD MEMBER, YMCA DUBLIN**

# WHO SHOULD APPLY?

## YOU!

- Would you like to hear different voices represented across Ireland?
- Do you want to see positive change in your community and society?
- Are you a keen volunteer? Would you like to be?
- Would you like to grow your network?
- Do you want to get experience?
- Do you want to learn new skills?
- Do you want to meet new people?

If you fill one of these criteria, please apply.

**DO NOT DISQUALIFY YOURSELF.** Apply and let the process decide.

# HOW WILL IT WORK?

Boardmatch will use their extensive network and expertise to identify a number of suitable charities looking to make real change to their organisations through diversifying their boards.

The Leadership Academy will begin recruiting people interested in joining a Board as a charity trustee.

We will accept up to 20 people on the programme, who will complete accredited governance training over two in-person sessions, and also be offered

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an opportunity to meet with a charity for a board role. We will work to find a suitable match for all programme candidates, however we cannot guarantee a board placement for all candidates. Charities will register their interest in meeting paired with a candidate and we will work through this group of charities to find any potential matches.

*Even if you are not matched, the programme is designed to grow your confidence and prepare you for any subsequent board role.*

# HEAR FROM SOME OF OUR 2023 CANDIDATES



"Future Board Leaders spoke to me because of its purpose to diversify Boards and encourage under-represented voices to be included in decision-making spaces. The programme allowed me to meet and connect with liked-minded individuals, learn, grow and be equipped with the skills to contribute meaningfully in my capacity as a Board member."



**CLARE AUSTICK, 2024 PROGRAMME PARTICIPANT  
BOARD MEMBER, AWARE**

"Future board leaders has really changed the way I see the role of a board trustee, and how my life experiences are just as important as a financial or human resources expert when it comes to good governance. My confidence grew through the training and although I didn't match with a board this time, I had a great support system behind me with the facilitators and fellow trainees."



**LOUISE KAVANAGH, 2024 PROGRAMME PARTICIPANT**



"The Future Board Leaders was a great opportunity to be more informed of the charity sector, how to run a successful board and to join a network with others on the same journey."

**PIERRE YIMBOG, 2024 PROGRAMME PARTICIPANT  
BOARD MEMBER, IDEA (IRISH DEVELOPMENT EDUCATION ASSOCIATION)**

# WHY SHOULD YOUR CHARITY TAKE PART?

In order for Irish charity boards to The Future Board Leaders Programme will introduce you to a new candidate that you may have not connected with elsewhere. This candidate will be capable, interested in your organisation, and have completed accredited governance training.

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**ALL PARTICIPATING CHARITIES MUST FOLLOW A SUPPORTED INDUCTION PROCESS FOR THEIR NEW CHARITY TRUSTEE.**

**ALL PARTICIPATING CHARITIES MUST PROVIDE AN EXISTING TRUSTEE TO MENTOR THEIR NEW TRUSTEE FOR THEIR FIRST YEAR.**

“Future Board Leaders helped us to diversify our board, specifically regarding youth and race diversity, so that these voices can be represented on our board.”

**DOMINIC LAYDEN, CEO, AWARE**





# HEAR FROM SOME OF OUR 2023 CHARITIES



“Our organisation is always working to bring in more diversity, and it's crucial that our board reflects the diverse makeup of society and our members. We wanted to add a new board member who represents Irish society, and the Future Board Leaders programme was a perfect fit.



The process was straightforward and quick. The initial webinar explained the program and expectations clearly, and the required forms were easy to complete. We received high-quality candidate options promptly, enabling us to move through our selection process rapidly. Our new board member has enhanced the diversity of our board, bringing fresh perspectives and questions. They have already actively participated in one of our sub-committees. We're not just teaching our new board members about our organisation; we're also learning from them.

The Future Board Leaders program was highly effective in helping us achieve the diversity goals for our board. The programme's ability to connect us with quality candidates we might have missed, coupled with the leadership training provided to the candidates, has been immensely beneficial. We highly recommend the program because it not only helps boards find diverse candidates in a targeted way but also provides the necessary training that supports candidates joining a board which in turn boosts board confidence.”

**ASHLEY SANDS, CHAIRPERSON, INCLUSION IRELAND**

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“As part of a Board Review initiative, Archways was looking at diversity on our Board and identified that the Future Board Leaders Programme would assist us with this. From the moment we expressed our interest, we found the entire process to be very smooth and efficient with training already provided to our new Board member, after we had identified a suitable candidate.”

**HUGH DOOGAN, CEO, ARCHWAYS**



# PROGRAMME TIMELINE

## Matched

Once you're accepted onto the programme, your matching process will begin

Late March

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- Highlight your experience to date - personal and professional
- Discuss your interests
- Match you to a charity that meets your experience and interests

## Trained

We'll provide you with accredited governance training to prepare you for your board role

April and May

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- Two Saturday in-person governance workshops in Dublin (travel bursary available)
- Meet the programme participants and start your network
- Understand the roles and responsibilities of charity trustees and how a board operates

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## Inducted

You'll receive a mentor and ongoing support from the programme

May onwards

- Your new charity board will support your induction process, providing you with key documents, information about the organisation, and meeting the rest of the team
- You'll be provided a new mentor for your first year on your board. This mentor will also be on your board
- The programme will arrange a follow up online session after your training for additional support and coaching

# READY TO APPLY?

**Don't rule yourself out!** If you have an interest in participating in this programme, apply below to find out more.

Follow the below links to complete your expression of interest in the programme. You will then be contacted about next steps.

**CANDIDATE  
APPLICATION**

**CHARITY  
APPLICATION**

Information webinars for candidates will take place on 13th, 15th & 19th February (morning and evening sessions).  
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## **ABOUT THE LEADERSHIP ACADEMY**

The Leadership Academy is a project of The Wheel, Ireland's national association of charities, community and voluntary organisations and social enterprises. The Leadership Academy is a space for leaders at all levels in the nonprofit sector, to access relevant upskilling resources, find spaces to engage with other people interested in leadership, learn from those with leadership experience and gain tools and opportunities to take the next step on their leadership journey, wherever their starting point.



## **ABOUT BOARDMATCH IRELAND**

Boardmatch Ireland is a registered charity that works to upskill charity and not-for-profit boards by connecting enthusiastic and skilled volunteers with organisations that have board vacancies. We believe that skills are transferrable across sectors and board volunteering is an opportunity to not only give back to a cause you are passionate about, but at the same time learn new skills and grow your networks. It's a win-win for both the individual and the charity!