



TRUSTEE RECRUITMENT PACK

THE NORTHERN IRELAND BOYS' BRIGADE

BBNI

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Message from our Chair

Dear Candidate

Thank you for your interest in the position of Trustee with The Northern Ireland Boys' Brigade (BBNI). This is an exciting time to join our board as we have just launched our new strategy, vision, mission and values. Our vision for The Northern Ireland Boys' Brigade (BBNI) is to **'Raise generations of Christ-like men.'**

We are currently seeking up to 3 members to join our board for a three-year period. Up to two of the successful candidates will not have experience (past or present) of Boy's Brigade leadership. We are seeking applications from individuals who can demonstrate competence and experience in at least one of the following:

- Current experience in the education sector
- Experience in safeguarding practice
- Human Resources

If you have the experience and passion to commit to an organisation that makes a positive impact on around 11,500 boys and young men and support us in delivering our strategic priorities over the next three years, then I encourage you to consider submitting an application.

Kind regards,



Glen. A. Miller
Chair
The Northern Ireland Boys' Brigade



About The Northern Ireland Boys' Brigade (BBNI)

The Northern Ireland Boys' Brigade (BBNI) works with around 11,500 boys and young men in 243 BBNI companies in Northern Ireland and Donegal. With over 2,700 volunteer leaders, Boys' Brigade is a ministry tool for the local church, focused on advancing Christ's Kingdom among boys.

Through BBNI our volunteer leaders help to make a positive impact on many young lives as they seek to encourage them to achieve their full potential and develop a strong set of skills that will equip them for later life. Our vision is that we can work with churches to raise generations of Christ-like men and see them make a positive impact on society.

Rooted in Christian faith, the charity's objects as detailed in the Articles of Association are:

(1) The advancement of Christ's Kingdom among Boys and the promotion of habits of Obedience, Reverence, Discipline, Self-Respect and all that tends towards a true Christian manliness

(2) To encourage the physical, intellectual, emotional, social and spiritual development of children and young people so that they may achieve their full potential and, as responsible citizens, therefore to improve society

(3) To be responsible for setting up and supervising local companies and grouping such companies into battalions to facilitate meeting these objects.

Our motto 'Sure and Steadfast' is based on Hebrews 6:19:

'We have this hope as an anchor for the soul, a hope both sure and steadfast.'

The Northern Ireland Boys' Brigade is self-governing and independent of The Boys' Brigade UK & RoI which does not operate in Northern Ireland.



VISION To raise generations of Christ-like men

- MISSION**
- To be a ministry tool to aid Christian churches in evangelism and discipleship among boys and young men in Northern Ireland and Donegal.
 - To invest in boys and young men through a fun, engaging and inspirational programme.

VALUES As an expression of our Christian faith, we will endeavour to be Christ-like in our behaviour, in particular demonstrating our core values.

COURAGE
Rooted in faith and trusting in God, we will seek God's will for BBNI and confidently lead with courage to fulfill it.

INTEGRITY
We will strive to do the right thing, taking an honest and transparent approach with a commitment to do what is best for our boys, volunteer leaders and staff.

RESPONSIBILITY
We will act in a responsible manner across all areas of the organisation. We will take responsibility for our actions and learn from our mistakes.

RESPECT
We value all people and treat everyone with grace and respect, acknowledging that delivering our mission is a team effort.

The Roles and Responsibilities of the Trustees

The Board of The Northern Ireland Boys' Brigade (BBNI) sets the organisation's strategic aims and ensures that the necessary financial and human resources are in place for the organisation to meet its objectives and review management performance. In particular it will:

- oversee the activities of the organisation, its strategic direction and planning processes, programme delivery, financial controls and performance measures
- review and guide strategy
- review and approve strategic plans, annual budgets, programme plans and performance objectives, and risk management strategies and plans, as developed by the Senior Management Team
- monitor implementation and performance, and oversee major capital expenditure
- ensure that the organisational structure is appropriate for achieving the strategic goals, and that the necessary policies, procedures and controls are in place to ensure that authority may be delegated by the Board without loss of accountability
- approve and oversee the maintenance of sound corporate governance and the accountability of the Board

In relation to strategic planning and reporting the Board will undertake the following:

- the agreement and communication of broad strategic principles
- the setting of the strategic plan's framework and priorities
- signing off on the developed strategy which has been created by management
- the approval of developed work programmes in line with the agreed strategy including the required financial budget
- ongoing identification of strategic gaps in the organisation's actions
- ongoing oversight and review of the effectiveness of the strategy and value for money in respect of work programmes
- review of annual output and recommendations on changes required as a result of this review
- ongoing awareness of the needs and timings of external stakeholders within the planning and management cycles.

The Board of The Northern Ireland Boys' Brigade (BBNI) will govern and not manage. Management of the organisation is the responsibility of the Chief Officer and Senior Management Team. In short, the Board will:

- Set out the vision, mission and values
- Agree the strategy to deliver the vision and mission

- Agree the governance structure and policies
- Approve the operational plan to deliver the strategy
- Approve the staff structure to deliver the operational plan
- Monitor delivery.

In carrying out its responsibilities, the Board will uphold the values of the organisation.

What are we looking for?

We're looking for individuals who are willing to contribute some time and energy to help The Northern Ireland Boys' Brigade (BBNI) serve out its vision of '*Raising Generations of Christ-like Men.*'

We currently have 6 trustees and are seeking to appoint additional trustees in the next 6 months; we can reach a maximum of 9 trustees. We want to ensure we have a diverse board in terms of skills and experience; therefore, for up to 2 of these positions we will be recruiting specifically for people that are not currently or have not been a leader in Boys' Brigade.

The Northern Ireland Boys' Brigade (BBNI) is a Christian organisation. In support of the mission and ethos of BBNI, applicants will profess a Christian faith and have the support of their church.

We are particularly seeking enthusiastic individuals who can demonstrate competence in at least one of the following areas:

- Current experience in the education sector
- Experience in safeguarding practice
- Human Resources

Trustees are asked to:

- Attend, contribute to and engage effectively in all appropriate meetings concerned with the management of BBNI and its business
- Use their skills, knowledge, and experience to contribute to sound decision making in the best interests of BBNI and not of any individual
- Operate as an effective team member, demonstrate integrity, and sound judgement
- Advocate the ethos and objectives of BBNI
- Respect the experience and expertise of staff and other Trustees, expressing views graciously and constructively
- Prepare appropriately for Board meetings and make every effort to attend

- Inform the Chairperson or Chief Officer of any development that may result in a direct conflict of interest with decisions being taken by the Trustee Board
- Abide by the corporate decisions of the Board, having had an opportunity to make their views known
- Respect the confidentiality of Board matters and discussions
- Attend occasional events, functions, and meetings within and/ on behalf of the Organisation

Qualities and skills

- Enthusiastic about The Northern Ireland Boys' Brigade (BBNI), its vision, mission, and values
- Effective communication skills and a willingness to participate in discussions at Board level
- Impartiality, fairness, and the ability to respect confidences
- Ability to be objective, to probe and question and to act decisively when necessary
- Team player, able to listen and work with others, offering guidance and support to ensure effective decision making
- Understand the responsibilities of charity Trustees, the importance of good governance, and agree to work in accordance with the code of conduct policy and confidentiality agreement agreed by the Board.
- Be able to demonstrate strong experience in at least of the following areas:
 - Current experience in the education sector
 - Experience in safeguarding practice
 - Human Resources

Time commitment

There are between 4 and 6 Board meetings each year, plus a strategy day. Board meetings are currently held on a Monday evening, beginning at 6.30pm. Meetings are held at BBNI headquarters in Culcavy, just outside Hillsborough.

Trustees may also serve on sub-committees.

All trustees serve on a voluntary basis.

Term of service

Trustees are initially appointed for a three-year term of service. No one shall serve more than three consecutive terms without a break of at least 3 years before further service.

No one shall be appointed as a Trustee if:

(a) he/ she would be disqualified from acting under the provisions of current legislation.

(b) he/ she would be conflicted by holding other offices with The Northern Ireland Boys' Brigade.

Support and Training

Trustees will receive an induction by the Chief officer and/ or Chairperson and an information pack. Trustees will complete a skills audit to help identify their skills and experience and any learning needs. Further training will be provided as appropriate.

Application Process

Applicants should submit a CV and covering letter which outlines their suitability for the role. In particular applicants should detail how they can demonstrate competence in at least one of the following areas:

- Current experience in the education sector
- Experience in safeguarding practice
- Human Resources

Submissions should be made to the Chief Officer, Lisa Keys by email:

lisa.keys@boysbrigadeni.org and should be received by 12 noon on 13th December 2024.

Submissions will be shortlisted and suitable applicants will be invited to a conversation with purpose to further explore their suitability for the role. These conversations will take place in December/ January before a final decision on appointments is made.