



Make a bigger difference together

Becoming a WCVA trustee

WCVA's board is made up of friendly and passionate individuals with a wide range of experiences, skills and backgrounds. We have **six vacancies on our board** and so we're now looking for people from different backgrounds and with a range of skills and lived experiences to join our board.

Whatever your background or experience, develop your skills, widen your network and help us make a bigger difference together by joining our board of trustees.





People in Wales have always come together voluntarily, not for money or because the law tells them to, but because they want to make a difference.

But when the Depression and poverty hit Wales hard in the 1930s people realised their organisations weren't ready to meet the challenges around them. To make a bigger difference they needed to come together, organise and look ahead to prepare for the future.

That's why WCVA was formed. And it's why we exist today.... [Read more.](#)

We've set ourselves **ambitious goals for 2022-27** and we want to take action now to create a future where voluntary organisations and volunteering thrive across Wales, improving wellbeing for all.

To succeed our sector will need to be diverse, ready for change and to be equal partners in improving wellbeing in Wales.

But we know we can't do it alone, we need a diverse board of trustees leading our work and helping us to make the change we want to see...



Vision

A future where voluntary organisations and volunteering thrive across Wales, improving wellbeing for all

Our focus on diversity



We're focussed on enabling voluntary organisations in Wales to be more diverse, reflecting the communities they serve.

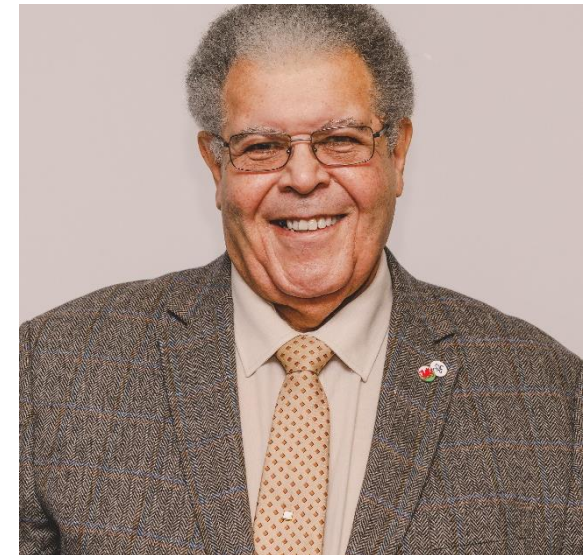
We're also committed to lead by example and work to ensure WCVA is more diverse. We are committed to being as inclusive as possible and we want as many different voices as possible on our board.

We are seeking trustees with a wide range of experiences. Whatever your background we would love to hear from you.

Edward is a WCVA Trustee and our EDI champion on the board. He works closely with WCVA staff as part of our EDI working group.

'In these times of disruption, and economic depression to a certain degree, it's so important that we encompass all members of the community and have a clear understanding of community life across the board.'

'Within WCVA the hand is out there to help all parts of society, because society is made up of many people, of many colours and many creeds.'



**Edward Watts MBE DL,
WCVA Trustee**

Why board diversity is important to us



**A note from Samantha
Carpenter, our Equality,
Diversity, Inclusion &
Wellbeing Officer**

We believe that a variety of perspectives strengthens our decision-making and allows us to better serve our members and the wider sector. This is why we need our trustees to have the widest range of backgrounds possible.

We are particularly interested in applications from:

- Younger people (aged 16-30)
- People with lived experience of neurodiversity
- People with a passion for anti-racism and racial justice

This isn't to say that others cannot succeed, so long as you are passionate about the needs of everyone. We welcome nominations from all backgrounds.

Getting young people on board

The average age of trustees in the UK is 57 despite the average age of the population being much lower.

Having a board that is representative of our society is not only good practice it's essential for good governance.

At WCVA we don't just want to tick the box. We know that young trustees bring a whole host of experiences, skills and ideas to the table and we're looking for people age 16-30 to join our board and help us make a bigger difference.



Why join the board as a young person?



**Joe Stockley,
WCVA Trustee**

‘I think being a trustee is one of the best things you can do. Coming into that space as a young person you can shake things up by offering a new perspective, asking those questions that someone a little bit older might not be considering.’

‘You get put in situations that require you to have a lot of responsibility sometimes. It’s the deep end but there are lifeguards around, there are people that can help you with far more experience.’

‘As a learning opportunity it’s one of the best I’ve ever had.’

Trustees are the independent volunteers that govern a charity. Becoming a trustee is a serious commitment but can also be extremely rewarding.

Along with the rest of the trustee board you will have a legal responsibility for the management of our charity, but you'll also work together with the board and senior management team to make decisions that will help us make a real difference in Wales and beyond.

The role of trustee is unpaid, but we offer expenses to meet travel costs.

[You can read more about the key duties of trustees here.](#)



What we're looking for



No experience necessary!

You don't need to have previous trustee experience to join our board, we'll provide all the training and support you need.

We're looking for people from different backgrounds and with a range of skills and experiences.

The next page shows a list of skills we're particularly interested in, but these are just a guide and not essential.

We're particularly interested in people with some skills in the following areas, but these are by no means a requirement of applying:

- **Charity governance**
- **Finance** (all trustees will be required to have a minimal understanding of charity accounts but we offer excellent training and support to help you with this)
- **Volunteer recruitment and support**
- **Social investment and enterprise**
- **Membership development**
- **Equalities and human rights**
- **Research and development**
- **Legal**
- **Digital** (trends and emerging technologies/service design)
- **IT systems**
- **Data / information management**

What's in it for you?

Develop your skills, widen your network and help us make a bigger difference together by joining our board of trustees. You will...

- Work with a range of passionate people from all walks of life and make connections to enhance your personal and professional development
- Have the opportunity to use your skills and share your unique experiences in new ways and to make positive change in Wales
- Drive our charitable aims and help us advocate for and empower the inspiring organisations that make up Wales' voluntary sector



What I get out of being a WCVA trustee



**Reham Bassal,
WCVA Trustee**

‘What do I get out of being in WCVA’s board? First of all the satisfaction that I am influencing positive change and giving back to the community.’

‘The reason I decided to join WCVA is to create a difference to the voluntary sector in Wales and also to represent Wales in the voluntary sector across the UK.’

‘In terms of my career it gives me that extra bit of confidence... there are organisational skills that I gained from being on the board that I was able to use in my current role as well that I may have not been able to gain that through my regular job.’

Giving your time as a trustee

As a trustee we ask you to commit your time to:

- **One** trustee induction day
- **Four** formal board meetings in person (but you can attend online too) – around two hours per meeting
- **Four** board working group meetings per year, online – around one and a half hours per meeting

You will also need to allow for some prep time for each meeting and you'll be invited to join committees, become champions for areas of our work and support task and finish groups as needed.

Successful candidates will normally be appointed for a **three-year term** and can serve a **maximum of nine years**.



If you're interested in joining our board this year, there are a few things you need to do:

1. You need to be supported by two **WCVA members** – we call this nominated and seconded. Don't worry if you don't know any members – we can connect you with some
2. Once we've received your nomination from a WCVA member we'll ask you to send us some information about yourself. We want to know what skills and experience you would bring to the board (two pages maximum). If you have a CV then that would also be useful – but it is not essential. We also ask for two references....

3. Finally, as you are now a nominee, we need a short statement (200 words maximum) and a photo that we can put on our website. Your statement should answer the question: **'Why should WCVA members vote for me to be a trustee?'**

You can send your information as a **video or audio recording** if you'd prefer.

We will also ask you to complete an **equal opportunities monitoring questionnaire** to help us understand more about who we are reaching.

What happens next?



The deadline for nominations and candidate statements is **6 September 2024**.

We will post candidate statements and photos on our website during the week commencing **16 September 2024**.

Our members will vote for their preferred candidates in our ballot which takes place **21 October – 1 November 2024**.

Candidates will be notified of the results of the ballot week commencing **4 November 2024**.

More information about WCVA and our 2024 trustee elections is available on our website – wcva.cymru/trustee.

If you have any questions please do get in touch!

Our Chief Executive, Lindsay Cordery-Bruce is very happy to chat with anyone that is thinking of applying. Please contact Tracey Lewis on tlewis@wcva.cymru to arrange.



WcVA

CgGC

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