



2023
ANNUAL REPORT
BOARDMATCH.IE

SECTION 1: Strategy & Impact

Chair & CEO Welcome

Dear Friends and Valued Stakeholders,

It is with great pleasure we present our Annual Report for 2023, a year of significant achievements and milestones for our charity.

With your support, we achieved our highest number of placements ever. A record 444 trustees and directors were placed on Irish charity and non-profit boards. These trustees will empower their organisations over the coming years through dedicated leadership.

Our free website facilitated 291 of these placements, showcasing our commitment to broadening our impact. And our training programme exceeded its targets, which shows there is a continued strong demand for high quality Trustee training from across the country.

We have continued to expand our Leadership Development Programme (LDP), where we partner with Irish corporations to develop their leaders and managers, provide them with Trustee training, and find suitable charity board placements for them. In 2023 we worked with Deloitte, KPMG, Meta, NTMA, PayPal, and Woodies.

Our team has grown during the year, from 8 to 10 members, each bringing passion and expertise to our mission. Thank you to Rea Walshe for her support and guidance as Interim CEO during the year.

We've also actively supported the government's volunteering strategy, the We Act campaign, and introduced the Future Board Leaders Programme, reinforcing our commitment to fostering a culture of volunteering.

Our popular Trustee Speed-Dating event took place in CHQ again this year, where 54 charities and 100 board candidates attended. It was very well received by all attendees, and 45 placements and counting were made following the event.

I want to extend a heartfelt thank you to our committees, board members, team members, customers, partners, and supporters. Your dedication and belief in our mission fuel our success and inspire us to continue to set even higher benchmarks.



Fred Karlsson
Chairperson



Eva Gurn
CEO

Boardmatch Ireland Strategic Plan: 2022–2024

In January 2022, Boardmatch began our 3-year strategy (2022 – 2024). Boardmatch’s purpose is to strengthen the boards of organisations in the Community & Voluntary sector so they can increase their impact in communities around Ireland. Our 3-year strategy sets out how we plan to follow our purpose and achieve our core objective: **To be the leading board recruitment provider in the Community & Voluntary sector – providing board-ready trustees for Community & Voluntary organisations. As we pass the halfway mark of our strategy, we are delighted to say we are on track to achieving our objectives and looking forward to outlining our progress to date in this year’s annual report.**

There are 6 pillars to our Strategic Plan:



Promote & Drive Board/Committee Volunteering to the Community & Voluntary Sector and to Individuals

- Boardmatch to continue to promote active citizenship in Irish society through volunteering on a not-for-profit (NFP) board.
- Offering a range of paths on how to access a Board/Committee role is particularly important to Boardmatch to ensure a fair, transparent, and equal opportunity for both the individual and the organisation.



Provide & Encourage individuals to Undertake Learning to be Informed & Prepared to be the Best Trustee

- Boardmatch strongly believes that all individuals should undertake governance training prior to joining a NFP board. Becoming a Trustee comes with a lot of responsibility, therefore Boardmatch provides training to ensure individuals can be board-ready prior to joining a board while also refreshing existing Trustees. Trustees undertaking regular training assists in raising the governance bar in the sector.
- Deliver a suite of high-quality trainings to ensure new & existing Trustees have access to all the relevant information to ensure they can fulfil their roles and duties as Trustees.
- Extend our training offering once training gaps are identified and are closely tied to Boardmatch’s purpose.



Support Board/Committee Members

- Becoming a Trustee is a journey, Boardmatch will be with Trustees throughout their journey: through informative forums with governance expertise, and opportunities to share and exchange knowledge while ensuring the resources are readily available. It is important for Boardmatch to assist Trustees on their journey.



Be a Strong Voice in the Sector for Board Recruitment and Training (Marketing/Comms)

- Boardmatch will use its voice to drive services which are all integral to stronger boards in the Community & Voluntary sector.



Research*

- There is inconsequential information on Irish NFP boards, Boardmatch will use its data to deliver further detail and insight into Irish NFP board recruitment and training trends.
- Deliver robust research showing the positive difference of volunteering on an NFP board in Irish society.
- Use Boardmatch’s real data for evidence-based articles to highlight the changing environment of board recruitment.
- Collaborate with organisations/partners to develop an annual report on NFP boards.



Organisation Development

- All organisations require a strong, passionate, and committed team and board to work together to achieve their goals. Boardmatch is committed to support the Board and team to ensure all the necessary resources are available for organisation development.

Our main strategic outcomes are:

1

Boardmatch will be recognised as the leading organisation for board recruitment in the Community and Voluntary sector.

2

Boardmatch will be the leader in Ireland for providing “Board ready” candidates for Community and Voluntary boards – candidates that understand their legal duties and responsibilities.

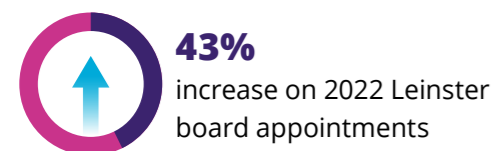
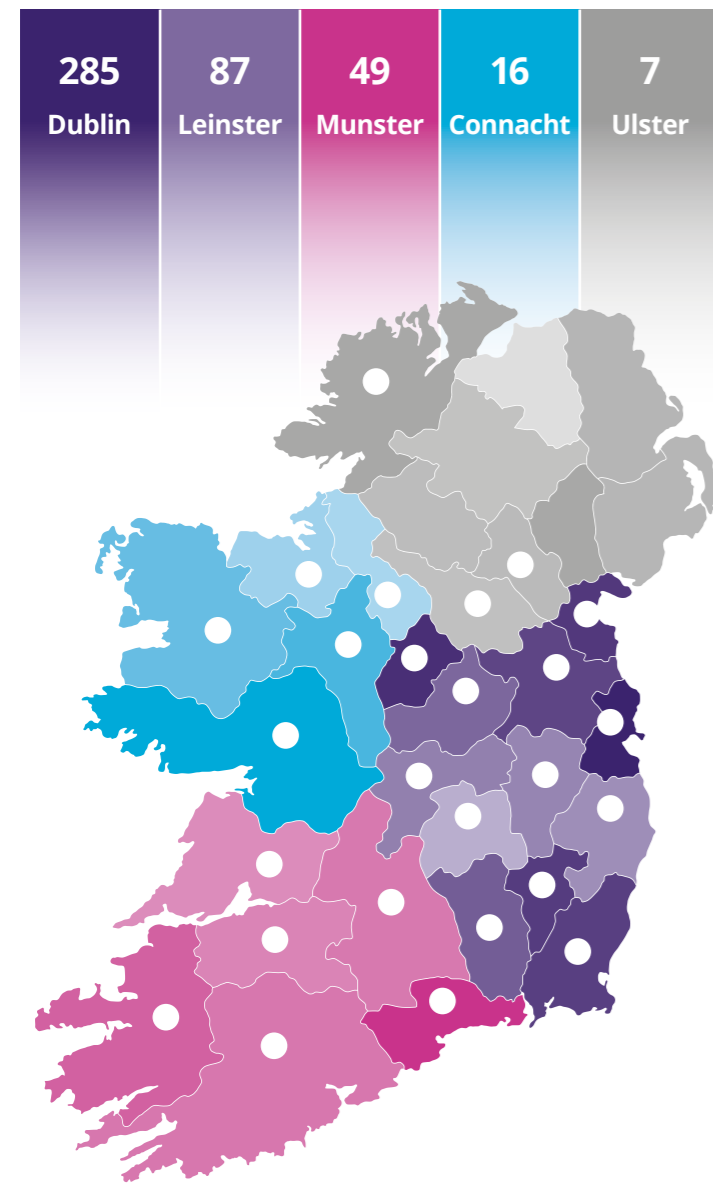
3

Boardmatch is the platform that will facilitate open board recruitment and assist in diversifying charity boards.

* Following our 2022 research project with Goodbody, we did not complete any research in 2023. Therefore Pillar 6 will not be focused on in this annual report.

2023 at a Glance

444 Not-For-Profit Board Appointments 2023

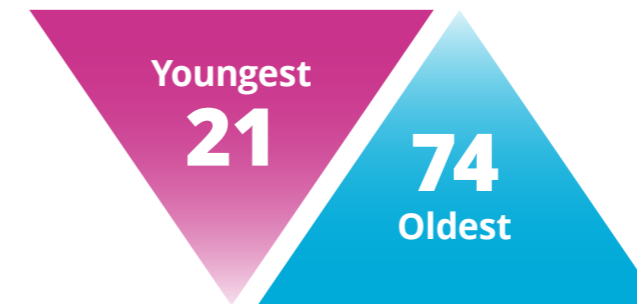


Areas of Focus 2023

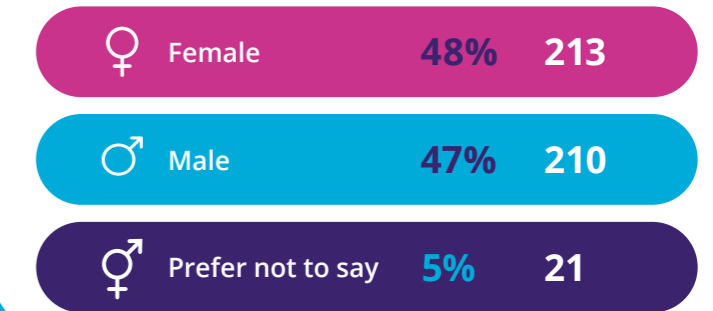
- Addiction Services
- Advocacy
- Animal Welfare
- Arts, Culture, Heritage, Science
- Business and Enterprise Development
- Children and Families
- Civil and Human Rights
- Community Welfare & Social Services
- Conflict resolution or reconciliation
- Disability
- Education, Training & Research
- Environment Sustainability
- Healthcare
- Homelessness
- Housing
- International Development
- LGBTQI
- Local Community Development
- Mental Health
- Poverty Relief
- Rehabilitation
- Sport and Recreation
- Support and Counselling
- Voluntary Work
- Youth

444 Board Appointments 2023

Appointee Age Breakdown



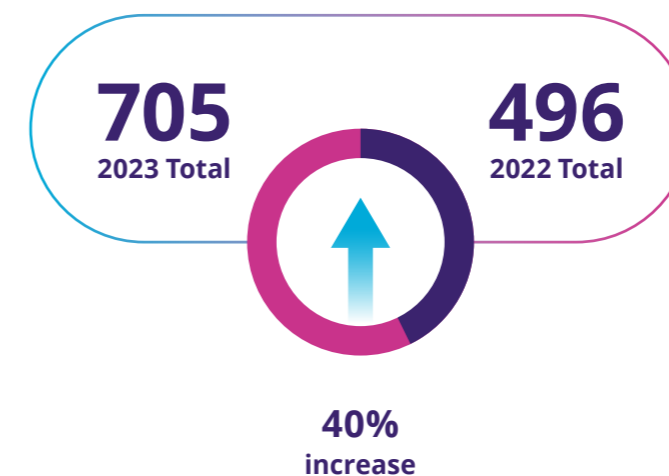
Appointee Gender Breakdown



Board Placements Search Type 2023



Training Statistics 2023



SECTION 2: Pillar 1 – Promote and Drive Board and Committee Volunteering to the Community and Voluntary Sector and to Individuals

FOCUS ON: Free Matching Website

Our Free Matching Website for charities and not-for-profit organisations is the primary board recruitment service that we offer.

Boardmatch's Free Matching Website continues to serve as Ireland's largest database for not-for-profit board opportunities. In 2023, we proudly advertised more than 600 board and committee vacancies on our platform, reflecting a consistent growth year-on-year that demonstrates our commitment to facilitate meaningful connections within the sector. By October 2023, we had successfully appointed over 4,000 dedicated candidates to not-for-profit boards nationwide since 2005, fostering a community of passionate volunteers eager to contribute their time and expertise at board level.

One of the hallmarks of our platform is its accessibility – our website and all its features are provided entirely free of charge to charities and prospective candidates alike, ensuring that organisations of all sizes can leverage our extensive database to find the right talent for their board or committees.

In 2023, we further enhanced our services by introducing a dedicated role, our Website & Member Support Officer, to provide comprehensive support to charities throughout their recruitment process. The Website & Member Support Officer is committed to offering tailored guidance and assistance to all users, ensuring that every organisation and candidate using Boardmatch can navigate the platform with confidence to maximise their outcomes.

This new role on the Boardmatch team emphasises our commitment to ensuring meaningful engagement on the platform – something we are always striving to improve.

We are immensely proud to serve as a catalyst for impactful board recruitment, knowing that each connection made through our platform contributes to the collective success of the entire charity and not-for-profit sector in Ireland.

Boardmatch to continue to promote active citizenship in Irish society through volunteering on a NFP board. Offering a range of paths on how to access a Board/Committee role is particularly important to Boardmatch to ensure a fair, transparent, and equal opportunity for both the individual and the organisation.

To find out more about our Free Matching Website, contact:

Website & Member Support Officer
keeva@boardmatch.ie

291
appointments



25%
increase on 2022



Hear from organisations that have benefited from our Free Matching Website:

“Boardmatch really worked for our charity in recruiting 6 new board members in 2023. The communication, both by email and phone/online with Boardmatch was so helpful – I would encourage anyone seeking to recruit for their board of directors to contact Boardmatch.”

**Dympna Kenny, General Manager,
V-SAC (Victim Support at Court)**



“As a trustee seeking to recruit specific skills for our audit and risk committee, I was really impressed by Boardmatch's recruitment site. The functionality compares very favourably to commercial recruitment sites. It's easy to use and navigate to find great potential candidates. The number of relevant applicants I received exceeded my expectation and I was delighted to find a new member for the committee.”

**David Kiely, Trustee Director,
Merchant's Quay Ireland**



“We signed up for Boardmatch on the recommendation of another youth theatre, as we had a very urgent need to find new committee members. The signup process was very simple, and we had three new board members within a month of advertising, including our current Chair and Treasurer. This website is a fantastic resource!”

**Casey Hallahan, Managing Director,
Mr. Sands Youth Theatre**



“Sporting Pride was looking for a new committee member and uploaded the job description for free onto the Boardmatch website. Within hours, we had received many excellent applications and have now successfully taken on a new committee member. We would strongly recommend Boardmatch for any volunteer organisation looking for additional, high-quality board/committee members.”

Aidan Walsh, Chairperson, Sporting Pride



FOCUS ON: Premium Search

Premium Search is a bespoke search service for not-for-profit and charitable organisations who are looking to add new Chairs, Secretaries, Trustees and Directors to their Boards. Premium Search provides access to highly qualified and assessed candidates meeting specific needs in a close working relationship with the charity or not-for-profit meeting their criteria in a measured recruitment process.

Premium Search adds a unique value to Boardmatch's relationship with charitable organisations and not-for-profits in Ireland. Our service works directly with our clients to ascertain their needs, their culture and to identify the right candidates for their board of directors. From chairs and secretaries, trustees with finance, human resources, governance or legal experience, to those with lived experience of the charitable aims or cause.

We provide a service that, through a thorough search and selection of candidates, gives peace of mind to organisations who find both their time and resources are focused elsewhere. They can trust Boardmatch's Premium Search service to engage in a robust recruitment process that identifies candidates suitable for their board.

Complement of Boards

Our not-for-profit and charity clients come to Premium Search to ensure they have board members with the right skills, knowledge and value of interest in their aims and goals, to participate fully by volunteering on their board. We have placed board members in the housing sector with organisations such as Oaklee Housing, in organisations that work with philanthropic fund raising like Friends of St. Luke's, as well as with organisations that work with rural and community development such as Clann Credo and SECAD, and arts and culture organisations including the National Opera House and Sing Ireland. Our greatest appreciation to those who have worked with us this year, both candidate and charity or not-for-profit alike.

The Premium Search service is a fully managed, bespoke and independent board recruitment service for charities and not for profits – we take on the heavy lifting so boards can focus on their other governance responsibilities.

To find out more about our Premium Search service, contact:

Premium Search Team
premiumsearch@boardmatch.ie

65
appointments



44
organisations



Hear from our Premium Search clients:

“As Chair of Muiriosa Foundation, we engaged with Boardmatch in 2023 to find three new Board Members including the Chair of our Quality, Risk and Safety Committee. We had highly specific experiential requirements for the QRS Chair in particular and we were delighted to find the right person for this role and two other excellent board members. Boardmatch were very helpful and professional throughout this search, and we would recommend their Premium Search service to other charities.”

Jim O'Brien, Chairperson,
Muiriosa Foundation



“For over seven years, Friends of the Elderly Ireland has worked with Boardmatch to source candidates to join our Board. We have found Boardmatch to be both professional to deal with and consistent in providing high quality candidates to join our Board. The current Board and I are very happy with the service provided by Boardmatch and expect to continue using their services in the future.”

Tom Horan, Chairperson,
Friends of the Elderly Ireland



FOCUS ON: Charity Trustee Speed-Dating

Boardmatch hosted the 4th annual Charity Trustee Speed-Dating event on 4th October 2023 in CHQ Dublin. 54 diverse charities were in attendance on the evening and had the opportunity to meet with 100 enthusiastic and passionate candidates in search of their perfect board role!

Charity Trustee Speed-Dating is a unique event in Ireland, providing enthusiastic and experienced individuals who are looking to offer their skills, talents and expertise to a good cause by volunteering on a charity board the chance to meet face-to-face with charities that have board or committee vacancies. Boardmatch believe in reducing the barriers to board volunteering and our Charity Trustee Speed-Dating is a perfect opportunity to do just that.

The event kicked off with a video message from Minister of State at the Department of Rural and Community Development Joe O'Brien, followed by a welcome from Boardmatch Interim CEO Rea Walshe. The energy on the night was electric with so many charities eager to share their organisations' mission and values with a variety of excellent candidates who were ready and willing to generously contribute to society by joining a charity board.

At the time of writing we are delighted to say that 45 board matches were made through the event, with many more hopefully being confirmed in the coming months. One of the key benefits for candidates who find a board role through the event is the opportunity to attend Boardmatch's renowned Trustee Training for free. This is a key element that supports our strategic objective to provide "board ready" trustees.

We would like to thank our Lead Event Partners Davy and BHP; Associate Event Partners BoardX; our charity supporter We Act; as well as our long-term supporters, Arthur Cox and the Department of Rural and Community Development.

What happens at Charity Trustee Speed-Dating?

Our Trustee Speed-Dating operates similarly to a job or volunteer fair, with each exhibiting charity having a table from where they can meet prospective trustees. Candidates arrive throughout the evening and visit the charities they are interested in. Each candidate has received a pack in advance of the event so they can read through all the exhibiting charities and come prepared. We also encourage candidates to speak to a 'wildcard' charity – a charity they hadn't initially planned to speak to.

45
matches from 2023
Trustee Speed-Dating



Hear from charities who attended:



"We decided to use Boardmatch to increase board members and find directors with corporate skill sets that would support the needs of Snug Counselling & Information Service. We found the process easy and fun and were surprised how many people are interested in giving back to support community organisations. Our new directors provide leadership that has a positive impact on our organisation. We are delighted we joined Boardmatch".

Sile Leech, Manager, Snug Counselling & Information Service

 **2** matches from the event



"I highly recommend this event to any charity seeking to recruit voluntary board trustees. It was so well organised and the quality of candidates in attendance was incredible. We were lucky enough to recruit four trustees on the night and are already planning to return next year."

Valerie Hogan, Interim CEO, Empowerment Plus

 **4** matches from the event



"With several positions open on the Chamber Choir Ireland Board, we were committed to making the process as open as possible and to diversifying our recruitment reach. Although initially daunting, the Boardmatch Speed-Dating event enabled us to have meaningful conversations with a broad range of people genuinely interested in supporting our work – people we otherwise would not have met. We have filled the skills gaps on our Board and at the same time brought new and different approaches to the table. This is an invaluable resource to organisations seeking to grow their Boards in an accessible and inclusive way."

Majella Hollywood, CEO, Chamber Choir Ireland

 **2** matches from the event

Hear from candidates who attended:



"Boardmatch Trustee Speed-Dating presented me with a unique opportunity to learn about the challenges, aspirations, and journey of many charities and social enterprises that I admired. On a personal level, I was looking for an area where I could use my skills to make a meaningful impact for the community of people around me. With the help of Boardmatch, I joined the boards of The Complex and GIY where both the world of art, and food sustainability are important to me."

Elias Darwish, Trustee of The Complex and Grow it Yourself



"Quarryvale Family Resource Centre (FRC) was my 'wild card' on the night and had not been a charity I was 'targeting' but, when I got talking to their representatives, I was so taken by their work and their attitude that I decided to explore the opportunity further. I would highly recommend the Speed-Dating event and any opportunity to join a charity board. I would encourage anyone considering doing so to keep an open mind as you explore opportunities, to take the time to get to know the members of the team and existing board, and to ask lots of questions to really understand their needs so that you can align this with what you can offer."

Joanne Langley, Trustee of Quarryvale Family Resource Centre

FOCUS ON: Candidates

Each year, hundreds of candidates register with Boardmatch to find a board opportunity – a chance for them to share their skills, expertise, perspectives, and lived experience on charity boards. In 2023, we placed 444 candidates onto charity boards and committees.

In 2023, we introduced our **Maximising Your Board Search** webinars, which prepare candidates to put their best foot forward when creating their Boardmatch profile and applying for roles.

If someone hasn't considered board volunteering before, we have found that sometimes they don't know where to start once they register on the platform. This prompted us to introduce this new webinar.

These webinars were enthusiastically received by candidates, highlighting the genuine interest in board volunteering. By offering a little extra encouragement and guidance, we hope to support hundreds more candidates in starting their charity board journey.

Top Statistics



2,500+

The number of registered candidates within our database, with a wide variety of skills, expertise and perspectives to share.



21-74 years

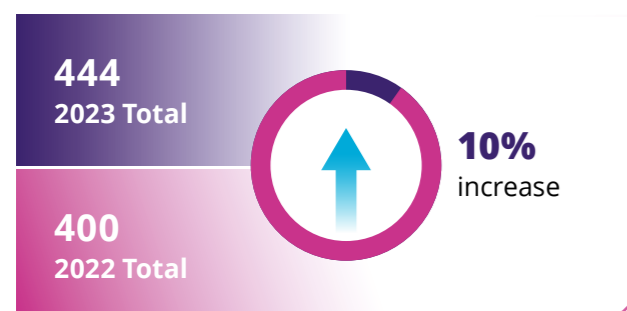
The age range of our appointments in 2023.



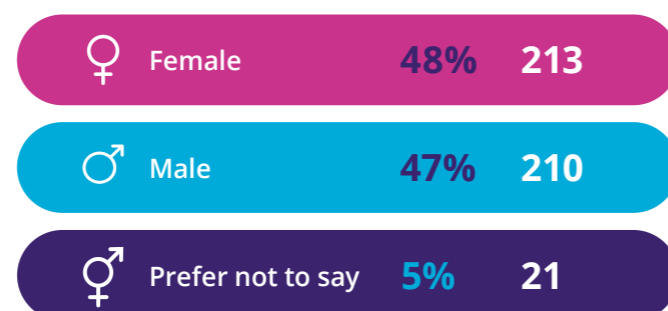
45-54 years

Was our highest represented age group (30% of our board appointments), closely followed by 35-44 (29% of our board appointments).

Board Appointments 2023



2023 Appointee Gender Breakdown



Hear from our Candidates:



Conor Kirwan,
Trustee of National Youth Council of Ireland (NYCI)

"I signed up to Boardmatch as I wanted to lend my skillset to something where I could add value and make a difference to an organisation which embodied by own values and beliefs, and to give back to the community. When Boardmatch linked me to NYCI, it was the perfect match. Not only am I able to make a difference in the youth sector and support an organisation who strives to make Ireland better by encouraging and supporting youth participation, but I have also met some fantastic people who I have learned immensely from. Joining a voluntary board allows me to give back, but to also develop my own skills and learn about sectors outside of my profession. I look forward to continuing my work with NYCI for many years to come."



Teresa McNally,
Trustee of Sunbeam House Services

"With many years' experience in leadership and executive roles within the healthcare sector, I was eager to broaden my network and contribute to a charitable organisation. Boardmatch made this possible through their expert guidance and professional support. Being able to serve on this board has been a truly rewarding experience. I am honoured to be a part of a wonderful organisation that empowers individuals with disabilities to lead independent and fulfilled lives."



Mark Byrne,
Chairperson of Gaiety School of Acting

"As someone with over 20 years' experience as a solicitor in the media industry, I was keen to expand my skillset and wanted to bring my expertise to the non-profit arts sector. Not long after I put my details on Boardmatch, I was contacted by the Gaiety School of Acting and was invited to become their new Chair. I have been there over a year now and in that time we have had to appoint a new director following the retirement of Patrick Sutton, and are putting the final touches to a new 5-year strategy."



Elen Gebremedhin,
Chairperson of Care Alliance Ireland

"I joined Boardmatch after the organisation was recommended by a colleague, and I was pleasantly surprised by the number of opportunities available. The process to join Care Alliance Ireland was seamless and I was impressed by the support offered by Boardmatch to onboard me into my new role. I recommend signing up with Boardmatch if you are considering volunteering your skills to a not-for-profit or charity."



Róisín McGuigan,
Company Secretary and Director of Neighbourhood Network

"Seeing the Future Board Leaders advertising in 2023 made me think about the skills I could bring to a Board, so I set up a profile on Boardmatch and had a look through the vacancies. I immediately saw a role with Neighbourhood Network which looked right up my alley and I ended up joining that Board in May 2023. I'd never have heard of that vacancy without Boardmatch."



FOCUS ON: Leadership Development Programme

Our Leadership Development Programme (LDP) offers companies an opportunity to provide a unique learning and development experience for employees whilst also giving back to the charity sector. With full governance training provided to participants, this is a placement programme that finds suitable not-for-profit board and committee roles for company employees. This skills-based volunteering allows participants to gain board experience and develop new skills, whilst giving back to society and positively impacting communities.

For over 10 years, Boardmatch has delivered its Leadership Development Programme within companies in Ireland. The programme recognises the wealth of talent amongst company employees and matches this business expertise to the charity sector, identifying not-for-profit organisations with board vacancies and placing individuals from those companies onto charity boards.

The programme provides a bespoke personal and professional development experience for employees, enabling them to build their leadership potential, broaden their networks and develop new skills through volunteering at a strategic level within a not-for-profit organisation.

Who are our participants?

Our participants are typically managers / senior leaders and come from medium to large sized organisations. They have experience in areas such as strategy development, organisation transformation, finance, governance, HR, legal, marketing, engineering and sales.

Everyone has their own reasons for wanting to join a charity board. We hear from participants that they want to give back in some way and use their skills and expertise for the benefit of their communities. They want to meet new people and learn new things. Participants also want to have an impact on the board that they are joining, and help the charity to grow and achieve its goals for the benefit of society.

Having an impact

Participants bring a wealth of experience to the not-for-profit sector, and we hear all the time from charities about the positive impact that they are having through board participation.

In 2023, participants joined the boards and committees of organisations right across the not-for-profit sector including:

- Chamber Choir Ireland
- Cork University Hospital Charity
- ECO UNESCO
- Festina Lente Foundation
- Irish Foster Care Association
- Plan International Ireland

Thank you to all the companies, individuals, and not-for-profits who engaged with the Boardmatch Leadership Development Programme in 2023.

If your charity would like more information about the programme and how we can support your board recruitment, contact:

LDP Team
corporateservices@boardmatch.ie

2023 Participating Companies



Hear from our LDP Participants:



Emer Carroll, Meta
joined the board of Nova Helpline

"In 2023, I joined Connect Counselling (Nova Helpline), a nationwide freephone anonymous telephone counselling service. This organization provides crucial support for adults who have experienced abuse, trauma, or neglect in childhood. My interest in this service stems from its immense value to our community. Through the Boardmatch Leadership Development Programme, I received training and was connected with various opportunities. The programme also facilitated discussions about my options and ensured a good match with charities that align with my values and interests. I am excited to bring my skills in strategic planning to the board sub-committee. Our focus is on exploring and building various opportunities for the future. I am confident that my contribution will help shape the strategic direction of the organization and enhance its ability to serve our community."



Valarie Daunt, Deloitte
joined the board of The Shona Project

"I was very keen to join a not-for-profit organisation to give back, at some level, to society. Working with the Boardmatch team was very helpful as they supported me in fully understanding what type of organisation I would like to join as a board member, what would be important to me and how I could contribute. I have a teenage daughter and when introduced to The Shona Project (TSP) I was blown away by the support they provide to teenage girls around the country. Their ethos really spoke to me and as soon as I heard about Tammy and the TSP team, I was hooked. It has been such a fulfilling experience so far and I only wish I could give more time to it."



It is very rewarding to use my skills and experience in a new environment, whilst also learning from the deep experience my colleagues on the board have, not to mention the wonderful group of colleagues I have had the pleasure of meeting. The Shona Project are growing year on year and are providing an important support network for girls in their teens. On a personal front, this role also helps me understand what my own 14-year-old is experiencing. A big thank you to the Boardmatch team along with everyone in The Shona Project."



SECTION 3: Pillar 2 – Provide and Encourage Individuals to Undertake Learning to be Informed and Prepared to be the Best Trustee

Open Training

Boardmatch believes that all individuals should undertake governance training prior to joining a charity or not-for-profit board. Becoming a trustee comes with a lot of responsibility, and Boardmatch provides training to ensure individuals are as prepared as possible prior to joining a board in order to maintain a high standard of governance across the charity and not-for-profit the sector.

Becoming a charity trustee brings a lot of opportunity as well as responsibility. Boardmatch encourages all new and recently appointed trustees to undertake governance training either before or shortly after beginning in their new role in order to familiarise themselves with their legal and compliance duties and prepare them to serve to the best of their abilities. We also advocate for established trustees to regularly brush up on their governance knowledge through additional training and refresher courses.

In 2023, we introduced a new course to our offerings: **Cyber Risk Management**. This course was designed in partnership with CyberSkills at Munster Technological University (MTU), Cork, and provides trustees with an understanding of their responsibilities regarding cybersecurity risk management, and the measures that can be taken to reduce these risks. The Cyber Risk Management course is delivered by Gillian O’Carroll, lecturer in the Department of Computer Science at MTU.

Boardmatch currently offer 7 online open training courses:

- Trustee Training
- Financial Governance Training
- Chair Training
- CEO & Chair Training
- Governance Refresher Training
- Board Culture Training
- Cyber Risk Management Training

493
open training
attendees



In November 2023, Dorothy Dalton, longtime Boardmatch trainer retired. Dorothy worked with Boardmatch for over 10 years and developed a number of our course offerings. We would like to thank Dorothy for her contribution to Boardmatch over the years and wish her the very best in her retirement.

Boardmatch Trainers



Dorothy Dalton, (retired November 2023)



Grainne Madden



Clodagh O'Reilly

Hear from our training attendees:

“A professional, articulate, and competent session given in a relaxed and comfortable environment.”

In-House Training Attendee

“Very helpful course both as a refresher and for new trustees. The course was well run with a strong and professional facilitator. The course being virtual was a huge plus.”

Trustee Training Attendee

“Being new to the Board as Chair, I found this training great. It has given me more confidence and knowledge to perform my role.”

Chair Training Attendee

“Thanks for this beneficial and important training. It was informative, interesting, and very relevant to current day. It’s important to learn and update new skills.”

Cyber Risk Management Training Attendee

In-house training 2023

212
participants



21
sessions



In-House Board Training

In order to meet the diverse needs of charities and not-for-profits, Boardmatch is proud to offer bespoke in-house trainings delivered to full boards by our expert trainers. Boardmatch provided in-house board trainings, both in-person and online, to 21 organisations in 2023.

To find out more about our training courses, contact:

Paula Kelleher,
Communications Officer
paula@boardmatch.ie

SECTION 4: Pillar 3 – Support Board and Committee Members

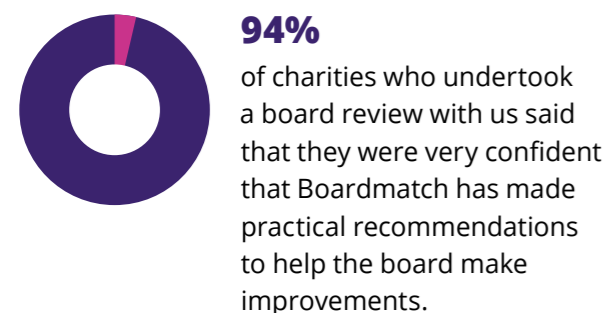
Becoming a trustee is a journey, Boardmatch will be with trustees throughout their journey: through informative forums with governance expertise, and opportunities to share and exchange knowledge while ensuring the resources are readily available. It is important for Boardmatch to assist trustees on their journey.

Trustee Network

Our Trustee Network continued into 2023, with our support session on “How to have difficult conversations as a trustee” and an associated Trustee Network newsletter providing information, support and sector updates to over 200 trustees.

Board Effectiveness Reviews & Board Skills Audits

Boardmatch continued to support trustees through a range of services and initiatives in 2023. Our established Board Effectiveness Review service supports charities and not-for-profits by evaluating the workings of the board through a confidential survey process. We also experienced a growing demand for our Board Skills Audit service, either as a standalone service, or as part of our Board Effectiveness Review.



Better Board Recruitment

Through the support of Pobal, with funds from the Scheme to Support National Organisations, Boardmatch continued our Better Board Recruitment webinar series in 2023. This 3-part webinar series, which had over 190 individuals registered, was aimed at charities and not-for-profits seeking to improve their board recruitment process, providing them with useful advice and tools to enhance and streamline their approach to recruiting new trustees. We look forward to running this series again in 2024.

The themes of the 3 sessions included:

- **Succession Planning** – A practical session on how to develop and implement your board succession plan and process.
- **Reviewing the Skills on Your Board** – A practical session on how to complete a board skills audit and integrate it into your recruitment process.
- **Finding Volunteer Board Members** – A practical tutorial session on how to use the Boardmatch website to find Board Members.



Charities described the service as **“reliable”, “high quality”, “useful”, and “beneficial”**

Hear from webinar attendees:

“This session was helpful because we learned the importance of preparing fully in order to get a better result from our board recruitment.”

“Thank you for the session today. We are currently restructuring our board and this was really helpful as part of that planning.”

Top Statistics



190 registered for Better Board Recruitment Webinar Series



8 Board Effectiveness Reviews



7 Board Skills Audits

Future Board Leaders – Pilot Programme

In 2023, Boardmatch collaborated with The Leadership Academy (part of The Wheel), to introduce a new pilot programme to the charity sector. The goal of the Future Board Leaders Programme was to encourage diverse candidates who have traditionally been underrepresented on Irish charity boards to put themselves forward for board opportunities, whilst also introducing charities to candidates they may previously have not considered based on their age, backgrounds and/or experience level.



All candidates were supported through the programme, by attending preparation sessions and taking part in Boardmatch’s accredited Trustee Training.

Our programme candidates represented a wide range of skills, lived experiences and backgrounds. We delivered two in-person training days which were structured to prepare participants for serving on a charity board and to grow their confidence in engaging as a trustee. It was also an opportunity for them to build networks and foster personal and professional connections with other programme participants.

We were delighted to see both candidates and charities embrace this new programme, with an openness to learn and develop their recruitment processes. We would like to thank our colleagues in The Wheel for their support and to our trainer Clodagh O’Reilly who delivered the governance training for our programme participants.

Following the success of our pilot programme, we look forward to running Future Board Leaders again with The Leadership Academy in 2024.

Thank you to Chartered Accountants Ireland and AIB for hosting our two training days.

Programme Stats

117
Candidate expressions of interest



74
Charity expressions of interest

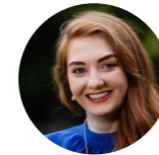


22
Programme Participants

16 matched **4** no match **2** no match – found their own match after the programme

Hear from some of the charities and candidates who participated in the Future Board Leaders Pilot Programme:

Our Candidates



Clare Austick,
2023 Programme Participant,
joined the board of Aware

“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 like-minded individuals, learn, grow and be equipped with the skills to contribute meaningfully in my capacity as a Board member.”



Amy Mcrory,
2023 Programme Participant,
joined the board of YMCA Dublin

“As a young queer woman from rural Ireland, I struggled to have the confidence to believe in myself and 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 seat at the table and have recently joined my first board.”



Pierre Yimbog, 2023 Programme Participant, joined the board of IDEA (Irish Development Education Association)

“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.”



Melissa Ndakengerwa,
2023 Programme Participant,
joined the board of Aware

“I was so delighted to get the opportunity to take part in the Future Board Leaders as I had never thought about how my current experiences would add value to a charity board. Joining this programme provided information about the charity sector and the role of trustees, including training and amazing support through the matching and interviewing process.”



Our Charities

“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



“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.”

Ashley Sands, Chairperson, Inclusion Ireland



SECTION 5: Pillar 4 – Be a Strong Voice in the Sector for Best Practice in Board Recruitment and Training

Charity Trustees' Week 2023



Charity Trustees' Week is an annual event that celebrates the invaluable work of Ireland's 76,000+ charity trustees. It is organised by the Charities Regulator in partnership with Boardmatch, Carmichael, Charities Institute Ireland, Dóchas, Pobal, The Wheel, and Volunteer Ireland. The event took place from 13-17 November 2023.

Boardmatch ran two online events as part of Charity Trustees' Week.

The **How to Join a Charity Board** webinar was hosted by Boardmatch's Interim CEO Rea Walshe and focused on highlighting the steps involved in becoming a charity trustee. The session also included a panel discussion with two trustees who found their board roles through Boardmatch – Claire Mc Gowran who joined the board of the Five Lamps Art Festival, and Paul Kerrigan who joined the Board of LauraLynn Children's Hospice.

The **Balancing Board and Management Functions** webinar, delivered by Grainne Madden, MBA, and Hannah Coleman, Communications and Education Manager at Boardmatch, offered a comprehensive breakdown of the different roles and responsibilities of a charity's board and management. This interactive live webinar was attended by over 100 people.

Throughout the week, Boardmatch was delighted to share the inspiring and powerful testimonials of two trustees who joined boards through Boardmatch – Tommy Flavin, Trustee of Kids' Own Publishing Partnership, and Ronnie O' Toole, Trustee of HUGG.

Boardmatch will use its voice to drive services which are integral to developing stronger boards in the Community & Voluntary sector.



Ronnie O' Toole,
Trustee of HUGG

"Being on a charity board feels like a shared endeavour, that I am contributing to something bigger and better than me, helping build something that can go on helping people for years to come."



Tommy Flavin,
Trustee of Kids' Own
Publishing Partnership

"Boards are crying out for members of all backgrounds and experiences, so if you're passionate about a particular charitable cause then you probably have a lot more valuable skills to share than you realise."



We Act

The We Act campaign celebrates the impact of Ireland's charities and community groups. It elevates the positive stories from the sector and acknowledges the remarkable, everyday efforts of thousands of people working in charities all across the country. Boardmatch are proud to be part of the We Act Steering Group along with The Wheel, Volunteer Ireland, Disability Federation of Ireland, and Dóchas.

We Act is committed to enhancing public opinion of the community and voluntary sector in Ireland by conducting key research to identify attitudes towards the sector, offering valuable insights for both the general public and those involved in charitable work. In collaboration with the Irish Red Cross, We Act also proudly showcases the stories of Ukrainian refugees who have become actively involved with their local communities upon arriving in Ireland.



Collaboration and Speaking Opportunities

Throughout the year, the team at Boardmatch used our voice to spread awareness of our services, highlighting independent board recruitment, developing succession planning and diversifying Irish charity boards.

Some of our speaking opportunities included:

- Irish Rural Link
- The Wheel Summit
- National Social Enterprise Conference

SECTION 6: Pillar 5 – Organisation Development

Boardmatch is overseen by the Board of Charity Trustees whose responsibility is to set the overall strategic direction of the organisation. To streamline the work of the Board and to keep the board meetings effective, Boardmatch has two specialist committees to assist with the workload – the Finance, Audit and Risk Committee (FARC) and the Governance and Nominations Committee (GNC). In 2023, the Board met 5 times, the FARC met 6 times, and the GNC met 7 times.

Governance & Compliance

- Registered Company Limited by Guarantee without a share capital (Company number 400151)
- Registered with the Charities Regulatory Authority (Registered Charity Number 20058968)
- Registered charity with Revenue (CHY number 16398)
- Adopted the use of Charities SORP (FRS102) in our financial statements
- Compliant with the Charities Regulator’s Code of Governance.

All organisations require a strong, passionate, and committed team and board to work together to achieve their goals. Boardmatch is committed to support the Board and team to ensure all the necessary resources are available for organisation development.

Our Trustees



Fred Karlsson,
Chairperson



Martina Maher,
(Resigned from the Board,
June 2023)



Maura McLaughlin
Company Secretary



Liz Roche



Michael McDonagh



Paul Quinn



David Owens,
(Resigned from the Board,
June 2023)



Chris Hanlon



Felicity McGrath



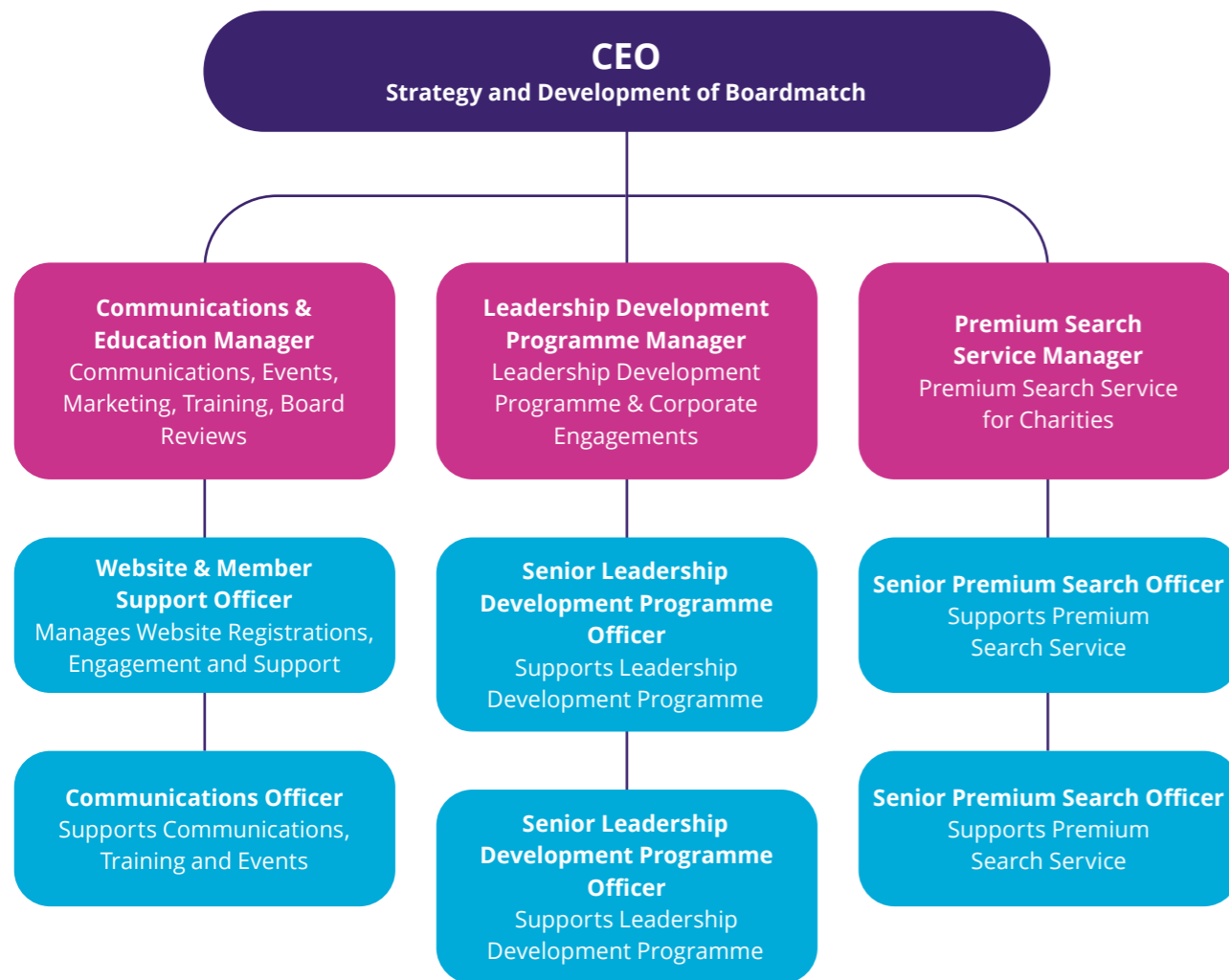
John D’Arcy,
(Joined the Board, June 2023)

Our Team

To meet the growing demands for our services, Boardmatch has now grown to a team of 10 dedicated and hardworking individuals who work collaboratively across three different departments under the direction of our CEO, Eva Gurn.

We would like to say a special thank you to Rea Walshe who served as Boardmatch's Interim CEO from January 2023 – February 2024.

Organisation Chart



2023 FINANCES

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 DECEMBER 2023

	Unrestricted funds 2023	Total funds 2023	Total funds 2022
	€	€	€
Income from:			
Charitable activities	470,640	470,640	490,372
Total income	470,640	470,640	490,372
Expenditure on:			
Charitable activities	536,443	536,443	390,077
Total Expenditure	536,443	536,443	390,077
Net Movement in funds	(65,803)	(65,803)	100,295
Reconciliation of funds:			
Total funds brought forward	281,098	281,098	180,803
Net movement in funds	(65,803)	(65,803)	100,295
Total funds carried forward	215,295	215,295	281,098

The Statement of financial activities includes all gains and losses recognised in the year.

BALANCE SHEET AS AT 31 DECEMBER 2023

	2023	2022
	€	€
Fixed Assets		
Intangible assets	6,673	–
Tangible assets	5,249	5,315
	<u>11,922</u>	<u>5,315</u>
Current assets		
Debtors	26,933	28,884
Cash at bank and in hand	214,441	286,721
	<u>241,374</u>	<u>315,605</u>
Creditors: amount falling due within one year	(38,001)	(39,822)
Net current assets	<u>203,373</u>	<u>275,783</u>
Total assets less current liabilities	<u>215,295</u>	<u>281,098</u>
Net assets excluding pension asset	<u>215,295</u>	<u>281,098</u>
Total net assets	<u>215,295</u>	<u>281,098</u>
Charity Funds		
Restricted Funds	–	–
Unrestricted funds	215,295	281,098
Total funds	<u>215,295</u>	<u>281,098</u>

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2023

	2023	2022
	€	€
Cash flows from operating activities		
Net cash used in operating activities	(61,805)	96,297
Cash flows from investing activities		
Purchase of intangible assets	(7,150)	–
Purchase of tangible fixed assets	(3,325)	(5,067)
Net cash used in investing activities	<u>(10,475)</u>	<u>(5,067)</u>
Cash flows from financing activities		
Net cash provided by financing activities	–	–
Change in cash and cash equivalents in the year	<u>(72,280)</u>	<u>91,230</u>
Cash and cash equivalents at the beginning of the year	286,721	195,491
Cash and cash equivalents at the end of the year	<u>214,441</u>	<u>286,721</u>






Find out how you can
start your board journey
or grow your board today.

Visit www.boardmatch.ie

Contact the Boardmatch team at hello@boardmatch.ie



-  [Boardmatch Ireland](#)
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-  [@Boardmatch](#)

Boardmatch is a registered charity in the Republic of Ireland.

Revenue Charity Number (CHY): 16398

Registered Company Number: 400151

CRA Number (RCN): 20058968

Supported By



An Roinn Forbartha
Tuaithe agus Pobail
Department of Rural and
Community Development

ARTHUR COX