



Gloucester Community Building Collective CIC		
Meeting:	Board	Date: 14 th Dec 2020
Subject:	Appointment of additional Non Exec Directors	
Report of:	Richard Holmes, Executive Director	
Appendices:		

1. Purpose of report:

To set out the recruitment, selection and appointment process for Non Executive Directors of the Gloucester Community Building Collective. Pass a resolution to recommend the appoint of Non Executive Directors for approval as a reserved matter for Gloucester City Council.

2. Recommendations

The Board is asked to resolve:

- i) To recommend the appointment of the following individuals as Non Executive Directors to Gloucester Community Building Collective.
 - Mark Gale
 - Dr Sally Byng
 - Miranda Bopoto
 - Candace Plouffe

3. Background and key issues

Gloucester Community Building Collective was incorporated in December 2019. Until December 2020 it has relied on 2 non-executive Directors to steward the organisation through the incubation period. In July 2020 the Board appointed Richard Holmes as Executive Director and third Director to the Board.

In the business for 2020/2021 the organisation committed to undertaking a governance review, which identified the need to expand the Board of Directors. Subsequently, a skills analysis was conducted with existing Directors. This process identified where additional skills or experience would be required.

Skills in the following areas would be required:

- Business development and commercial skills (commercial or social sectors)
- Financial management
- Social policy, research, and evaluation
- Change Management (commercial or social sectors)
- Communication & Marketing
- Community activism

Applications would be assessed against the skills required.

The advert for the vacancies was placed on the GCBC website and through social media channels. Existing Directors and the team were invited to share the vacancies amongst their networks and community.

Interested applicants were invited to submit a CV and covering letter expressing their interest in the position.

There were 10 expressions of interest and 5 applications.

5 applicants were taken through to interview, with 4 applicants recommended for appointment.

Interviews were conducted by Richard Holmes, Executive Director and Anne Brinkhoff, Chair.

4. Financial Implications

Any associated expenditure would be minimal and accounted for in the Business Plan for the company. Additional contingency funds are available if required.

5. Legal Implications

All Directors need to be approved by Gloucester City Council, as Reserved Matter stated in the Members Agreement.

There's no legal distinction between non-executive directors (NEDs) and Executive Directors, and therefore all Directors need to fulfil statutory duties stated in the Companies Act.

6. Risk

The key risk lies in not expanding the Board, as the organisation currently has only 3 Directors. To ensure GCBC thrives the Board needs to widen its skills set and broaden involvement to better represent the community it serves.

Board members will be managed by the Chair of GCBC, who will be responsible for leading the Board.