

Appointment Brief



Equi-Power Central Scotland RDA

Board role: Fundraising Strategist

Jan 2023






Welcome Letter from David James, Chair

Dear candidate

Thank you for expressing an interest in joining the Trustee Board at Equi-Power Central Scotland RDA. With some upcoming retirements of long-standing Trustees, and an ambitious project to build a new national centre of excellence for RDA services in Central Scotland, we are looking for board members who can bring the passion, skills and experience that we need to run our award-winning services and further our vision. As a trustee you will play an active role in helping us move towards the build of our new centre at an exciting time as we develop and implement new strategic plans. Alongside continuing to do the very best we can for the participants in our current services, it is important that we focus on the longer-term direction of our charity, and how we can ensure that we use our resources to maximise the community health and wellbeing impact of our development site.

Equi-Power welcomes applications from across the charity and from external candidates. We are keen to increase the diversity of our Trustees and would particularly welcome applications from candidates who reflect the communities that we work with and those who bring a diversity of perspectives to the Board table.

Within this pack, you will find information about Equi-Power and the role of the Trustees. Whether you are a current volunteer or service user interested in doing more as a Trustee or you are interested in becoming a new member of our team as a Trustee, we hope this gives you useful background to our charity. Importantly, it provides you with details of the role and how you can apply for this exciting opportunity. RDA plays a huge part in the health and wellbeing of thousands of people in the UK. If you feel you have the motivation, commitment and expertise we are seeking in our Trustee roles, we look forward to hearing from you.

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About us

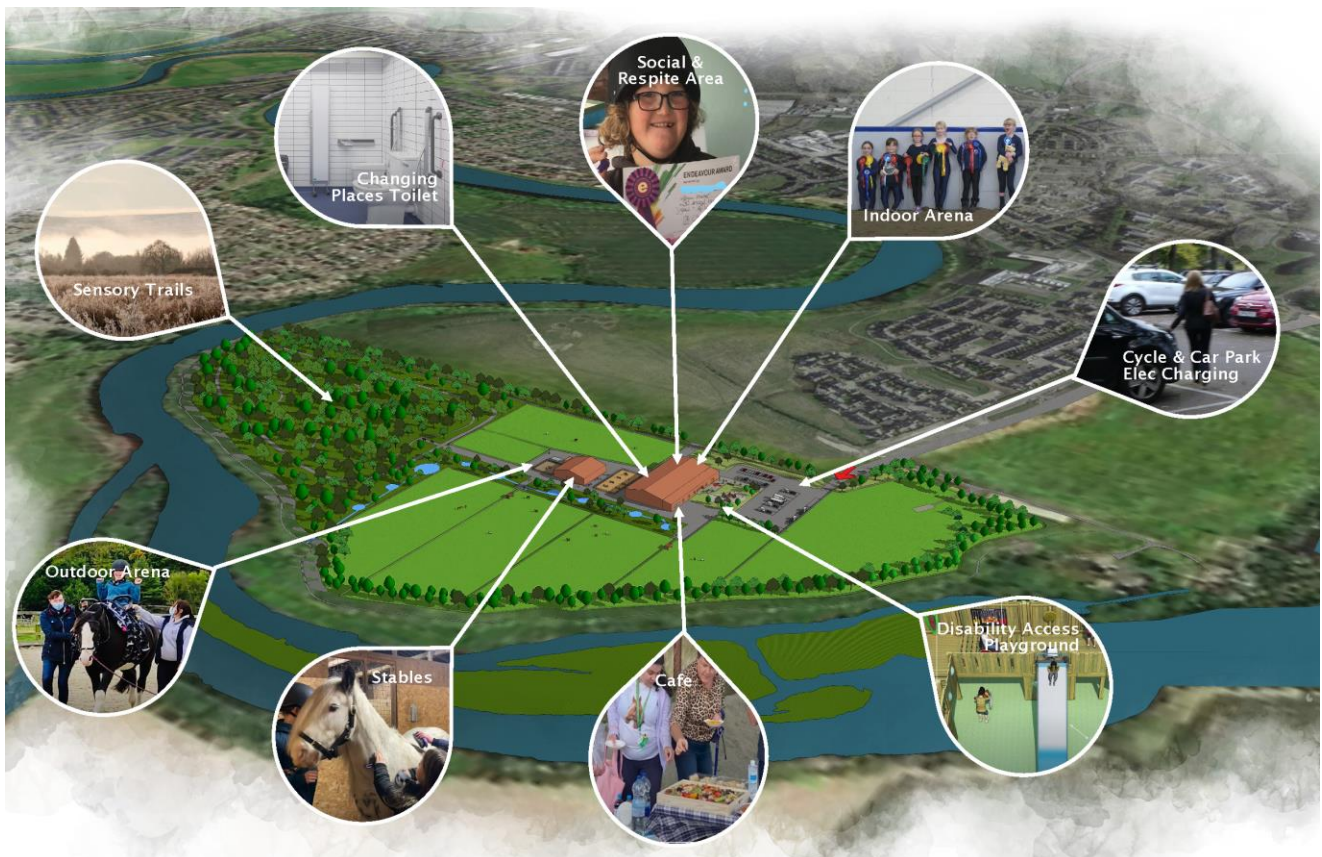
Equi-Power Central Scotland RDA (Riding for the Disabled Group) is an independent SCIO and Social Enterprise and member group of RDA UK, based in the Forth Valley. We believe in the power of horses to transform lives and offer a range of equestrian based therapeutic and sporting activities to children and adults with additional support needs. Equi-Power's award-winning services include provision of riding, equestrian vaulting, equine facilitated learning and equine themed creative activities to over 80 children and adults with disabilities a year from our temporary base.

Equi-Power was established in 2015 to replace and build upon services lost to over 200 families per week who used Bannockburn RDA. Bannockburn was a national centre of excellence and was forced to close by a new landlord in 2014. The closure provoked a national outcry, as therapeutic and sporting services offering opportunities to excel and achieve all the way to Special Olympic level were lost to the community. Equi-Power's vision is to establish a purpose-built centre of excellence in Central Scotland, offering security and permanency to RDA services in a custom designed community facility of excellence. It is planned that the new centre will offer national training and competition facilities alongside the therapeutic, sporting, volunteering and employment opportunities that RDA centres are known for UK wide.

Equi-Power values collaborative working, community connections and innovation and subscribes to the social model of disability.

Strategy

Equi-Power researched over 30 potential sites for a new RDA Centre, and is leasing at a peppercorn rent a 50 acre site in Kildean, Stirling, from Stirling Council. The site has excellent transport links and the lease is in agreed form. A successful tender to design and manage the project build has been awarded to ARC Architects, with site design offering state of the art riding, carriage driving and equestrian facilities for RDA service users and a café, disability access playground and Changing Places Toilet that are open to the public. The café will be leased to an aligned social enterprise providing supported employment and a revenue stream supporting the RDA facilities. A Planning Application was submitted to Stirling Council in Dec 2022. A phased build of the £2.5 million development is envisaged. Significant resourcing at board level of fundraising and project management expertise is now sought to bring the vision to fruition.



Equity, Diversity and Inclusion Statement

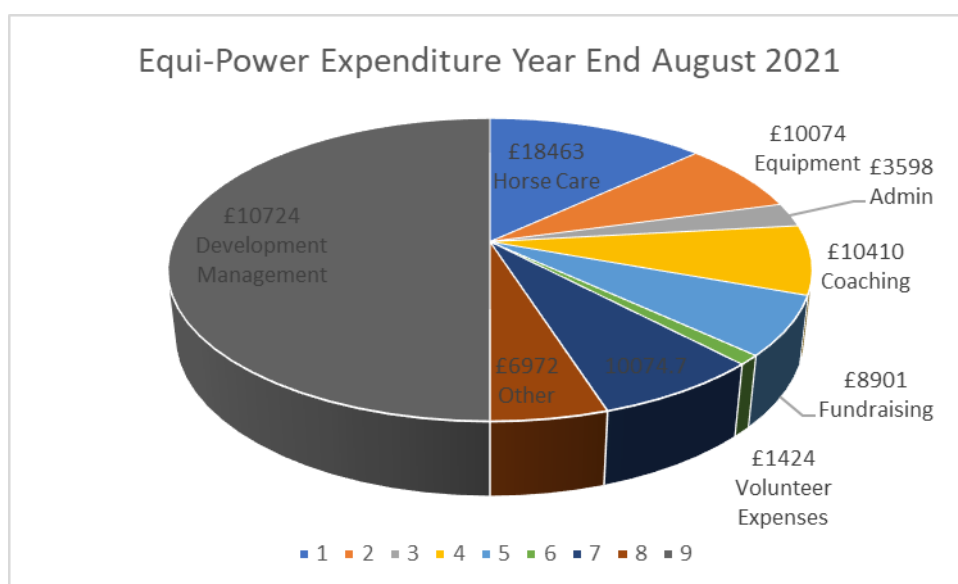
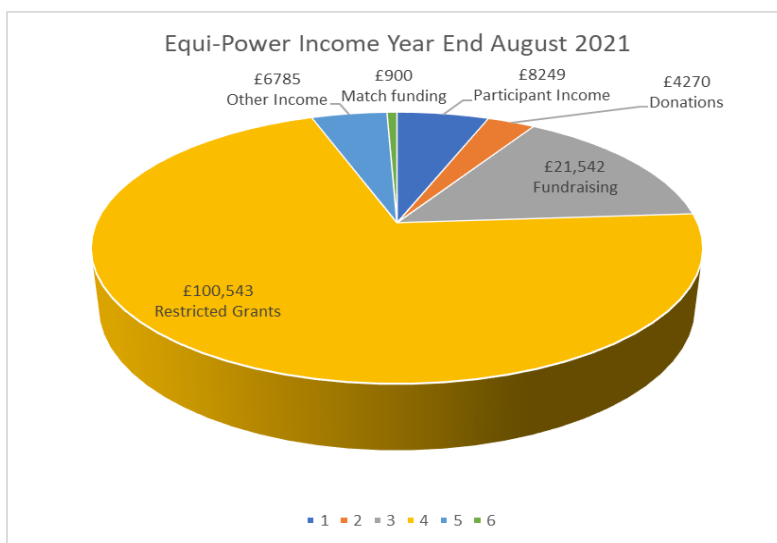
Equi-Power is committed to promoting equality of opportunity for all staff, volunteers and participants. We aim to create a safe and welcoming atmosphere for everyone and we challenge all forms discrimination. We will ensure that we do not discriminate against anyone on the basis of their protected characteristics, ie. age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race (including colour, nationality, ethnic and national origin), religion or belief, sex or sexual orientation, or on any other basis. We aim to design and deliver our activities and services in a way which will encourage and support participation from everyone. We believe that greater diversity within our organisation provides a more diverse perspective. This leads to a broader range of opinions being heard in decision making and creates a positive and open environment for achieving our objectives.

Equi-Power offers both participant representative opportunities at board level and hosts a quarterly participant representative panel, inviting participants, parents, carers and volunteers to engage with the organisation and strategic decision making.

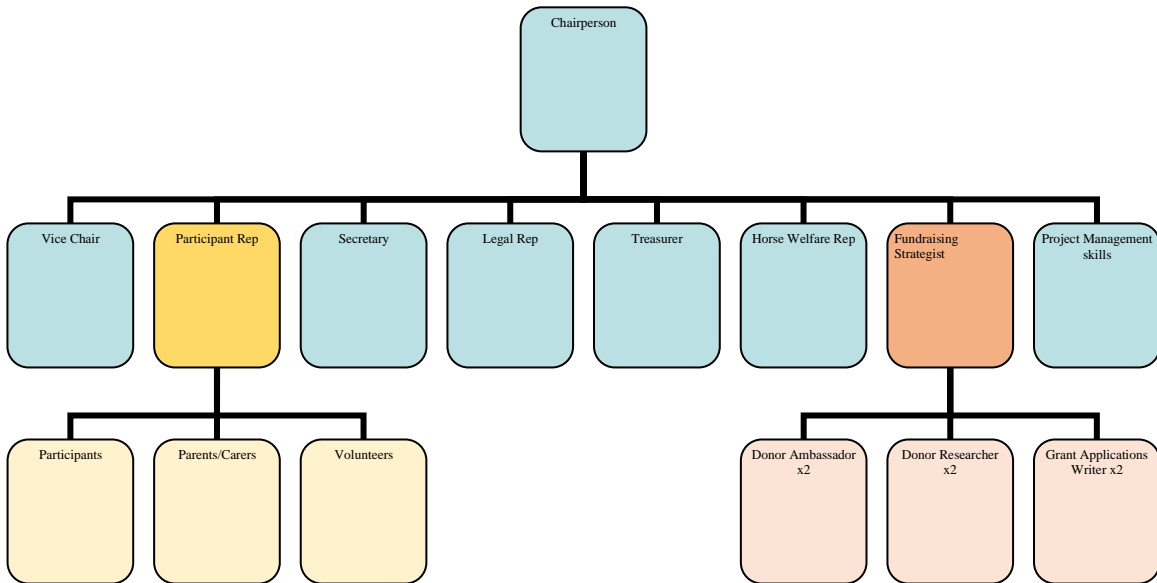


Finances

Equi-Power operates Interim RDA Services on a small scale with 3 horses, benefitting 80 children and adults with disabilities per year from a commercial livery yard in Sauchenford, Stirling. Equi-Power Interim Services are financed by participant fees, donations, fundraising activities and grants. Interim Services participant fee income is constrained by the availability of arena time to run sessions from a shared commercial premises. When the charity moves to its own premises, participant fee income is projected to increase, with facility hire, electric car parking provision and rent from the planned café expected to contribute to the charity's income streams.

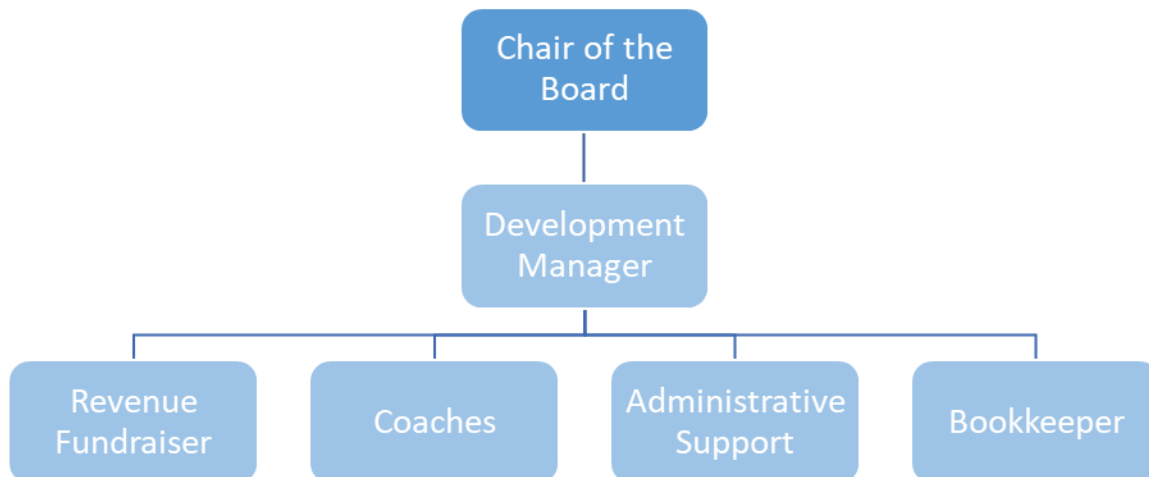


Equi-Power Board Structure



Proposed Board structure illustrating participant panel reporting via Participant Rep and Fundraising sub-board managed by Fundraising Strategist. Alternatively the Fundraising Strategist may advise in the financing of an employed Capital Fundraiser.

Equi-Power Staff Structure



Current staff structure, with Development Manager and Capital Fundraiser reporting to the chair of the board.

Trustee Role Description

Job Title: Trustee - Fundraising Strategist

Location: Central Scotland or remote.

Reporting to: Chairperson

Direct Reports: Fundraising sub-board team of Donor Ambassador, Capital Fundraiser Grant Writers and Donor Researchers OR employed Capital Fundraiser

Time Commitment: 8 hours plus per month.

Remuneration: This is voluntary role and member of the Board of Trustees without remuneration, but an opportunity to lead a dedicated team to achieve long term, life-changing social impact.

Purpose: As a Trustee you will provide appropriate oversight, governance and leadership to the charity in the pursuit of its strategies and fulfilment of its charitable purposes. As fundraising strategist, you will lead a sub-board of Donor Researchers, Donor Ambassadors and Grant writers, or advise in the financing of an employed Capital fundraiser, taking the lead role in developing and driving forwards a comprehensive fundraising strategy to finance Equi-Power's ambitious Capital Project.

Key Responsibilities

- Support an organisation wide positive fundraising culture by building and nurturing supportive relationships with staff, volunteers and other Board members.
- In close collaboration with the Committee Chair, Donor Ambassador, Grant Writer, Donor Researcher and Service Manager, plan and oversee the capital appeal.
- Create the Funding Development Plan and develop and broaden the organisation's donor base, assisting the team in levying financial support for the Capital Project Development.
- Oversee the Fundraising sub-board team to maximise income from charitable trusts and foundations, corporates and high net-worth individuals.

- Oversee the achievement of budgeted income targets, objectives and agreed KPI's.
- Create individual plans, forecasts and budgets for the Fundraising sub-board team; reviewing the overall Capital appeal plan quarterly.
- Develop and apply contingency plans as required.
- Work with the Fundraising sub-board team to develop supporter journeys and a coordinated approach to all communications.
- Provide verbal and written reports on the progress of the Capital appeal to the Board.

Person Specification

Skills and Abilities

- Excellent oral and written communications skills
- Ability to work independently and maintain quality

Knowledge

- Microsoft Office suite
- Understanding of the voluntary sector and governance

Essential Experience

- Previous experience within Major Gift Fundraising, including securing donations from Major Donors.
- Experience of researching high net worth individuals and organisations.
- Experience of developing relationships with high net worth individuals and organisations.
- Experience of managing stewardship and cultivation events.
- Experience of managing or supervising staff, including recruitment, setting objectives, developing staff and managing performance.
- Experience of setting, managing and analysing income and expenditure budgets.
- The ability to build strong relationships with internal stakeholders at a range of levels
- Clear understand of donor motivations.
- Significant influencing, negotiation and persuasion skills

Desirable Experience

- Experience of capital appeal fundraising.
- Understanding of tax effective giving.
- A recognised fundraising or marketing qualification.

Personal Qualities and Attitudes

- Strong deadline orientation
- Self-motivated
- Collaborative and respectful working ethos
- Demonstrates a strong commitment to Equi-Power's vision
- An understanding of key principles of equality, diversity and inclusion, and a commitment to applying these principles in your role as a Trustee

Benefits

You will gain valuable experience in governance and project management as a board member, with the opportunity to contribute to moving Equi-Power towards project goals with outstanding social impact. You will be invited to future high-profile events including those attended by RDA UK's Royal Ambassador Princess Anne. Role Appropriate Governance Training will be provided.

How to Apply

To apply for the role please send your CV together with a supporting statement (maximum two pages of A4) that addresses the criteria laid out in the Person Specification and your interest in Equi-Power's work to development@equi-power.org Please ensure that you have included mobile, work and home telephone numbers, as well as any dates when you will not be available or might have difficulty with the recruitment timetable.

Recruitment Timetable

Deadline for applications: Midnight 24th Feb 2023

Initial conversations: w/c 27th Feb 2023

Panel Interviews: March 2023

Queries

If you wish to have an informal discussion about the opportunity, please contact the Service Manager Amanda Namey on 07522 605593 or email: development@equi-power.org

If you require this document in an alternative format, please contact admin@equi-power.org