

**SUMMER
MAGAZINE
2023**

CO3
Chief Officers 3rd Sector



FOREWORD

So far, 2023 has proven to be a challenging year for many of our members. We have seen a deepening cost of living crisis adversely affect service users, as food, housing and fuel prices have risen sharply. The resulting increase in demand for the services of charities has stretched services and staff as the sector works to meet the needs of some of Northern Ireland's most vulnerable citizens.

We have seen unprecedented pressure on funding. The loss of European Social Funds (ESF) has caused many organisations to have to contract and in some instances make redundancies. Although the UK Shared Prosperity Funding partially replaced European Funding for some organisations who came together to form consortia, the overall quantum of money available to fund services fell well short of what was previously available.

The austere Northern Ireland Budget set by the Secretary of State has resulted in funding cuts across the sector and affected all kinds of services, with some organisations facing the loss of core funding.

The absence of an Executive makes the circumstances all the more difficult for charities to influence. Although departments have issued EQIAs there is no elected Executive in place to provide proper scrutiny on spending cuts and there is a very real risk of violations of the human rights of people covered by Section 75.

CO3 continues to work at the forefront of these issues, calling on Departments, MLAs and the Secretary of State to reconsider the budget and take account of the punitive nature of the cuts we are now seeing.

We have worked closely with colleagues in NICVA to bring together party representatives with the Trustees of both organisations in an Emergency Summit on Funding at the end of May. This resulted in the formation of a new All-Party Group on the Community & Voluntary Sector set up and chaired by Diane Forsythe MLA. I am hopeful that this Group will help CO3 to represent the needs of members and influence policy making within Stormont. When the Executive is finally restored, and a new Programme of Government is being drafted we will work to ensure that the sector has a seat at the table and that the vital contribution of the sector is properly recognised and valued in the governance of our society.

In the meantime CO3 continues to provide excellent leadership development and networking opportunities for chief officers, senior management, trustees and chairs through a range of activities and events.

Our upcoming Annual Leadership Conference on September 28th is titled "Sustaining Our Sector – ESG" and we have a fantastic line up of speakers, panel sessions and workshops.



FOREWORD

You will hear about environmental sustainability from Hakan Nordkvist the former Head of Sustainability in IKEA, Joe McDonald Head of Corporate Affairs (NI) at ASDA will describe the ESG journey ASDA has taken in embedding ESG at boardroom level.

John Brothers President of the T. Rowe Price Foundation will speak about how we can Reimagine Governance and Chief Executive of the Northern Ireland Housing Executive, Grainia Long will lead a session on how the sector can benefit from on Social Value clauses.

We are also delighted to welcome Nadine Reynolds of Better with Money who will provide some insights into how you can improve financial wellbeing for yourself and your teams.

And new for 2023 we are introducing 1:1 Financial clinics in which you can book an individual appointment with an expert in investments, financial reporting or lending. Our educational workshops, networking opportunities and exhibition space add even more to what will be an informative and exciting day for our members and guests – you can find out all the details and book your tickets at: <https://co3.org.uk/co3-annual-leadership-conference-2023>

Looking forward to seeing you there,

Valerie McConville
Chief Executive
CO3

EMPOWERING LEADERS DRIVING CHANGE

"CO3 is there committed to develop leadership to flourish across our sector"

Ursula O'Hare
Director - Law Centre NI

★★★★★

"CO3 has been a real lifeline keeping us connected with others within the 3rd Sector"

Janet Schofield
Director - Compass Advocacy Network

★★★★★

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How to join?

Are you a third sector chief officer, chairperson, trustee or senior manager?

Do you have an interest in the third sector?

Do you want to join a strategic network for you and your peers, which will help you to lead more effectively?

Would the company you work for like to connect with or help the not-for-profit sector as part of your Corporate Social Responsibility?

If your answer to any of these questions is 'yes' then join CO3 today!

A network of third sector leaders who inspire and support through building peer connections, skills development and advocacy. We have a rich heritage in leadership development spanning some of the largest charities and social enterprises through to medium and well-known third sector organisations.

JOIN HERE



ENGAGE

EXECUTIVE TALENT

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We source, develop and support the top
candidates for executive positions

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Senior
Management

Board

across the public, private and third sectors

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Placements | No Placement, No Fee | Quality Results | Bespoke Service

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MEET THE ENGAGE TEAM



Patrick Minne

Patrick has worked as a Chief Executive, Senior Manager and Trustee in Northern Ireland's third sector since 2007, establishing a strong network of contacts who are as passionate as he is himself about the sector's ability to change society for the better. His previous experience at Senior Management level in the private sector, working with a range of public sector clients, gives these networks strength and depth. He particularly enjoys identifying organisations and individuals who, like him, combine 'a social heart with a business head'.

Lesley Dugan

Lesley's career has seen her working across different fundraising streams within Higher Education and on a hospice capital campaign. After a successful track record of raising funds, she decided to give back to the Third Sector in a different capacity, by supporting charitable organisations with recruitment. Her direct experience has given her the advantage of understanding how the sector operates and the culture. She is driven by helping others who want to grow in their careers, make a difference and add value. She is passionate about connecting people to causes and appreciates seeing the impact her own her work has with securing successful placements.



Alan Hanna

Alan has worked at Chief Officer level in Northern Ireland's private, public and voluntary sector over a forty-year career, which means his contact networks come with a unique depth. As Associate Member of the Chartered Institute of Personnel and Development, he has led charities that range from early years care, the arts, autism and mental health. He has also contributed to the third and public sectors through his non-executive directorships with the Patient Client Council, BSO and NIFRS.

Developed by CO3 and launched in 2019, Engage Executive Talent is a specialised executive recruitment service comprising four strands: Permanent Executive Recruitment, Interim Executive Recruitment, Board Recruitment, and its Trusted Consultants Panel.

Engage Executive Talent's offer has been born out of the demand from third sector boards and executive teams for services that were more responsive to the needs of the non-profit sector than existing mainstream providers.

We engage with the best executive candidates, across public, private and third sectors, recruiting leaders with integrity, who are driven by principle and motivated to contribute to the common good. Our services have evolved over years, honed by the feedback and proactive suggestions of our clients, and CO3's members.

We form long term relationships with our members, candidates and clients, relationships that extend well beyond the interactions associated with the recruitment and appointment phase. We don't walk away once we've completed the onboarding. Complimentary membership of CO3 for all our recruited executives and trustees ensures that they have a support network and a personal development roadmap to help them get the most out of their new relationships with the teams they are joining. Support networks include 'New to Post CEO', 'Health', 'Marketing and Communications', 'HR Management', 'Finance Management', and services include mentoring and training.

At Engage Executive Talent, we are driven by our ethics, but we compete on service quality.

**FIND OUT
MORE**



ENGAGE
EXECUTIVE TALENT

CO3 LEADERSHIP AWARDS 2023

CO3 is committed to promoting and developing leadership in the third sector in Northern Ireland, and the Leadership Awards are a testament to this commitment.

Every year leaders from the sector gather to acknowledge and celebrate the daily impact they are making to the community. This year the theme was CHAMPIONS.

Congratulations to all the highly commended and winners from the CO3 Annual Leadership Awards 2023! Your dedication, hard work, and leadership skills have been recognised and celebrated by the CO3 community.

We would also like to extend our gratitude to our supporters and guests who joined us in celebrating the exceptional leaders within the third sector. Your presence and encouragement made the evening a truly special one.



SWEDEN VISIT

We organised this event for Ideel Arenas' Fenix Programme. Ideel Arena are similar to CO3, a Leadership organisation embedded in the 3rd sector in Sweden, their vision being - to see civil society organisations and social enterprises empowered to drive positive change.

The visit to Belfast showcased the power of collaboration and the positive outcomes it can generate in the Third Sector. The event successfully facilitated connections between diverse organisations, emphasising the importance of shared endeavours. From informative presentations to impactful site visits, attendees were exposed to a wide spectrum of experiences, encouraging them to continue striving for meaningful change in their respective communities. Overall, this event serves as a testament to the potential of collaboration and the positive impact it can have on society. Thanks to our members that hosted us and provided presentations. We are already looking forward to 2024!

CO3 LEADERSHIP RETREAT 2023

It has been an enormously challenging period for charity leaders, so it was timely, necessary even, to take a step back to reflect, in order to reinvigorate and move forward with renewed capacity and energy.

That's why we created and organised the Reflect & Lead Retreat. A 2-day event ideal for senior leaders working in Northern Ireland's Community and Voluntary Sector, who want to take a step back to reflect and come back inspired with new perspectives, tools and renewed energy to lead better.

The retreat emphasises the importance of mind-body awareness and offer practical tools to manage your energy better, in the context of your current leadership challenges.

It took place at Corrymeela Community and it was facilitated by Jane Shaw and Noel Clerkin.



EMAIL

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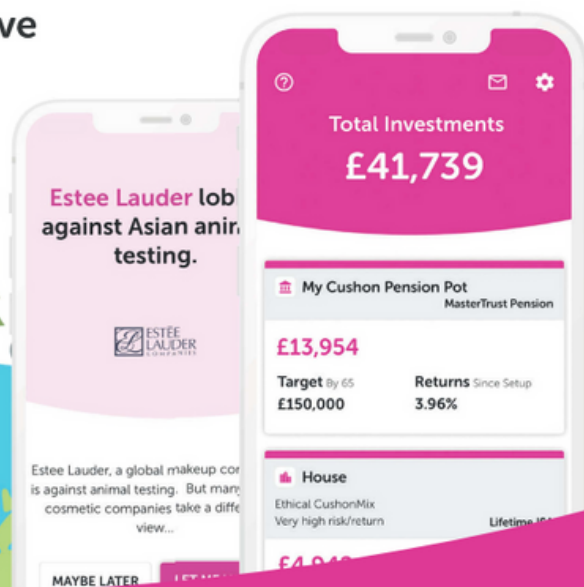
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CO3 Annual Leadership Conference 2023

After a challenging few years and with the ongoing absence of the Executive, community & voluntary organisations are once again navigating uncertain times. Increasingly charities are under pressure to deliver more with less and it is our mission with this conference to inspire and empower leaders to develop and extend ESG initiatives inclusively to build sustainable, socially responsible and well governed organisations.

We are ready for an exciting full-day conference, and for the keynote speakers and experts who will be joining us this year.

**FIND OUT
MORE**



Sustaining our Sector
Environment • Social • Governance

28 September 2023



The La Mon Hotel



8:30am - 4:30pm



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FINANCIAL RESILIENCE

MENTORING PROGRAMME



The Financial Resilience Mentorship Programme is a 18-month mentoring programme specially designed to help the Directors and Senior Managers of Community and Voluntary organisations develop diverse income generation strategies, strengthen their financial resilience and build long term sustainability.

The aims of the programme are:

- Build and strengthen capacity by diversifying income generation strategies.
- Build and strengthen the sustainability and resilience of Third Sector's organisations - thereby protecting the key services they provide.
- Develop and implement an income generation strategy with the guidance, confidence, capacity and knowledge of a mentor over an 18-month timeframe.
- Have a strategic audit of the organisations and the activities relating to income generation.
- Contribute to the development of a longer term approach to income generation within the third sector.

We worked with a total of 60 Directors and Senior Managers from the Community and Voluntary Sector.



CHRISTINA JOHNSTON

Programme Co-ordinator

We welcomed Christina to the team who is now looking after the development and administration of CO3 programmes. Christina's professional life began in hospitality management and moved into membership, she has 15 years direct membership experience and a genuine commitment to maximising members' engagement with CO3 services and delivering a great member experience.

UPCOMING TRAINING & NETWORKING EVENTS



Strategy Planning with Roger Courtney

Ensure that your strategic and operational planning processes enable your organisation to achieve its potential.

Thursday 14th September from 9:30am to 3:30pm

BOOK NOW



Interim Executive Training

Interim Executive Training prepares individuals to work with a third sector organisation on a short term basis, helping organisations to either manage a gap in permanent leadership and/or to provide additional support to a Chief Executive and the senior management team in times of need. **Thursday 19 & Friday 20 October 2023 – 9am – 5pm (2 full-days)**

BOOK NOW



Measuring Impact with Roger Courtney

Learn how to properly measure what you do, so you can demonstrate the impact your organisation is having in the community. **Thursday 16 Nov 2023, 10:00 AM – 3:00 PM**

BOOK NOW



UPCOMING TRAINING & NETWORKING EVENTS



New to Post CEO Forum supported by Quilter

Develop a peer network, share best practice, learn from experts and benefit from a supportive learning environment where you can share freely and build lasting relationships with like minded professionals.

Sessions:

Managing Your Board Facilitated by Roger Courtney - 7th September

Ethical Investing Facilitated by Quilter - 1st November

Crisis Management - January TBC

Media Training - March TBC

BOOK NOW



6 Critical Steps to Major Donor Fundraising

This 3.5-hour training, facilitated by Alice Garrad, will teach you the 6 critical steps to succeed with Major Donor's fundraising so you can diversify your funding and make your organisation more sustainable. **Thursday 26 October 2023, 9:30am – 1pm**

BOOK NOW





hello change-maker

We are delighted to sponsor the
C03 Leadership Awards 2023
celebrating Northern Ireland's
change - makers.

We speak finance. But we hear people.
And we are ready to hear from you.

www.communityfinanceireland.com or [@ComFinanceIrl](https://twitter.com/ComFinanceIrl)

Our VISION

A fair and connected society with a vibrant, valued third sector, led by influential leaders, delivering outstanding impact.



Unity



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Justice**



Integrity



Quality



Courage



**Empowering
Leadership**



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