



An update from our Chief Executive



Once again we have experienced challenge and uncertainty in the Community & Voluntary sector over the past six months. Leaders have grappled with ongoing repercussions from the Covid pandemic, adapting working models to incorporate more flexibility, providing work life balance for staff and ensuring the health and safety of staff and clients. With severe pressure on available labour in Northern Ireland resulting from changes to working patterns post covid, Brexit and a range of other factors, all employers are experiencing difficulties recruiting and retaining staff.

The Cost-of-Living crisis has squeezed organisations as the cost of providing services has rocketed. Increased energy bills, insurance costs and wage demands compete for limited organisational resources and many charities have relied on reserves to cope.

With widespread reductions in disposable income, charities dependent on public donations are facing further challenges and many are already taking steps to shore up income streams and innovate alternatives. Despite the difficulties though, the leaders of charities continue to rise to the challenge, maintaining and frequently increasing the service provision to the most vulnerable in society.

The commitment and industry of those who lead our charities, community & voluntary organisations and social enterprises has been instrumental in this success. CO3 will continue to support and inspire our sector's leaders broadening the range of programmes, events and training available to members.

In association with Grant Thornton and the Chief Executives Forum, the highly successful Cross-Sectoral Leadership Exchange Programme is back for 2023,

bringing together senior leaders from the third sector and the public sector to exchange ideas, learn from each other and benchmark best practice. We continue to support newly appointed Chief Officers and Trustees with our "New to Post" forums.

We are also pleased to offer the Interim Executive Training again in March 2023. This essential course is designed for senior leaders wishing to join the CO3 Trusted Consultants Panel so that they can undertake Interim assignments and consultancy work in the sector.

The 2023 CO3 Leadership Awards will take place on 23 March showcasing the talent, passion and achievements of leaders in our sector, and with four new categories this year there is more opportunity than ever to nominate those leaders who really make a difference to their organisations, colleagues and clients.

Engage Executive Talent, our social enterprise provides an industry leading executive and board recruitment service, a trusted consultancy service and an interim executive service, all tailored specifically for third sector organisations.

CO3 is here to support you and in these challenging times our priority is to deliver the highest quality support, development and inspiration providing unrivalled opportunities for you the leaders of the third sector in Northern Ireland to grow personally and professionally.

Finally, I would like to thank you our members for your continued support.

Valerie McConville
CEO

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Together, we can make the right decisions for your organisation

Our experienced team is dedicated to supporting charitable organisations in meeting their strategic and financial objectives.

By developing a financial plan tailored specifically to the achievement of your goals, we can assist your organisation's move towards the future with greater financial security.

Davy Private Clients UK is one of Northern Ireland's leading wealth managers, advising individuals, charities and local businesses since our office opened in Belfast in 2007.

We manage over £1.7 billion of assets for clients locally. Davy UK is part of the wider Davy Group, which was established in 1926 and is a trusted market leader in wealth management and capital markets.

If you would like to discuss how we could help your organisation, please contact our dedicated charities team:



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Valerie McConville, Chief Executive

It is impossible to pick out one moment over the past year that has made proud – truly there have been many. The team in CO3 make me very proud to be their Chief Executive as they go the extra mile every day for our members. I was glad to represent CO3 Members on the UKSPF Partnership Group to ensure that our members' concerns were heard and responded to and CO3 will continue to lobby for the interests of our members at every level of policy making. Finally I was pleased to launch our research "Valuing Our Sector" at the CO3 Conference in September and hope that the document has been a useful addition in your discussions with funder and stakeholders.



Suzanne Courtney, Member Service Manager

My proudest moment in CO3 so far is hosting Ideel Arena, which is an organisation very similar to CO3, but based in Sweden. We had over 40 incredible leaders that visited Northern Ireland last May, usually there would have only been 20, but we doubled up due to Covid. After much toing and froing as to whether we could make the 2022 visit work, we decided to go ahead, and I am so glad we did. We visited Colin Glen, Skainos and provided our visitors with an informative Belfast bus tour. We were treated to presentations from Volunteer Now, East Belfast Mission, Aware and Action Cancer. There was also a tasty supper in The National where our previous CO3 award winners mingled with their Swedish peers. Event management can be stressful as you will all know, throw in a global Pandemic and a potential Translink bus strike and it goes to another level! All the hard work paid off and I am not ashamed to say that I was bit emotional (and exhausted) when we waved them goodbye. A great event and a wonderful experience.



Andreina Ojeda, Programme and Membership Administrator

One of my proudest moments working in CO3 would be kickstarting the second cohort of our Financial Resilience Mentorship Programme. I wanted to make sure mentees would have a great start of their mentoring journey, but I wasn't part of the team when the first group started back in 2021, so I didn't have a clear reference on how to manage all the different aspects of the programme. I really enjoyed organising the application process, the welcoming events, and getting the mentees successfully matched to their mentors. At this point the programme is running smoothly and that makes me feel proud.



Louise Cahoon, Events and Communications Executive

Over the past year we as a team have accomplished so many different things. It was great to deliver the Carnegie Conference from the studio because it was a different experience for me. I am proud of my professional achievements over the past year like designing the CO3 Guide to Great Governance as well as working with a graphic designer and web developer to rebrand the CO3 Website. And I couldn't forget our first in person Conference and Awards which went really well.



Nichola Johnston, Administration and Events Officer

After coming back after Covid-19 and hybrid working I have enjoyed meeting members at in person events. Certainly two in particular events would be the Annual Conference in September 2022 and the Awards earlier in the year. I am looking forward to seeing both familiar faces and new faces at the Awards evening next month and hearing about the amazing work that CO3 Members achieve through their work. My proudest moment would be working with my colleagues at CO3 in seeing these events come to fruition and hearing afterwards from those in attendance how much they enjoyed the networking, discussions at the events.



Patrick Minne, Director of CO3 Enterprises

I'm always proud of the way CO3 and Engage adds value to small and medium sized charities, never losing sight of its mission to ensure the third sector in Northern Ireland has the best leadership it can have. But I was quietly proud of the team's contribution to appointing Chief Executives at two of the largest charities on the island too, and in the same month – Praxis Care and Extern Group. That kind of showed that even the big organisations 'get' our mission, and appreciate the quality of what we do

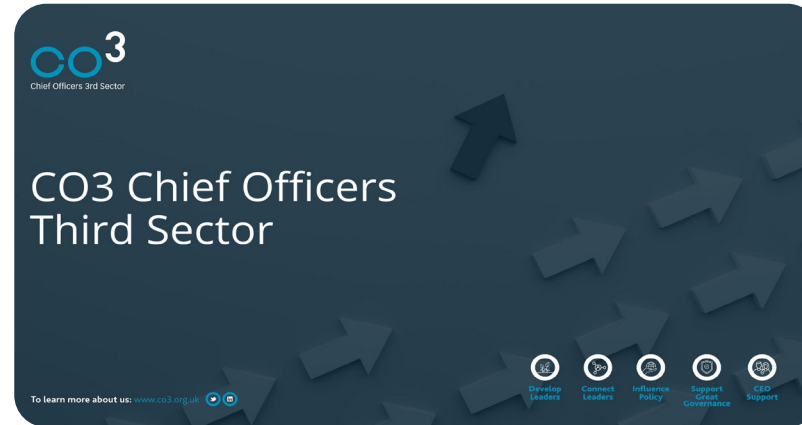
How to Join

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!

Click the presentation to the right to read our Individual Membership Presentation and find out why CO3 Membership is for you.



Need help navigating the CO3 Member Login Area?

Watch a short video to the right from Louise demonstrating where to log in and how to update your membership information



Trustee Network

The Trustee Network is a unique support service. We facilitate a range of themed networking events for Trustees to share information and experiences amongst their peers. We bring in a range of experts to speak on a variety of topics that sit under the broad theme of corporate governance.

The purpose of the Third Sector Trustee Network is to inform, support and connect Trustees.

THE BENEFITS OF MEMBERSHIP:

- Peer Support
- Advice and guidance
- Networking
- Capacity building and skills development
- Advertising board vacancies

As a member of the CO3 Trustee Network you will have access to a free consultation on corporate governance issues.

JOIN THE
CO3 TRUSTEE
NETWORK
TODAY

CALLS FOR HELP

If you are in need of a recommendation, have a query that you feel other members could help you with why not use our Calls For Help service? We encourage our members to share their knowledge and experience by responding to our weekly Calls for Help facility.

Members can simply email the CO3 Team who will share their question with the CO3 Network via our weekly Calls for Help email and regularly on Social Media.

All questions and responses are handled anonymously and details are only shared with permission of both parties.

If you would like to offer any assistance through our network please get in touch or visit the CO3 website.

www.co3.org.uk/memberservices



Connect
Leaders



CEO
Support



Visit co3.org.uk/trustee-network to find out more about the Trustee Network in Northern Ireland.



**Develop
Leaders**



**Connect
Leaders**



**Influence
Policy**



**Support
Great
Governance**



**CEO
Support**

CO3 STRATEGY

CO3 has significant ambitions to continue to grow, increase membership, promote the value of our members work to policy makers and to consistently deliver excellent services to the leaders of our sector.

We have highlighted priorities in our Strategy Document that fall under 3 key strategic themes which you will find below.

- 1: Build and connect third sector leaders
- 2: Effectively communicate with CO3's stakeholders and influence public policy and practice
- 3: Build a strong and effective organisation

You can download the full Strategic Plan on our website.

www.co3.org.uk/publications

CO3 Annual Leadership Awards

Join us this year in the Europa Hotel, Belfast for the prestigious CO3 Leadership Awards 2023.

Celebrate with your peers and cheer on the shortlist of incredible leaders in our sector.

This year the Awards theme is 'Champions'. Members of CO3 and our peers working in the third sector go above and beyond every single day to put their service users first despite all the challenges they face.

You are Champions of the third sector.

We want to celebrate with you again this year and can't wait to see you on 23 March.



CHAMPIONS

The CO3 Annual Leadership Awards 2023

Event Information

When: Thursday 23 March, 4pm – 8pm

Where: Europa Hotel, Belfast

Dress code: Business Smart

Tickets

Single Ticket: £49

Table of 10: £480

[Book here](#)



CO3 Events 2023

- 14 February • Bank of England Monetary Policy Update
- 16 February • Planning an Income Strategy with Roger Courtney
- 23 February • Unleash the Power of Volunteers with Denise Hayward
- 24 February • Walk & Talk - Tollymore Forest Park
- 9 March • Interim Executive Training with Roger Courtney
- 14 March • The Effective Third Sector Chair with Brendan Mullan
- 22 March • Inflation and Uncertainty - Preparing for the future
- 23 March • CO3 Annual Leadership Awards



**Develop
Leaders**



**Connect
Leaders**



**Influence
Policy**



**Support
Great
Governance**



**CEO
Support**

- 28 March • New to Post CEO Forum
- 28 March • Cross Sectoral Development Programme for High Potentials
- 31 March • Walk & Talk - Craigavon Lakes

Blue = first date of the programme. Visit our website for all dates to protect
co3.org.uk/events-training/



Engage Executive Talent

CO3 is Northern Ireland's leadership organisation for Chief Officers in the Third Sector, and its Engage Executive Talent offer has been borne 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.

Meet some of our recent clients.



Patrick Minne
Director of CO3 Enterprises
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ENGAGE EXECUTIVE TALENT

Powered by Chief Officers Third Sector (CO3), Engage Executive Talent brings over thirty-five years of experience and connections to its specialist services:

Permanent Executive recruitment
Board recruitment
Interim Executive recruitment

Unrivalled Reach | Complimentary CO3 Membership for Successful Placements | No Placement, No Fee
| Quality Results | Bespoke Service

Treating your charity with the extra care it deserves.

Evelyn Partners investment solutions for charities

Investing for your charity is about more than just aiming to generate good returns. By understanding the complex issues facing the charity sector and your unique requirements, we can build a bespoke portfolio that aims to fulfil all your needs.

Evelyn Partners has a dedicated team who understand the extra responsibility that comes from being a trustee, so they can help you to go above and beyond in service to your charity.

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To find out more, please contact:

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PARTNERS

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Chief Officers 3rd Sector

THANK YOU FOR BEING PART OF CO3

To learn more about us: www.co3.org.uk

