

Introduction

Welcome to Impactful Governance – Community Interest Company. Our mantra is:

***"Creating sustainability by imbuing independence and strength into organisations;
supporting services to be more effective and efficient."***

We are proud to be part of this amazing organisation that brings together a range of support from specialist Consultants to genuinely assist your progress. We have set out our Aims, Mission and Vision below.

Aims

1. To work in genuine partnership with organisations, supporting and developing their growth.
2. Help charities to recognise and deliver their own charitable aims.
3. Support short to medium transitions or crisis.
4. Determine clear Governance and best practice.
5. To make a difference, bringing out the best in individuals and organisations by promoting positive aspects of organisational development.

Mission

1. To work in and create partnerships
2. To identify and promote talent.
3. To be committed to each and every organisation we engage with.
4. To promote good Governance and financial stability.
5. To provide Away Days, Workshops & Consultancy and be trusted partners.
6. To add value and help achieve objectives.
7. To work with Chief Executives and Board Members.

Vision

1. That all clients are in a robust, sustainable and healthy condition as a result of our intervention and support.
2. That we have enabled charities to achieve their own charitable aims.
3. That we all have a good work-life balance.
4. That we are all happy in our work and have fun.
5. That we retain a friendly relationship with our clients into the future.

Problem Identification

We have all seen the loss of funding from statutory organisations or the possibility of closures that are becoming more acute within statutory, private and voluntary organisations. Voluntary groups with limited income streams, lack of skills or knowledge of the funding sectors or inertia to change due to historic support or funding that is dwindling; can no longer be relied upon. With some groups having unqualified or inflexible staff to deliver services or projects, there is a clear need to look at charities with more of a business focus and to examine from the very foundation whether the Governance is correct, in place and has clearly defined roles and responsibilities. There is an overwhelming pressure for the CEO or staff to deliver and some may feel that they are at a potential breaking point.

Key areas of support:

- Strategy
- Financial Stability & Fundraising
- Structures
- Staffing & Communication
- Board & CEO Mentoring, affirmation and support.

Charity organisations have been the target of funding cuts and came under increasing scrutiny as a result of poor Governance as illustrated by disgraced organisations that were forced to close. Much discussion has taken place over recent years and much has been written. However, small to medium sized charities, without the resource or staff to invest in reviewing good Governance have been left behind, leaving them exposed to potential suspicion or accusations of malpractice.

Organisations may be in breach of their own Charitable Aims as they strive to survive and are tempted to deliver projects that are available rather than what they were set up to achieve. This has been the demise of many reputations and a direct result of chasing funds without a clear Governance structure or strategic checking of the charity's operations.

Relationships between Board Members, CEO and staff can be strained without a clear Governance and this may result in friction, mistrust, in-fighting or a Machiavellian approach which is totally at odds with why the charity was formed and which stops it from delivering its objectives.

Critical Evaluation & Identification of Solutions

This is a critical change period for many charities, where charitable aims are not being met and organisations are failing to deliver the true nature and ethos of the organisation. Often resentment builds as a result of deviation from the charity's origins or current vision; resulting in disengagement from members, service users, staff, Board members and/or funders.

Risk Management is a starting point when looking at the existing structures of an organisation. Does it have a Disaster Recovery Plan? Does it have a Business Continuity Plan? A clear 3-5 year Business Plan? What are the risks to the organisation, risks to staff, members and most important the people or beneficiaries that the charity was set up to support?

Income generation needs an overhaul. A fresh pair of eyes with experience in the sector, to look at the possibilities alongside those running the operation. This is very much a partnership, doing it with organisations rather than for them or instructing. We have clear ideas and suggestions and before this, we will first take a look at the organisation as a whole, including the existing structures, staffing, projects, funding and outcomes.

Establishing trust is the key to the success of this relationship. That means trust internally, externally and with us as Consultants, working to support an organisation, to transform its future.

As funding streams change, reduce or disappear completely, it is incumbent on charity Board members and the Chief Executive to show clear strategy, ownership and clear Governance to continue to allow the organisation to thrive and deliver its vision. In other words, being clear on who does what and who is responsible for making it happen.

Reorganising could mean exploring change management, mergers, closures, redeployment, redundancy or a different way of expanding, generating new and exciting revenues and working differently to achieve more with less or even more with even more funds.

As European, Central and Local Government funding is uncertain, there is an uncertain future and more people competing for the same pots of money. This will inevitably require a new way of working.

Partnerships, both new and old will need to be reviewed in a methodical approach to exploring what works best for each individual charity, community group or charitable company.

Proposal

To provide support to your organization and individuals by staff attendance at our Workshops or Away Days. We will produce all materials, manage the sessions and these will be held at venues agreed and provided by your organisation. We can conduct more intense follow up using Coaching or Mentoring techniques that can be charged by the hour.

We work with local organisations to explore what you have learnt from our intervention and how you can put solutions into practice as we continue with this relationship.

Each organisation who commissions us after the workshops for Consultancy, Coaching or Mentoring will pay for our services directly on a reduced daily or hourly rate (subject to distance).

If your organisation would like to commission us, we are open to developing further short or longer term tailored support and training.

As a package, would be willing to attend regional events on behalf of your organisation to promote the offer, free of charge. Attending the sessions, giving advice and information to your team on how we could help individually or collectively.

We are dedicated to working in collaboration with your organization, individual people and groups to deliver agreed objectives and create benefits for all.

Together with your organisation, we can assist with Capacity Building, participation, inclusion, health and the changing EU campaigns as they evolve into UK entities.

Health & Wellbeing can be supported and is in line with our objectives.

Society may also become engaged in a collaborative approach to other projects.

Why Us?



Andrew Waite – Chief Executive & Managing Director of Impactful Governance.

Former Chief Executive of two charities (2008-16) and our current Chief Executive (from 2017).

A former NHS Trust Governor (2014-16). Trustee (2009-11),

Chair of Trustees (2011-13) and current Chair of Trustees for a Learning Disability charity (2017).

A former school Governor (2005-08). Member of the Association of Chief Executives of Voluntary Organisations (2014-17) & Society for Education and Training (SET) since 2009.

Guest Lecturer at University of Greenwich, Visiting Lecturer at University of Bedfordshire.

Business owner for over five years.

Veronica Garbett-Hanson – Consultant

Fellow Member of the Higher Education Academy since 2014 and Senior Business School Lecturer at the University of Bedfordshire since 2010 and has been a Business Consultant for over fifteen years.

Clerene Allen – Consultant.

Former Trustee and Prince 2 trained in Management processes.

Employer Engagement specialism within the private training and apprenticeship field.

In addition, we have a team of carefully selected Consultants with specialist experience, skills and qualifications as Trustees, Health & Social Care, Counselling specialists and some from the Education or Business sectors who travel around the country to support not-for-profit organisations. We promote our services through Websites, Linked-in, Mailings, Networking events and propose to be included in partners' websites.

We have experienced Consultants working at Chief Executive level, Staff Management level and Trustee level, with a trusted track record of turning around flagging organisations, able to support them through the entire change management process. This is achieved through advisory, mentoring & coaching, training and other methods of developing the skills & capabilities of all staff, to ensure success through this important period of critical transformation.

We have the expertise and direct experience as Chief Executives, Directors, Trustees and Chair of Trustee from both charity and business sectors. We have lived some of the pressures and worked with executives to find solutions to turn around organisations.

Why You?

We have a blend of skill sets to look at aspects of Business, Public and Community work and to find workable options for you to survive, diversify, expand and to focus on doing what the organisation was set up to do, first and foremost.

We work with you to create Action Plans, Strategic Health Checks and Business Plans as Consultants.

Many organisations need to have this level of support and others have yet to prove their impact to funding bodies to enable them make a strategic case to continue with funding their organisation rather than other charities and social enterprises competing for the same money.

We predict closures and/or mergers as Charity Boards have a legal obligation to ensure that a Charity is financially viable to continue.

Your future can be inspiring and there is a strong level of success for those who are most prepared for the changes that have come about or are yet to materialise.

There is therefore a greater need for your own “Impactful Governance” and once engaged, you will be in satisfied with an organisation support from us with high level, specific skills to support your development.

Service	Business charge	Community Charge
Consultancy	£75 per hour	£50 per hour
Mentoring	£85 per hour	£50 per hour
Coaching	£95 per hour	£50 per hour
Open Full Day Workshops	£125 per delegate	£95 per delegate
Open Half Day Workshops	£75 per delegate	£50 per delegate
Full Day Away Days	£100 per delegate (min 5)	£50 per delegate (min 8)
Half Day Away Days	£50 per delegate (min 5)	£30 per delegate (min 10)

Make a contribution to support our work as a Not-for Profit organisation by Direct Debit or you can select from a range of services, including our professional training on the following pages.