



A photograph showing the backs of two women hugging at an outdoor event. They are wearing bright blue t-shirts with the Recovery Trust logo and a word cloud. The word cloud includes terms like 'hope', 'support', 'acceptance', 'believe', 'safe', 'changing', 'adapt', 'new', 'trust', 'community', 'mutual', 'honesty', 'belong', 'understanding', 'achieve', 'acceptance', 'support', 'hope', 'believe', 'acceptance', 'support', 'hope', 'changing', 'safe', 'adapt', 'new'. The background is a blurred crowd of people.

March 2022

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Introduction

Dear Candidate

Thank you for your interest in joining the Inspire team, as a trustee who could bring your area of expertise to bear on the board.

Since its origins in 1959 as the Northern Ireland Association of Mental Health (NIAMH), the organisation has developed and established itself as one of the biggest success stories in the charity sector on the island of Ireland. Every year it makes positive interventions and contributions to thousands of the most vulnerable people in society.

With services that range from day support for people with intellectual disabilities autism, through non-judgmental assistance to people recovering from the impact of alcohol or drugs, to supported housing for people with mental health challenges, we are nothing if not passionate about the help we give. We are also a leading provider of wellbeing solutions in the workplace to employees, and to also to student, providing support to over 750,000 people across the island of Ireland.

The Board of Inspire helps to drive our development and contribute to our strategy for future success – which translates to better services for a greater number of beneficiaries. We are looking for someone equally passionate about providing that help – someone who can bring considerable experience and expertise to the board in the fields of **finance**; **social enterprise**; **health and social care**; or **marketing and comms**. They will provide input on a wider range

of ever changing issues, including the bi-jurisdictional financial environment in which we work; the scope to develop our social enterprise offers; health policy North and South; and promoting our value to decision-makers and funders.

Board members at Inspire also have the opportunity to gain new skills and the chance to join a network of other passionate professionals on the board and executive teams. We're looking for someone who will contribute to the strong leadership of the board, who can offer a healthy challenge function, and provide valued support for our staff team.

You'll find more on the detail and characteristics of the role in the rest of this document.

We're working with Engage Executive Talent on this, so you can get more information and apply for the role by simply submitting your CV to Engage's Director, Patrick Minne.

If you have the skills, experience and motivation for this very rewarding role, you'll find a huge amount in return through realising social benefit, networking opportunities and in supporting the next chapter of success for one of Ireland's most socially impactful entities.

If this sounds like you, we'd love to hear from you.

William Fitzpatrick
Chair



What we do

Inspire is an all-island charity and social enterprise and our aim is wellbeing for all. We work together with people living with mental ill health, intellectual disability, autism and addictions to ensure they live with dignity and realise their full potential. We campaign to create a society free from stigma and discrimination with a culture of compassion that focuses on people and their abilities.

Mental health and addiction care and support services:

Our mental health and addiction services focus on inclusion by providing recovery-based support in communities.

Our Mental Health and addiction Services include: day support, supported housing, floating support & advocacy, counselling, social support, training, Mutual Aid Partnership and over 50's specific support.

Intellectual disability and autism care and support services

Our intellectual disability and autism services are built around the people we support and empower people to live independently as part of their community.

Our intellectual disability and autism services include: residential services, day support services, outreach services, supported living, floating support, respite and family support services.

Therapeutic and wellbeing services

Our therapeutic and wellbeing services provide a range of wellbeing support services, training and interventions

which help organisations, employees and students to thrive.

Our therapeutic and wellbeing services include counselling, trauma informed therapeutic support, training, information, digital wellbeing services, and specialist support projects, coaching and mentoring.



Insight, Engagement and Innovation

Our Insight, Engagement and Innovation team aims to amplify the voices of the people who use our services to inform and shape wider society through campaigning, research and the development of new services.

Our insight, engagement and innovation services include: engaging with the people who use our services and their families and carers, volunteering, fundraising and community development, campaigning and communication, research, service development and innovation.

Our history

Inspire was established in Belfast in 1959 by Lady Margaret Wakehurst. Lady Wakehurst became a campaigner for mental health reform because of her experience of supporting her son through his mental ill health. Shocked by the conditions in hospitals and the lack of support for people outside formal psychiatric settings, she was determined to improve the care available and change society's attitudes to mental ill health. The Northern Ireland Association for Mental health (NIAMH) was the first of its kind and was set up by lady Wakehurst despite strong opposition from her peers. These early founding principles of determination, care, support and inclusion are still at the heart of our work six decades later.

The innovative movement started by NIAMH and our first Beacon day centre in Belfast spread across the region and the strength and impact of our work began to grow. Our services expanded to provide residential, therapeutic and community based support for people living with mental ill health, supporting recovery and empowering people to play a full role in society around them. Our expertise in supported independent living and inclusive community support, led us to develop services for people with intellectual disabilities and autism. In 2016, we opened our first service in Ireland and our name changed to Inspire to reflect our new areas of work and our all-island remit.

Our passion for our work and belief in what we do drove us to develop therapeutic and wellbeing services for people in workplaces, schools, colleges and universities. The establishment of our innovative social enterprise Carecall (now Therapeutic and Wellbeing Services) meant that we reached the lives of hundreds of thousands of people across Ireland, from the day they start higher education to the day they retire. This area of our work confirmed our unique expertise in the field of trauma-informed practice, providing support for people experiencing high levels of trauma in their workplaces and communities.

The story of our development is rooted in the strength of kindness and a belief in each person's inherent uniqueness and ability. This approach shapes how we support people living with substance use issues. In 1979, 20 years after the formation of NIAMH, another group of passionate and committed parents, carers and professionals got together and formed NI Community Addiction Service. NICAS (later Addiction NI) blazed a trail in terms of reshaping how addiction was viewed and how services were provided to people living with addiction, their families, and the wider community. Addiction NI became of part of Inspire in 2016, deepening our expertise and shaping our commitment to recovery-focused support.

Over the years, Inspire has grown and developed into one of the largest providers of services in Ireland. Our campaigning role has led us to become a strong and influential organisation. And yet the values that shape us, our mission and our aim are still closely connected to that first community of people who wanted to improve the life of the people they loved, ensure society treated them fairly and support them to realise their full potential. Lady Wakehurst named our very first service beacon because she wanted "a name suggesting light". Six decades later, we are proud to be part of a social movement shining a light of hope and changing the lives of thousands of people every year. We have lots of work still to do...

Our strategy

Our Vision

Wellbeing for all.

Our Mission

To work together with people living with mental ill health, intellectual disability, autism and addictions to ensure they live with dignity and realise their full potential. To develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities.



Our Values

We are Inclusive: we put the people who use our services first

We are Passionate: we believe in what we do

We are Determined: we find a way

We are Kind: we care about each other

We are Honest: we act with integrity

We are Innovative: we nurture new ideas

Our Strategic Aims

- To ensure the people who use our services are central to all that we do.
- To provide excellent services that enable people to realise their full potential.
- To nurture a values-led culture where staff and volunteers are appreciated and supported.
- To shape public opinion and influence decision making.
- To make best use of our all our resources to maintain a stable, sustainable and well governed organisation.

Our board



William
Fitzpatrick
CHAIR INSPIRE BOARD



Finola O'Kane
VICE CHAIR



Jill Harrower
Steele



Dr. George O'Neill



Michael Hickey



Dr David Kenefick



Séamus Mannion



Aidan Browne
RPN RGN MBA
CHAIR INSPIRE BOARD
(IRELAND)



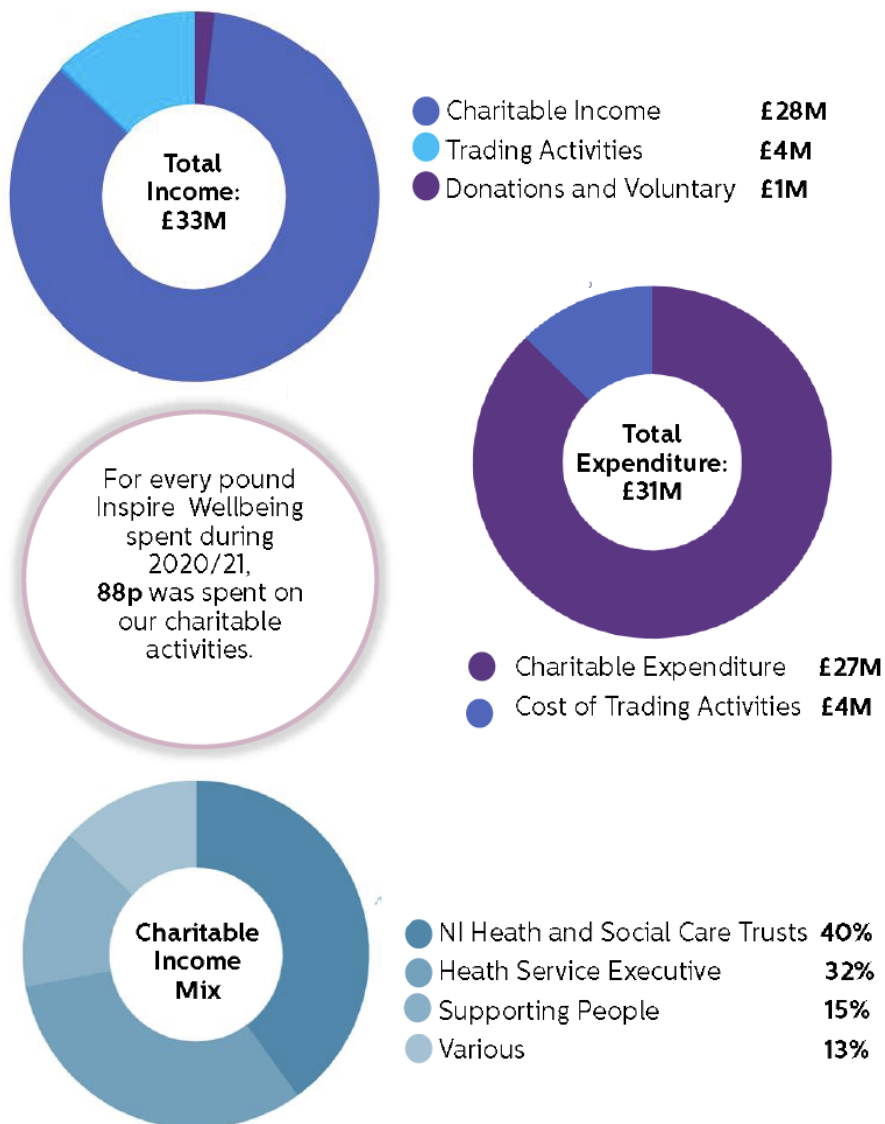
Colm Conway



Maeve Hully

Our finances

Here are some highlights of our latest consolidated accounts to March 2021.



Click the links below for the latest three years' annual reports and accounts or visit inspirewellbeing.org

Annual Report and Accounts to 31 March 2021

Annual Report and Accounts to 31 March 2020

Annual Report and Accounts to 31 March 2019

Role description

Role Purpose: The Trustee has a strategic role in contributing to the vision and purpose of the organisation through their interventions at board level. They assist the chair in ensuring that Inspire complies with the requirements of good practice in third sector finance, social enterprise, health and social care or marketing in respect of all jurisdictions in which Inspire operates.

Accountabilities

Key elements and tasks

To contribute to the leadership and management of the strategic direction of the organisation

- Uphold the aims, principles and values of Inspire
- Communicate, explain and support the decisions of the trustee board
- Ensure that the trustee's own skills are up to date
- Participate in annual appraisals with the Chair
- Avail of support learning and development opportunities for board members

To contribute to effective decision-making by the trustee board

- Prepare and contribute to the board, committee and Annual General Meetings
- Prepare for and participate in trustee strategic/planning days
- Participate in trustee board committees and working groups
- Apply independent judgement to all issues under discussion at board meetings

Fulfil the legal requirements of being a trustee

- Fulfills its charitable purposes
- Is financially viable
- Understands the importance of good practice in risk management of Inspire's activities vis a vis finance, social enterprise, health and social care, and marketing

Understand and promote the goals of the organisation

- Represent Inspire at occasional meetings and events
- Advise on financial, enterprise, health or marketing aspects to help generate income and control expenditure in support of Inspire attaining annual surplus targets
- Contribute to the reviews of, and provide advice on, financial and marketing strategies
- Review the organisation's corporate identity, and delivery of an associated communications plan
- To liaise with existing and potential stakeholders in the organisation's network where there may be mutual benefit
- Add value to the community served by the organisation in contributing the board discussions.

Person specification

- Understand the diverse needs of Inspire's beneficiaries and the aims, principles and values of Inspire.
- Have relevant experience in the private, public, voluntary or community sectors either as an employee or on a volunteer basis including serving on a committee or board.
- Have diplomatic skills, including the ability to be objective, to probe and question, and to act decisively when necessary.
- Are visionary, creative and passionate about Inspire's services, and prepared to invest energy in its success by learning and understanding its business and its stakeholders.
- Are team players, able to listen and work with others, offering guidance and support, but ready to participate in effective, evidence-based decision-making by the board.
- Understand the responsibilities of company directors and charity trustees, the importance of good governance, and agree to work in accordance with any code (s) of practice agreed by the board.
- Are able and willing to act impartially and apolitically.
- Have strong analytical skills, can assimilate information and grasp complex issues quickly, and then apply independent judgement.
- Show some business development acumen to help lead the charity in a changing financial climate.
- Are good communicators, willing and able to promote the decisions of the board and the interests of Inspire and its clients.
- Can commit to the time commitments as required by the board.

Time commitment

Board meetings occur quarterly.

In addition, there are planning days in relation to Budget and Strategy Planning, and occasional ad hoc meetings.

Lately, as a response to Covid-19 measures, it has convened on Microsoft Teams, but normally meetings are held at Inspire premises.

Committees also meet quarterly with the exception of the remuneration committee which meets up to twice a year. There is an expectation that trustees will also sit on a committee and these include:

- Service Quality and Development Committee
- Finance Risk and Corporate Services Committee
- Nominations and Governance Oversight Committee
- Remuneration Committee

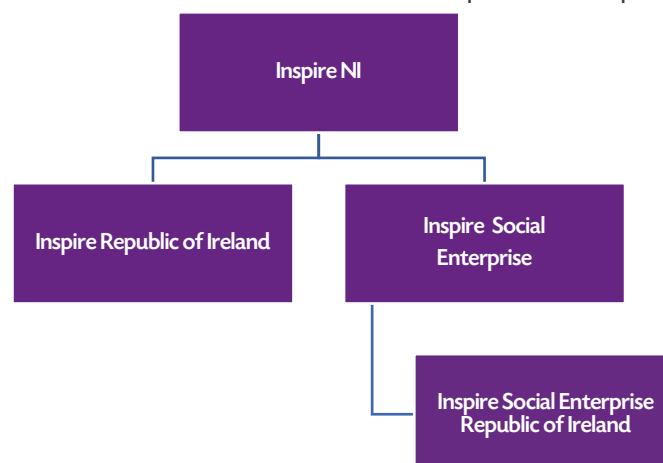
The total time commitment every year is estimated at 8-10 days.

The initial term is 3 years, renewable up to a maximum of 6 years.

Trustee Induction and Support

Full induction materials and briefing meetings will be provided to the newly appointed trustee. Inspire has a mature and well documented governance framework. It is anticipated that early one-to-one meetings with the Chair and the Chief Executive will form part of the induction.

Here's simple schematic of the current boards' set-up at the Inspire group.



Please note that Inspire is currently reviewing its governance structure with anticipated changes in the incoming 6 months. This appointment is jointly to the Inspire NI and Social Enterprise boards whose meetings are co-scheduled.

How to apply

Please submit a CV to Patrick Minne by **noon on Wednesday 1 June 2022**, by email to patrick@co3.bz.

We'll follow up with a conversation with Engage Executive Talent to talk you through the main roles and responsibilities.

That is followed by a 'conversation with a purpose' with the chair and Board members to discuss how you meet the criteria set out in the role description and the level of commitment you can make to this voluntary role.

There will be an opportunity for successful candidates to meet the full Board before they make a commitment to join.

Any questions?

If you have any questions, contact Patrick Minne, Director, Engage at patrick@co3.bz or on 07792 509003.

Disclosures

We ask that candidates disclose any information about their personal or professional life which in the Board's perception could bring Inspire into disrepute, including removals from previous governance roles, current or previous membership of organisations which may conflict with the aims, principles and values of the organisation, or behaviour which might be seen to undermine public confidence and trust.

Candidates must also disclose if they have been convicted of a crime which debars them from acting as a company director, or they are an undischarged bankrupt or disqualified to act as a company director.

Candidates must disclose any information which could give rise to a perception of conflict of interest with their role as an Inspire Board Member. Any disclosures will not necessarily result in an inability to serve on the Board.



Please address any enquiries relating to the Trustee's position, and your CV, to Inspire's recruitment partners:

Patrick Minne

ENGAGE

Tel: 07792 509003

Email: patrick@engageexec.co.uk

www.engageexec.co.uk

Enquiries unrelated to recruitment can be addressed by email to:

hello@inspirewellbeing.org

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Belfast
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Dundalk Office
Clontygora Drive
Muirhevnamor
Dundalk
Co.Louth

www.inspirewellbeing.org

Company limited by guarantee: NIO25428.
Inspire has been registered with the Charity Commission for Northern Ireland No: 103470.