



Trustee and Director Information Pack

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Introduction

Dear Candidate

For the last fifteen years, Adsum Foundation has worked to ensure that people living in some of the most challenging environments in the world are afforded the dignity of the basic infrastructure that we in the affluent Global North sometimes take for granted.

It is unjust that for some people, their health experiences and quality of life are hugely different and determined by the social conditions they are born into. As a small-scale, non-complex NGO, we are able to work in an agile manner, adapting and responding to fast evolving challenges and learning rapidly from on-the-ground experience, because of this we can work with communities-in-need on both small scale and pilot initiatives.

We are interested in developing a board with diverse skills over the coming years, but right now we are looking for a Trustee whose principal qualification will be their academic interests in international development, environment, education, or global poverty.

They will be able to bring to bear their judgement and guidance to their board colleagues impartially and in a spirit of collaboration.

You can get an overview of what our organisation is about and what we are looking for from this Information Pack, but there is lots more information on our website at adsumfoundation.org. We are working with our recruitment partners, Engage, for this selection process and they will be happy to address any enquiries you might have in the first instance.

If ours is a mission that you too are passionate about, and you feel you have the skills and experience to lead our organisation into the next exciting phase of its development, then we would love to hear from you.

Gavin Lonergan

Founding Trustee

adsum
foundation

Who we are

Adsum Foundation was established in 2008 in Belfast, Northern Ireland with the goal of supporting people and communities in the developing world and investing in their futures.

Our vision is a future where the possibilities and opportunities are the same for all, in a world without poverty.

Our principal activity is raising funds to support the carefully selected partners and projects we work with overseas. In the early years, Adsum worked in various developing countries carefully selecting sustainable projects that would benefit future generations too.

After a few years, we decided to focus our efforts on Madagascar, one of the poorest countries in the world. We are committed to supporting Malagasy communities there through the delivery of education, water, health and sustainable livelihood projects.

The results of that focus mean that in the past decade, Adsum has built up and developed a strong network of grassroots organisations throughout Madagascar, cultivating expertise in water and education projects, delivering livelihood projects to the benefit of local communities, and all the while working in conjunction with those communities to agree priorities on which projects to develop and how they should be implemented.

Our Board

Gavin Lonergan, Trustee Director

With a background in journalism and a passion to support communities facing extreme challenges, Gavin helps to drive Adsum in addressing the lack of opportunities in the developing world.

Anne-Marie Lonergan, Trustee Director

Anne-marie brings her organisational skills gained over years of working in the property industry with large scale projects, to the challenges faced by needy communities in Madagascar and the constantly changing development landscape.

Bernard Casey, Trustee Director

Bernard comes from a career in manufacturing logistics/construction and has a passion for sustainable development, which is the basis of his desire to ensure maximization of resources on the ground in Madagascar.

What we do

We aim to make it as easy as possible for interested companies, organisations and individuals to take the next step towards making a positive and vital contribution to those in the developing world who want to help themselves.

Adsum Foundation focuses on projects that for one reason or another are not on the radar of the larger organisations and for whom the struggle for funds is ever greater.



Two of the key strengths we look for in a project or partner to be supported are leadership and accountability, which is vital for both the success of the project and our ongoing working relationship.

We also look at the long-term effect of the project on the community and surrounding area. We only want to invest in sustainable projects so we look at who it is helping and whether it will benefit future generations.

To maximise impact we operate partnering schemes to secure as much investment, on top of our own, for the charities we feel need support. Here are some of the things our collaborations have delivered:

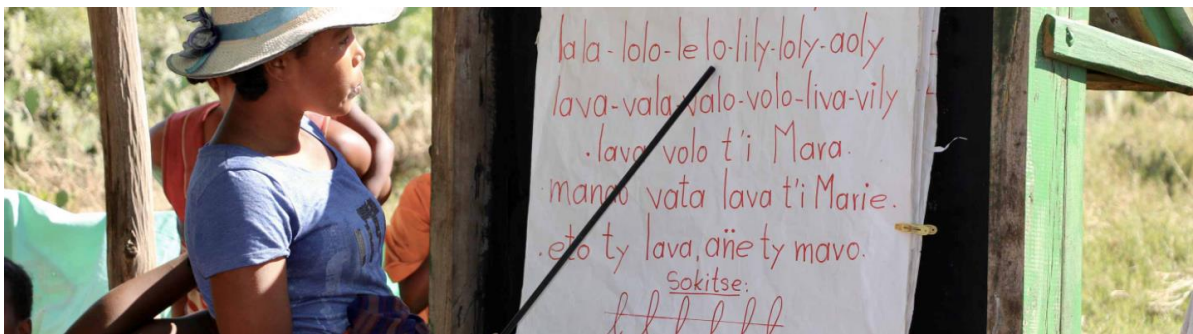
- **Construction of over 50 schools providing direct access to education for 12,000 children**
- **Delivery of the Education for Life Programme promoting high levels of teaching practice, attendance and engagement in 48 schools**
- **An adult literacy programme in 900 rural communes enabling 47,000 adults to acquire life-changing literacy skills and providing sustainable employment for over 300 people**
- **Provision of safe and sustainable water access for over 50,000 people**
- **Sustainable livelihood projects promoting alternative farming practices such as production of essential oils, forestry and**

Strategy

The Adsum Foundation made a strategic decision to focus on Madagascar because:

- Madagascar is among the poorest countries in the world with 75% of the population living on less than \$1.90 per day. (World Bank 2019)
- Madagascar has the world's fourth highest rate of chronic malnutrition, with almost one child in two under five years of age suffering from stunting. (World Bank 2019) This is the 5th highest rate in the world.
- 12 million (C.,50% of population) people in Madagascar do not have access to clean and safe water. (*Water Aid 2020*)
- 22.8 million don't have a decent toilet (*Water Aid 2020*) Ranking it 3rd worst in the world.
- More than 8,500 children die annually from diarrhoea. (*Water Aid 2020*)
- Only 13% of the population have access to electricity. (World Bank)
- Madagascar is one of the countries most severely affected by climate change, experiencing on average 3 cyclones a year.
- In Madagascar, over 25% of the population are illiterate (UNESCO). 28% of those aged 15+ and 51% of those over 65 can't read or write (UNESCO)

We have focused our efforts on four main themes.



Education Projects

We believe that with access to a good education, children can escape poverty. That's why we focus on the construction of pre-schools and primary schools in rural communities predominantly in the Itasy region where educational provision is inadequate and/or doesn't meet the needs of the community. We establish school libraries to maximise the reach of story books to primary school age children. Our Ed4Life (Education For Life) Project adds kitchen gardens and training in sustainable food production to schools' agendas, supported by the installation of solar panels.

Last year we constructed five schools in remote locations bringing bright classrooms and safe education to pupils for many years to come. Over 2,000

pupils will access education in their newly built primary schools at the start of the new academic year. Every school is furnished, complimented with a block of latrines and provided with teacher and pupil resources packs. We enhanced the school library collections at each of our schools, allocating 50 story book packs to the benefit of over 11,500 pupils. Parents and pupils have been trained in food production and hygiene promotion through the Education for Life programme.

Our six-month adult literacy programme in the south of the country is in high demand, and we've helped over 40,000 people in the last seven years access the programme. Building upon previous success of the adult literacy project in the Androy region of Southern Madagascar, over 7,000 people commenced the first stage of the programme for the year 2022 across 300 locations.

Water

Whilst safe drinking water is accessible for all in Northern Ireland only 13% of the entire rural population in Madagascar have access to improved drinking water supplies on premises. (JMP 2017). Greater access to safe drinking water saves lives, but can also lead to higher school attendance and greater productivity, creating more time for tackling household responsibilities and earning income. With only 36% of the Malagasy rural population having access to improved water sources, our Water projects aims to provide access to safe, sustainable water in the remote regions of central Madagascar.



Through the installation of 18 borehole wells last year, almost 10,000 people now have access to safe and sustainable sources of water. Water technicians and local management committees were trained at each site to ensure care, maintenance and sustainability of every borehole drilled.

Sustainable Livelihoods

The Adsum Bike Aid Madagascar Project sees the collection, repair and shipping of donated bikes from Northern Ireland to Madagascar. Water, education and basic healthcare are sparse, particularly for rural communities in Madagascar. Marketplaces, workplaces and other income opportunities can



be significant distances away from people's homes. Weather conditions can make these journeys more burdensome, whether in scorching heat or through the rainy season. Providing locals with a means to reach these essential places, and in a more timely manner, will significantly improve their futures. During the past year

we collected, reconditioned, shipped and distributed 405 bikes, plus other items such as medical supplies and clothing to Madagascar. The bikes are commonly shared with family members and neighbours, growing the impact and prospects of the beneficiaries in remote villages. To date, there have been well over 2,000 bicycles distributed via two partners to communities in central and Southern Madagascar.

Health

Limited sanitation facilities and poor hygiene practices are closely linked with chronic malnutrition and diarrhoea. It is estimated that water-related diseases account for a quarter of under-fives mortality (UNICEF). That's why the dissemination of good handwashing practices amongst adults and children is of great importance to us. As part of our Education for Life programme, pupils are taught hand-washing techniques that can fight against the spread of infection and water-borne illnesses. Children are taught how to create simple tippy-tappy systems for handwashing - a skill they can then share with their families and communities. With the installation of every borehole well, training is provided for the community in effective handwashing and menstrual hygiene.



Finances

You can review our Income and Expenditure and Balance Sheet in our latest annual accounts to March 2022 at a glance below, and click on the links at the bottom to access the last three years' annual accounts.

		Unrestricted Funds	Restricted Funds	Total	Total
		2022	2022	2022	2021
Incoming resources	Note	£	£	£	£
Donations income	3	65,207	607,969	673,176	538,865
Government grants		-	-	-	6,281
Total income		65,207	607,969	673,176	545,146
Resources expended:					
Charitable activities	4	65,207	512,986	578,193	536,930
Total expenditure		65,207	512,986	578,193	536,930
Net movement in funds		-	94,983	94,983	8,216
Reconciliation of funds:					
Total funds brought forward		-	25,291	25,291	17,075
Total funds carried forward		-	120,274	120,274	25,291

	Note	2022	2021
Fixed assets		£	£
Tangible fixed assets	8	1,647	889
Intangible fixed assets	9	-	-
Total fixed assets		1,647	889
Current assets			
Debtors	10	376,010	204,802
Cash at bank – donations account		231,758	182,480
Cash at bank – overheads account		23,652	1,682
Total current assets		631,420	388,964
Creditors – amounts falling due within one year	11	512,793	364,562
Total creditors		512,793	364,562
Net current assets		118,627	24,402
Total net assets	12	120,274	25,291
Unrestricted funds			
General funds	13	-	-
Total unrestricted funds		-	-
Restricted funds	13	120,274	25,291
Total charity funds		120,274	25,291

Annual Report to March 2022

Annual Report to March 2021

Annual Report to March 2020

Role Description

Adsum Foundation Trustee and Director

Role purpose: To support the strategic leadership and governance of Adsum Foundation

Key accountabilities

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

To contribute to effective decision-making by the trustee board

Fulfil the legal requirements of being a trustee

Key elements and tasks

- Uphold the aims, principles and values of the organisation;
- 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.

- 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.

- Ensure that the organisation:
 - Fulfils its charitable purposes;
 - Is financially viable;
 - Complies with all legal requirements;
 - Fulfils its responsibilities as an employer;
 - Understands the importance of good practice in human resources management and staff development;
- Is committed to ensuring equality of opportunity in service provision and employment;
- Has a process for appointing and monitoring the performance of any executive team members.

Understand and promote the goals of the organisation

- Represent the organisation at occasional meetings and events;
- Advise on generating income and controlling expenditure so that the annual surplus target is reached;
- 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

Those interested in serving on the organisation's board must be able to demonstrate that they:

1. Understand the diverse needs of the organisation's beneficiaries and the aims, principles and values of the organisation.
2. Demonstrate academic involvement with a keen interest in international development, environment, education, or global poverty. We welcome applications from individuals who may not have conventional trustee experience but offer valuable perspectives and expertise from the academic sphere. Alternatively, possess practical experience in the private, public, voluntary, or community sectors, either as an employee or volunteer, which may include service on committees or boards.
3. Have diplomatic skills, including the ability to be objective, to probe and question, and to act decisively when necessary.
4. Are visionary, creative and passionate about the organisation's service, and prepared to invest energy in its success by learning and understanding its business and its stakeholders.
5. 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.
6. 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.
7. Are able and willing to act impartially and apolitically.
8. Have strong analytical skills, can assimilate information and grasp complex issues quickly, and then apply independent judgement.
9. Show some financial acumen to help lead the charity in a changing financial climate.
10. Are good communicators, willing and able to promote the decisions of the board and the interests of the organisation and its clients.

11. Can commit to the time commitments as required by the organisation.

Candidates must disclose any information about their personal or professional life which in the Board's perception could bring the organisation 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 organisational board member. This will not necessarily result in an inability to serve on the board.



Adsum Foundation is committed to diversity and equality of opportunity and welcomes candidates from all sections of the community, including women and people from BAME backgrounds who are currently under-represented on the Board.

Time Commitment

- Trustees usually need to attend eleven 90-minute meetings a year.
- The Board usually meets on the second Wednesday of the month at 9.30am
- There are additional optional learning and development activities
- Some preparation time for the Board and Committee meetings should be assumed.

This is an unremunerated volunteer post. Reasonable expenses associated with travel for meetings and events will be recompensed to Board members.

How to apply

For a confidential discussion about the position in the first instance, please contact Engage Director Patrick Minne, patrick@co3.org.uk 07792 509003.

1. Candidates are asked to provide a full CV attached to an email that briefly outlines why they're interested in the role to Patrick Minne **patrick@co3.org.uk**.
2. Engage will submit your application to the Adsum Board who will shortlist candidates.
3. Shortlisted candidates will be invited to meet the panel for a two-way discussion about their candidacy.
4. The full Board will vote to ratify the selection of the successful candidate.



Please address any enquiries relating to the advertised position, and your submission, to Adsum Foundation's recruitment partners:

Patrick Minne



Tel: 07792 509003

Email: patrick@co3.org.uk



Enquiries unrelated to this recruitment can be addressed to:

Adsum Foundation

4 Annadale Avenue
Belfast BT7 3JH

Tel: 028 9691 3148

Email: info@adsumfoundation.org

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