

**BOARD OF TRUSTEES**

**Tuesday 19th March 2024**

**Present** Richard Jennings (Chair), Ashely Ryan (online), Barry Sillars, Bushra Iqbal, Debbie Adams, Farha Jamadar (online), Fiona Gillespie (online), Jonathan Christie, Kim Atkinson

**Apologies** Sean Duffy, David McNeill

**In Attendance** Anna Fowlie, Tim Hencher, Megan Ross, Jumoke Adebajo, Dr Ufuoma Festus Omo-Obi

1. **Welcome and Apologies**

The Chair welcomed everyone to the meeting and invited members to introduce themselves. Apologies were noted.

1. **Conflicts of Interest**

None declared.

1. **Minutes of last Meeting**
* The minutes of the last meeting were approved.
* The public minutes were approved for publication.
* For future meetings, one version of the minutes to be sent with tracked changes.

**Matters Arising and Action Long**

* Tim noted that the sale of Brunswick House is almost complete. A delay has been caused due to a request for wet signatures on leases. The Edward House mortgage will be repaid when the sale of Brunswick House is complete.
* The new pricing structure for Goodmoves will go to the rearranged Strategic Development Committee.
* The Environmental Policy is progressing.
1. **Membership Update**

Anna noted that we have recorded the biggest growth in membership to date, with data showing peaks in membership uptake around The Gathering in November 2023.

Trustees commended the work of SCVO during these times of extreme financial pressure.

Anna highlighted that a number of large voluntary organisations have been identified as potential members. The Management Team are working through these organisations to build relationships and start conversations about joining SCVO.

Trustees noted that they would be happy to make a personal approach to organisations they had relationships with.

***Action - Communications strategy to be shared with the Board.***

1. **Governance**

Tim confirmed the appointment of Farha Jamadar to the role of Treasurer following a robust recruitment process.

 **6 Update from Strategic Development Committee**

The meeting has been postponed due to issues with availability. Points from the Action Log and Goodmoves Pricing will be discussed when a date is confirmed.

1. **Update from Strategic Resources Committee**

**Brunswick House**

Farha provided an update on the sale of Brunswick House, noting that there had been a delay in the completion of the sale.

**Cost of Living Award**

Anna updated on the discussions with Trade Union representatives, noting that the most recent ballot was rejected by a narrower majority. The Senior Leadership Team have countered with a slightly revised offer This offer was taken to ballot and closes on Friday 22nd March.

Trustees asked what the reaction has been from staff?

Anna noted that there has been mixed reaction from staff but that the Senior Leadership Team has been clear that this offer is dependent on approval from the Board.

**Property**

Tim provided an update on the property portfolio and identified various scenarios which would be considered in more detail at SRC.

1. **Budget 2024/25**

Farah confirmed that the Strategic Resources Committee is recommending that the Board approves the £189k deficit budget for 2024/25. The budget and income assumptions were discussed by the Board.

Trustees again noted that they are uncomfortable with signing off on a deficit budget before the Trade Union has accepted the revised pay offer, and on the basis of a verbal update to the paper discussed at SRC. Trustees requested an updated budget paper which includes the projected figures the agreed pay award included.

Tim confirmed that he would circulate an updated paper for final approval, rather than trustees approving the budget formally at the meeting.

Trustees requested that the Senior Leadership Team stand firm and clearly communicate to staff that this is the full and final offer.

Anna recommended that the budget is approved by correspondence when trustees had been able to consider the updated paper and requested that all replies to the paper are received by Friday 22nd March.

***Action – Tim to circulate updated Budget paper to Trustees.***

1. **Strategic Plan Update**

Anna updated on the Strategic Plan and noted that reporting on the plan will change from next meeting.

Following discussion of the report, Anna agreed to share EDI information and the latest staff survey results with trustees.

Trustees also suggested that cross-party groups could be a good vehicle for sharing the messaging of the Essential Sector campaign. They also shared thoughts on the General Election and issues such as community ownership which might be relevant to the sector.

**10 Risk**

Richard noted that the annual review of the Risk Register will be on the agenda for the Board meeting in May.

Areas of risk identified from this meeting are:

* Pay negotiations
* Budget deficit
* 2024/25 direction of travel
1. **AOCB**

Richard noted that we had reviewed our Complaints Procedure, and Anna agreed to share it with him to feedback to someone who had raised concerns at the Gathering.

1. **Date of Next Meeting**

The next meeting of the Board will be held on Thursday 16th May as part of the Board Strategy Day.