



BOARD
MATCH

2020
ANNUAL REPORT

CEO & CHAIR WELCOME

Welcome to our 2020 Annual Report. This year Boardmatch celebrated its 15th Birthday and what a year it was! As the Covid-19 pandemic brought disruption to many charities' services and traditional funding models, the need for strong leadership from charity boards became increasingly acute. Charity leaders were faced with difficult decisions, and those organisations with a strong board, containing a mix of skills and experience, were in a good position to adapt and respond quickly.

Boardmatch was able to rapidly adapt its services to respond to the needs of the sector. As the world moved to remote and online working, Boardmatch issued Guidelines to Boards on how to get the best from this new way of working, along with legal advice on holding Remote AGMs and EGMs.

By the spring, Boardmatch had moved all of its services online and the demand for Trustee and Chair training had increased substantially. Like many organisations, we found that with some adaptations we could effectively deliver our training and Board Effectiveness Reviews online, and in doing so, we instantly made them more easily accessible for trustees around the country. Demand almost doubled and Boardmatch was delighted to expand its training programme significantly during 2020. Special thanks must go to our expert trainers, Dorothy Dalton and Gráinne Madden, for their flexibility and commitment.

Record numbers of people signed up to our free online matching service, and despite sadly having to cancel our Trustee Speed-Dating event this year, we matched the highest number of volunteers to charity and not-for-profit boards in 2020, placing 322 board members onto boards. There was huge interest from individuals signing up to volunteer on boards, with over 500 more applications for board vacancies than the previous year. Demand also increased for Boardmatch's premium service, a paid bespoke service to find board members, where the entire search is managed end to end by our Premium Account Manager.

Boardmatch continued to play a vital role in lobbying for the sector, alongside many of the other sector bodies including The Wheel, Charities Institute Ireland, Volunteer Ireland, Dóchas and the Disability Federation of Ireland. We were delighted by the response from government to award a €45 million Covid Emergency Fund



in the early stages of the pandemic and our work is continuing to ensure the value and impact of the charity sector is recognised by all stakeholders across government and the wider public. We were also delighted with the continued support from the Department of Rural and Community Development, who have been a strong supporter of our work since the beginning.

Our work with the corporate sector grew in 2020 with an expansion of our Leadership Development Programme. We continued to work with KPMG, AIB, Arthur Cox and Kerry Group and were delighted to launch new programmes with Paypal, NTMA, Barclays, Dropbox and PTSB.

Our continued thanks must go to Arthur Cox, who have supported Boardmatch since its foundation and committed to extend their support to 2023.

Sincere thanks to our committed and active board members who have provided invaluable leadership, support and advice during this challenging year and to our small but mighty staff team who despite all the difficulties thrown at them in 2020, rose to the challenge and exceeded all expectations once again. We enter 2021 in a strong position financially and with the infrastructure in place to play a significant role in the development of the sector by building stronger boards throughout the community and voluntary sector.



Gaby Murphy,
Interim CEO



Fred Karlsson,
Chairperson

Eva Gurn, Boardmatch CEO, was on maternity leave from August 2020 - July 2021.

GOVERNANCE

Boardmatch is overseen by the Board of Trustees whose responsibility is to set the overall strategic direction of the organisation. To streamline the work of the Board and to keep the board meetings effective, Boardmatch has two specialist committees to assist with the workload – the Finance, Audit and Risk Committee and the Governance and Nominations Committee. The Board and individual committees meet six times a year. Boardmatch is compliant with the Charities Regulator's Code of Governance.

- Registered Company Limited by Guarantee without a share capital (Company number 400151)
- Registered with the Charities Regulatory Authority (Registered Charity Number 20058968)
- Registered charity with Revenue (CHY number 16398)
- Adopted the use of Charities SORP (FRS102) in our financial statements
- Compliant with the Charities Regulator's Code of Governance

OUR TRUSTEES



Michael McDonagh,
Chairperson
(term ended March 2020)



Fred Karlsson,
Chairperson
(term began March 2020)



Sarah O'Connor,
Company Secretary



David Owens



Brendan Lawlor



Felicity McGrath



Martina Maher



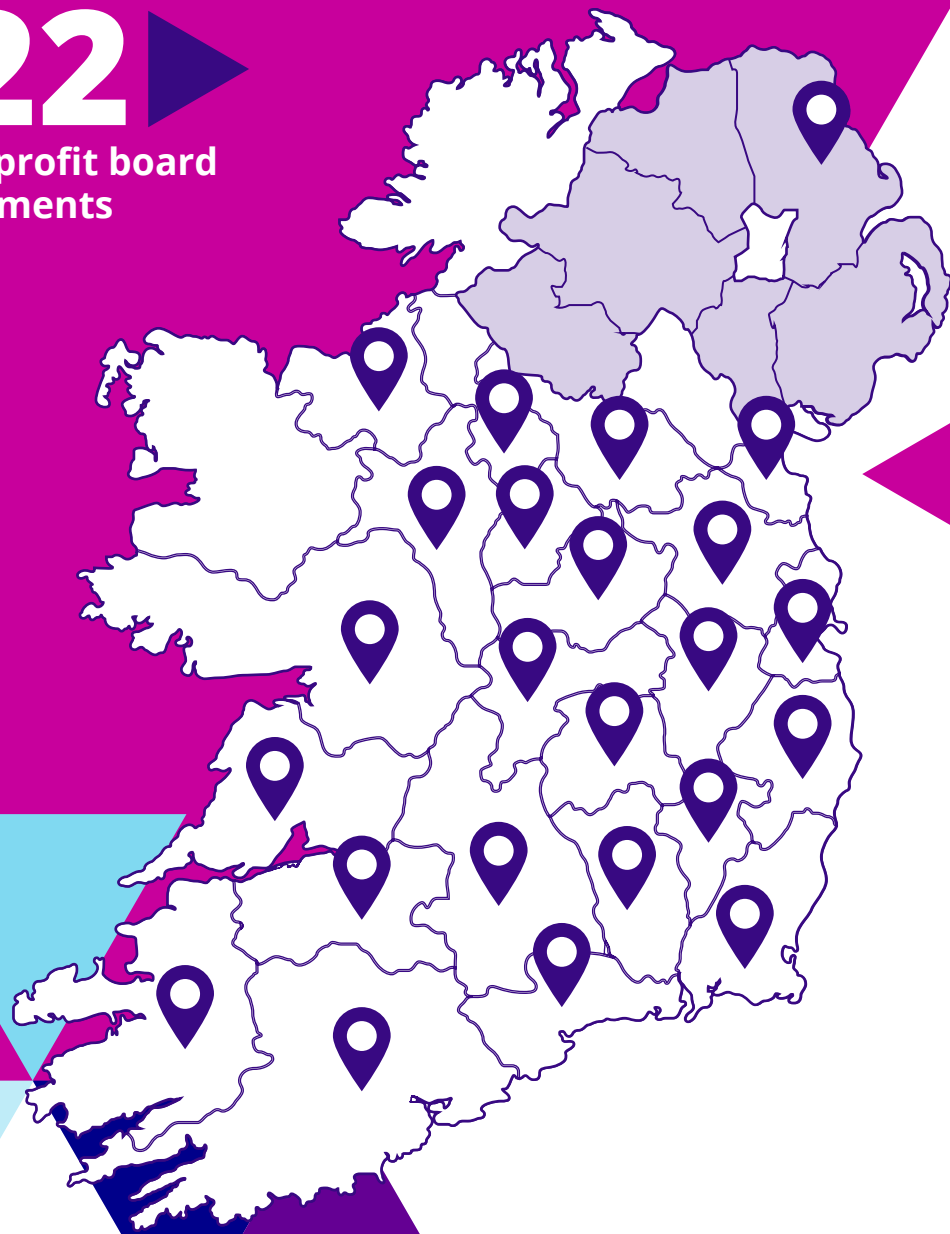
Anne Carthy



Liz Roche

2020 AT A GLANCE

322 
not-for-profit board
appointments



24
Counties

Antrim	1
Carlow	1
Cavan	1
Clare	1
Cork	16
Dublin	243
Galway	3
Kerry	1
Kildare	8
Kilkenny	1
Laois	2
Leitrim	1
Limerick	6
Longford	1
Louth	10
Meath	6
Offaly	2
Roscommon	3
Sligo	3
Tipperary	1
Waterford	1
Westmeath	1
Wexford	6
Wicklow	3

243 Free
Matching
website

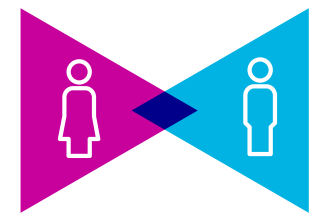
59 Premium
Search

20 Leadership
Development
Programme



Oldest
appointee

Youngest
appointee



161
Female

161
Male

19 different areas of
not-for-profit focus,
including:



housing



children &
families



healthcare



sport &
recreation



animals &
environment



support &
counselling

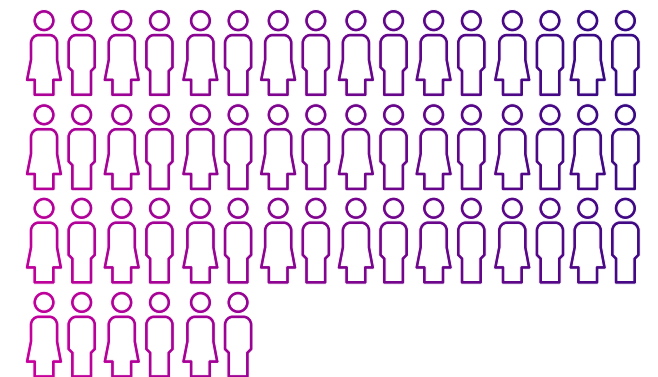


arts, culture
& heritage



youth

376 people completed
our accredited training
for not-for-profit boards



182 attended
Trustee training

15 attended
Chair training

46 attended CEO
& Chair training

133 attended In-house
Board training

BUILDING STRONGER BOARDS

Boardmatch offers two board recruitment services to charities and not-for-profits, our Free Board Recruitment Website and our Premium Search Service. Hear more about these services and the charities that recruited new trustees to their Boards in 2020.

PREMIUM SEARCH SERVICE

The Premium Search service is a fully managed board search by Boardmatch on behalf of not-for-profit organisations. The Premium Search service has a 100% success rate to date in finding trustees for not-for-profit boards. This enables organisations to focus on the operational whilst their board recruitment is taken care of by an experienced Charity Account Manager.

In 2020, many Charity boards identified the need for new skillsets to help them meet the ongoing demands due to the pandemic and the expansion of services. Our Premium Search service saw new trends towards a greater need for fundraising and business development skills on boards and an increase in Chair searches, as many organisations felt they needed new skills in the Chair role to lead their organisation through the pandemic. The Charity Account Manager endeavoured to meet all requests and we are pleased to report that 25 Premium searches were conducted, and 59 people were appointed through the Premium Search service.

Boardmatch worked with a variety of services and different sized organisations - as outlined in our Premium Charity testimonials - emphasizing the importance of investing in good governance.

To find out more about our Premium Search service, contact Helen at helenbehan@boardmatch.ie

FOCUS ON PREMIUM SEARCH CHARITIES

THE NATIONAL OPERA HOUSE

"Boardmatch's response was very efficient, professional, and enabled us to fill our board vacancy in the agreed timeframe. They were a pleasure to work with throughout the engagement."

Paul Hennessy, Chair, National Opera House

NATIONAL OPERA HOUSE

MÉDECINS SANS FRONTIÈRES

"Médecins Sans Frontières / Doctors Without Borders (MSF) is a humanitarian medical organisation providing health care, in situations of conflict and crisis, to communities all over the world. MSF Ireland plays a crucial role in fundraising, communications, advocacy, and the deployment of staff to MSF projects in 70 countries globally.

As an international organisation, it is important for us to have Trustees, who are not only consummate professionals in their own field but who also understand the challenges of the non-governmental sector. For the Board to work effectively, the Trustees must recognise the diversity of the communities we serve and bring a variety of skills and knowledge.

Since 2019, MSF Ireland has received two Trustees through Boardmatch's Premium Search service and both have contributed invaluable technical expertise to our Board. Boardmatch helped us to find Trustees tailored to our specific needs, with a keen interest and commitment for humanitarian work. Diverse voices and perspectives in a governing body endorses an open culture for self-reflection and ultimately results in improved collaboration and function of the team.

The time and energy that the Trustees give to our organisation is often hidden, but without effective governance, MSF would not be able to fulfil its purpose to assist those most in need.

MSF Ireland was very satisfied to connect with Boardmatch and we highly recommend their services to any charity wishing to recruit Trustees."

Médecins Sans Frontières



FREE BOARD RECRUITMENT WEBSITE

Our Free Matching Website for charities and not-for-profit organisations continued to grow in 2020, with a 20% increase in board placements through the website, compared to 2019. Our Free Matching Website provides charities and not-for-profits the opportunity to expand their networks and connect with individuals looking to volunteer their time and expertise to not-for-profit boards and committees. Our website is Ireland's largest database of not-for-profit board opportunities, with over 400 board and committee vacancies advertised each year and over 2,000 registered candidates.

To find out more about our Free Matching Website, contact Hannah at hannahcoleman@boardmatch.ie

4 EASY STEPS TO USE OUR FREE MATCHING WEBSITE

- STEP 1** ▶ Register your not-for-profit or charity on our website and complete your profile.
- STEP 2** ▶ Create your board vacancy outlining your requirements, skills and expertise you are looking for.
- STEP 3** ▶ Search the database of candidates looking to volunteer on boards and committees.
Reply to candidates who apply for your role.
- STEP 4** ▶ **It's a match!** Confirm your new board or committee members.

FOCUS ON FREE WEBSITE CHARITIES

CARA - SPORT INCLUSION IRELAND

"Cara - Sport Inclusion Ireland was delighted to have engaged the services of Boardmatch to assist us in growing and diversifying our Board. With access to their professional networks, we successfully recruited 2 new directors through a simple, yet professional and effective service for our needs. Engaging with friendly, supportive staff, Boardmatch has enabled our organisation to expand the skillset across our Board, bringing new perspectives and expertise to our ever growing and evolving organisation, all with the ultimate aim of 'putting disability sport and inclusive physical activity at the heart of our nation'."

**Niamh Daffy, CEO,
Cara Sport Inclusion Ireland**



SEAL RESCUE IRELAND

"Seal Rescue Ireland is a registered charity that works around the clock to rescue, rehabilitate and release seal pups found sick, injured or orphaned across the coast of Ireland. As the only seal rescue centre in the Republic of Ireland, we respond to reports nationwide and aim to rehabilitate the pups back to full health so they can be returned to the wild. SRI promotes ocean conservation and sustainability through education, research and habitat restoration projects, in order to protect our marine environment and all life within.

Board recruitment is a daunting task, but Boardmatch's unique service supports you every step of the way. Hannah from Boardmatch went out of her way to help guide us through the process, answer all of our questions, and we had no problem connecting with a wide variety of interested candidates. I'm delighted with our newest board member, whom we never would have had the opportunity to otherwise connect with, and this essential step is going to help our organisation grow profoundly."

**Melanie Croce, Executive Director,
Seal Rescue Ireland**



FOCUS ON CANDIDATES

We continued to see engagements with not-for-profit boards and committees grow in 2020 – with 322 board and committee placements throughout the year. Applications from candidates increased by 50% from March – October, in comparison to the previous year, thankfully indicating that the pandemic had not negatively impacted prospective board member engagement. Hundreds of new candidates registered with Boardmatch last year – a testament to the growing number of people who want to give back to their communities and organisations nationally by volunteering their time and skills to causes they are passionate about.

Hear from some of our new charity trustees:



Jessica Bartek-Healy,
Charity Trustee of
Cork Deaf Enterprises



"I wanted to join Cork Deaf Enterprises as I am passionate about the deaf community and I have studied Irish Sign Language and I wanted to put my skills to use. Being on a board now, Boardmatch is an excellent way for advertising board vacancies and I was extremely happy with how everything turned out."



Mick Price,
Chair of Simon Communities of Ireland

"I was glad to avail of Boardmatch's excellent service when joining the Board of the Simon Communities of Ireland. Boardmatch's website is a really useful facility to help candidates identify an area of interest and then facilitate connections with charities."



Dr Caitríona Fitzgerald,
Charity Trustee of Irish Seed
Savers Association

"Thanks to Boardmatch, I was able to make a connection with the Irish Seed Savers Association which has provided me with the opportunity to contribute towards such a worthwhile organisation. I would highly recommend Boardmatch as a secure, reliable and efficient way to reach out to organisations, to build connections and to put your knowledge and skills to really good use!!"



Working together for positive change

Brian McCormick,
Charity Trustee of Oaklee Housing

"When I stopped working full time, I wanted to contribute some of my time as a board member with a charity which was a match with my skills and experience. I had a particular interest in the Social Housing area and through Boardmatch joined the board of Oaklee Housing. The process was very straightforward and Boardmatch also provided excellent support and training to me as a new charity trustee."



Adam Grennan,
Chair of HUGG
(Healing Untold Grief Group)

"After retiring from a long career in the ICT sector I was delighted to be given the opportunity to work with Fiona Tuomey and others in HUGG in support of people bereaved by suicide – work that I find incredibly fulfilling."



FOCUS ON BOARD REVIEWS & TRAINING

Boardmatch offer a range of accredited training and review services to charities and not-for-profits. In 2020 we quickly adapted our training offerings in response to COVID-19 and successfully transferred all our training online. This allowed us to continue to support not-for-profits with their governance needs. Whilst we missed travelling around the country delivering our training to prospective and current board members, our online training is even more accessible, allowing participants from across the country to join our training sessions. In 2020 we trained over 350 people - a 64% increase on 2019.

"Training that demystifies regulation. I would recommend this course for anyone involved in the Charity sector. Put your mind at ease and learn as you go in a collaborative environment. Content delivered by the experts. A thoroughly enjoyable and informative course leaving you energised to put your new skills into practice. Boardmatch have nailed it. A great course delivered in an informative and succinct way. Useful case studies with the opportunity of interaction by attendees."

St. Francis Dispensary



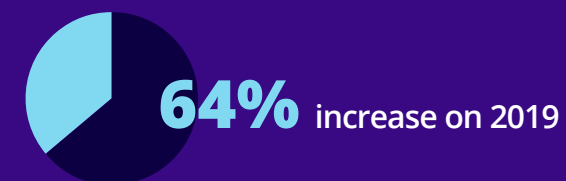
"Governance is important to the Dungarvan & West Waterford Chamber and organisations with whom we deal. This is a meaty subject. There are a lot of responsibilities on board members and it is important each individual director realises this and the duties they must fulfil. Having training from a professional body such as Boardmatch ensured our own Board of Directors and those with whom we are connected are fully aware and trained in the area of Board Governance and responsibilities."

**Jenny Beresford, CEO,
Dungarvan & West Waterford
Chamber of Commerce**



TRAINING IN NUMBERS 2020

376 people completed our accredited training



182 attended Trustee training

15 attended Chair training

46 attended CEO & Chair training

133 attended In-house Board training

Our Board Effectiveness Reviews also transitioned well to an online environment, allowing us to facilitate 8 reviews in 2020 for organisations in Carlow, Wexford, Offaly, Galway and Dublin. With the introduction of the Charities Governance Code, we saw great diversity amongst our training and review clients, including a wide range from large national organisations to entirely volunteer-led organisations.

"Boardmatch delivered to us a comprehensive independent review of our governance. The report was very informative, understandable and most importantly practical. We found the final feedback meeting between Boardmatch and the board hugely beneficial. There was a very open and friendly atmosphere at the meeting, which lead to good discussion between Boardmatch and the trustees. Finally, we now have a practical document that will track our governance improvement targets for the next year. We very much enjoyed the process."

**Susan Ryan,
Regional Manager,
South Leinster Citizens Information Service**



FOCUS ON LEADERSHIP DEVELOPMENT PROGRAMME

Our Leadership Development Programme (LDP) offers companies an opportunity to upskill their employees whilst also giving back to the charity sector. With full governance training provided to participants, this is a placement programme that finds suitable not-for-profit board roles for company employees. This skills-based volunteering allows participants to gain board experience and develop new skills, whilst giving back to society and positively impacting communities. Some of our participants share their experience of the programme.

If you would like more information on the programme contact Michelle Staunton at Michelle@boardmatch.ie



Karina Howley,
Head of Corporate Citizenship and Diversity



Karina Howley, Head of Corporate Citizenship and Diversity talks about why KPMG engages with the programme.

"In KPMG we focus specifically on skills-based volunteering as part of our Corporate Citizenship strategy and we look for opportunities for our staff to give their time and expertise to community/not-for-profit organisations. As KPMG contains a depth of business talent that could make a significant impact within the not-for-profit sector, we have been working with Boardmatch through the LDP to deliver a bespoke matchmaking service to Directors to find them a suitable not-for-profit board that aligns with their own personal interests and values.

Over the last few years over 30 KPMG senior Directors have been placed on the boards of charity organisations all with the help of Boardmatch. Our people who have participated speak highly about the process and enjoy the experience. Working on the board of a charity is hugely beneficial for people to enhance their personal skill-set, develop their interpersonal skills, broaden their network, build knowledge of the not-for-profit sector and understand challenges faced by organisations outside their own areas of expertise."



John McGuckian,
Director KPMG and LDP participant



"I joined the board of Heart Children Ireland in late 2020. I had long had an interest in charities supporting children with congenital heart disease (CHD) as I lost my sister to this illness in 2004, aged 10. My family was tremendously supported by the Children's Heartbeat Trust in NI throughout her life, so I was thrilled when Boardmatch were able to match me with Heart Children Ireland, which offers support services to families of children with CHD in the Republic of Ireland. I hope that my financial background will allow me to contribute positively to the board over the coming years."



Kathy O'Donnell,
Director of EMEA Marketing at Dropbox and LDP participant



"As with so many other Irish families, mine has been impacted by cancer, so when I approached Boardmatch through the LDP to help me find a suitable opportunity to share my skills in a voluntary capacity, they helped secure a board position with the Marie Keating Foundation. Being my first board position, I found the Boardmatch training to be extremely useful to understand the role of a board director and key governance and compliance considerations. Six months in, I feel fortunate to have joined a highly skilled and friendly team. Through my own background in tech, marketing, talent recruitment and retention, I feel I have been able to bring expertise to the table to drive impact at the Marie Keating Foundation."

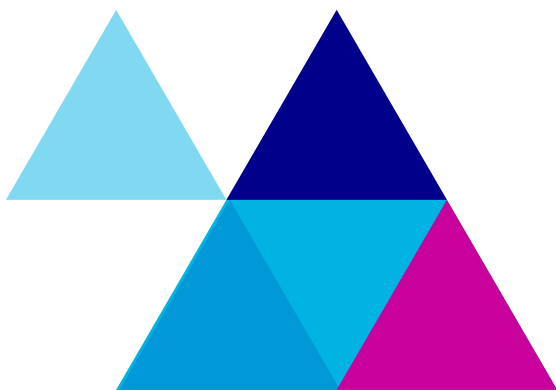


Heart Children Ireland (HCI) is the support group for parents and families of children, adolescents and adults with Congenital Heart Disease. (CHD). This is the most common of all birth defects affecting one in every one hundred children born.

Founded in 1990 the organisation offers a wide variety of supports such as events, information days, raising awareness, and also a free Family Psychology Support Service for individuals of all ages with congenital heart conditions, family members and bereaved families.



Founded by the Keating family over 23 years ago, the Marie Keating Foundation has grown to become one of the leading national cancer information and support charities in Ireland. A community of people who care, the Marie Keating Foundation's mission is to 'make cancer less frightening by enlightening' and its team of nurses work hard to realise its vision of a world free from the fear of cancer. The Foundation is committed to being there for cancer patients, survivors and their families at every step of the cancer journey.



15TH BIRTHDAY

In 2020, Boardmatch celebrated its 15th Birthday, with birthday celebrations in November highlighting the impact that our board placements have had on not-for-profit organisations around the country. In 15 years, Boardmatch has placed over 3,000 candidates on to charity and not-for-profit boards and committees. We were delighted to share the stories of charities and trustees nationwide throughout our birthday celebrations.



"I am delighted, through my Department's Scheme to Support and Strengthen Volunteering, to provide year on year funding to support Boardmatch."

Minister Heather Humphreys,
Department of Rural and
Community Development

"For Paralympics Ireland, the service provided by Boardmatch has proven to be a valued, transparent and cost-effective mechanism, ensuring the organisation has been able to secure the right people to offer appropriate guidance with experienced voices."

John Fulham, President,
Paralympics Ireland



"Boardmatch is an invaluable 'go to' partner and has enhanced the diversity and expertise of the Asthma Society of Ireland board."

Allan Kearns, Chair
Asthma Society of Ireland



"Boardmatch allowed me to find exactly the right charity, something embryonic but with a big goal. While AADI is primarily about the children and the dogs, the positive impact is more often seen on the entire family that is affected by Autism."

Andrew Balfe, Chairperson,
Autism Assistance Dogs Ireland (AADI)



ACCOUNTS

STATEMENT OF FINACIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2020

	Restricted funds 2020 €	Unrestricted funds 2020 €	Total funds 2020 €	Total funds 2019 €
Income from:				
Charitable activities	-	297,799	297,799	244,669
	-	297,799	297,799	244,669
Total Income Expenditure on:				
Charitable activities	23,868	245,879	269,747	254,497
Total Expenditure	23,868	245,879	269,747	254,497
Net Movement in Funds	(23,868)	51,920	28,052	(9,828)
Reconciliation of funds:				
Total funds brought forward	50,099	47,051	97,150	106,978
Net movement in funds	(23,868)	51,920	28,052	(9,828)
Total funds carried forward	26,231	98,971	125,202	97,150

The Statement of Financial Activity included all gains and losses recognised in the year.

BALANCE SHEET AS AT 31 DECEMBER 2020

	2020 €	2019 €
Fixed Assets		
Intangible assets	29,835	53,703
Tangible assets	1,659	741
	31,494	54,444
Current Assets		
Debtors	8,037	11,690
Cash at bank and in hand	102,400	40,018
	110437	51,708
Creditors: amount falling due within one year	(16,729)	(,9002)
Net current assets	93,708	42,706
Total assets less current liabilities	125,202	97,150
Net assets excluding pension asset	125,202	97,150
Total net assets	125,202	97,150
Charity Funds		
Restricted Funds	26,231	50,099
Unrestricted funds	98,971	47,051
Total funds	125,202	97,150

THANK YOU TO OUR FUNDERS & PARTNERS

Boardmatch would like to thank our funders, sponsors and partners, who support us in delivering our services. Their support is crucial and allows us to develop and expand our services, providing vital support to charity and not-for-profit boards across Ireland.

Government Funder:

Department of Rural and Community Development



**An Roinn Forbartha
Tuaithe agus Pobail**
Department of Rural and
Community Development

Lead Corporate Sponsor: Arthur Cox

ARTHUR COX

Dublin Training Partner: Goodbody

Goodbody

Candidate Information Session Partner:

Deloitte

Deloitte.

Find out how you can start
your board journey
or grow your board today.

Visit **www.boardmatch.ie**

Contact the Boardmatch team
at **hello@boardmatch.ie**



**Boardmatch is a registered charity
in the Republic of Ireland.**

Revenue Charity Number (CHY): 16398
Registered Company Number: 400151
CRA Number (RCN): 20058968

Supported By



Rialtas na hÉireann
Government of Ireland

ARTHUR COX