



# 2022

## ANNUAL REPORT

[WWW.BOARDMATCH.IE](http://WWW.BOARDMATCH.IE)

# Chair & CEO Welcome

Welcome to our 2022 Annual Report. It was a very busy year for Boardmatch – we made the most board placements ever, we published our first research report, we started two new training courses, our Trustee Speed Dating event was relaunched, and our team doubled in size from four to eight.

During the year we helped place 400 new Trustees onto Irish boards, our highest number ever. Many of these placements came through our free-to-use website, but we also saw big increases in our Premium Search service (our bespoke board recruitment service for the Irish Community Sector).

Our Leadership Development Programme also grew (where we help the Community sector connect with the Corporate sector to find suitable Trustees), with an increase in number of Trustees from most of our customers.

A large number of appointments were also made through our Trustee Speed-Dating event which we held again for the first time since the pandemic. 58 non-profit organisations attended and they made hundreds of connections with potential Trustees.

Our trainings and webinars continue to be well attended. 496 Trustees attended our training sessions. We launched two new trainings, a Governance Refresher and also a Board Culture course. Both proved to be very popular and useful.

2022 saw the publication of our first research report. We partnered with Goodbody and Behaviours & Attitudes to investigate how Irish Not-for-Profit boards work with their Trustees. The report shows that Trustees generally enjoy working on Not-for-Profit boards and feel it is time well spent. However, the research also highlighted a few areas that need improvements, including onboarding and training. We are developing new supports and services to better help the Irish Community sector in these areas.

All of this could not have happened without the great support from Department of Rural and Community Development, Arthur Cox, and Pobal. We are very grateful for your support. We hope this report shows how your contributions made a positive impact in Ireland’s Community sector.

Overall, 2022 was a good year for Boardmatch, with growth across all areas which has set us up to continue to grow our support of the Irish Community sector in the coming years.



**Fred Karlsson**  
Chairperson



**Eva Gurn**  
Chief Executive Officer (CEO)

# Boardmatch Ireland Strategic Plan: 2022–2024

In January 2022, Boardmatch began our 3-year strategy (2022 – 2024). Boardmatch's purpose is to strengthen the boards of organisations in the Community and Voluntary Sector so they can increase their impact in communities around Ireland. Our 3-year Strategy sets out how we plan to follow our purpose and achieve our core objective: To be the leading board recruitment provider in the Community & Voluntary sector – providing board-ready Trustees for Community & Voluntary organisations.

## There are 6 pillars to our Strategic Plan:

1 

### Promote & Drive Board/Committee Volunteering to the Community & Voluntary sector and to individuals

Boardmatch to continue to promote active citizenship in Irish society through volunteering on a NFP board.

Offering a range of paths on how to access a Board/Committee role is particularly important to Boardmatch to ensure a fair, transparent, and equal opportunity for both the individual and the organisation.

2 

### Provide & Encourage individuals to undertake Learning to be informed & prepared to be the best Trustee

Boardmatch strongly believes that all individuals should undertake governance training prior to joining a NFP board. Becoming a Trustee comes with a lot of responsibility, therefore Boardmatch provides training to ensure individuals can be board-ready prior to joining a board while also refreshing existing Trustees. Trustees undertaking regular training assists in raising the governance bar in the sector.

Deliver a suite of high-quality trainings to ensure new & existing Trustees have access to all the relevant information to ensure they can fulfil their roles and duties as Trustees.

Extend our training offering once training gaps are identified and are closely tied to Boardmatch's purpose.

3 

### Support Board/Committee Members

Becoming a Trustee is a journey, Boardmatch will be with Trustees throughout their journey: through informative forums with governance expertise, and opportunities to share and exchange knowledge while ensuring the resources are readily available. It is important for Boardmatch to assist Trustees on their journey.

5 

### Organisation Development

All organisations require a strong, passionate, and committed team and board to work together to achieve their goals. Boardmatch is committed to support the Board and team to ensure all the necessary resources are available for organisation development.

6 

### Research

There is inconsequential information on Irish NFP boards, Boardmatch will use its data to deliver further detail and insight into Irish NFP board recruitment and training trends.

Deliver robust research showing the positive difference of volunteering on an NFP board in Irish society

Use Boardmatch's real data for evidence-based articles to highlight the changing environment of board recruitment

Collaborate with organisations/partners to develop an annual report on NFP boards

4 

### Be a strong Voice in the sector for Board recruitment and training (Marketing/Comms)

Boardmatch will use its voice to drive its services which are all integral to stronger boards in the Community & Voluntary sector.

## Our main strategic outcomes are:

1

Boardmatch will be recognised as the leading organisation for board recruitment in the Community and Voluntary sector.

2

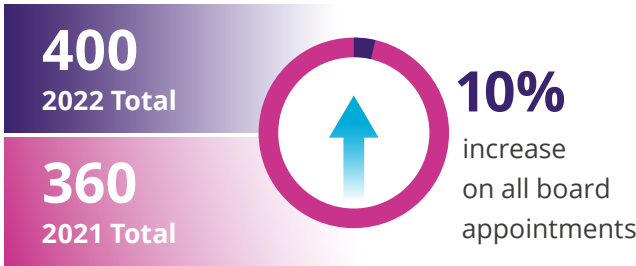
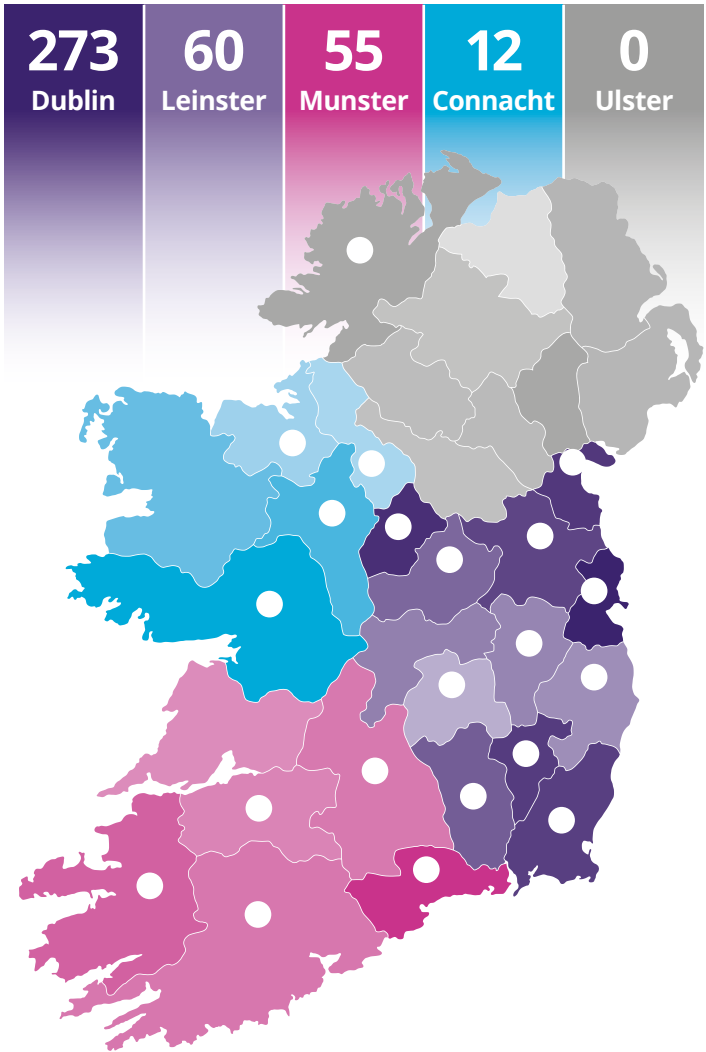
Boardmatch will be the leader in Ireland for providing "Board ready" candidates for Community and Voluntary boards – candidates that understand their legal duties and responsibilities.

3

Boardmatch is the platform that will facilitate open board recruitment and diversifying charity boards.

# 2022 AT A GLANCE

## 400 Not-For-Profit Board Appointments 2022

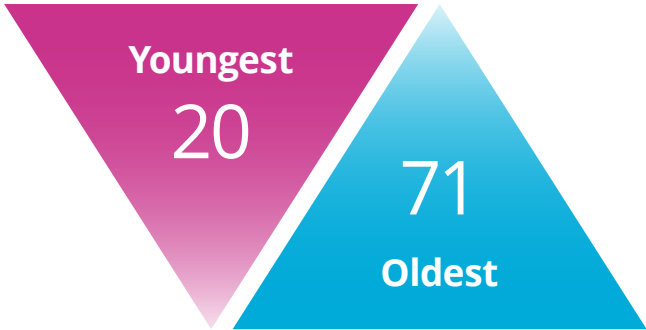


## Areas of Focus 2022

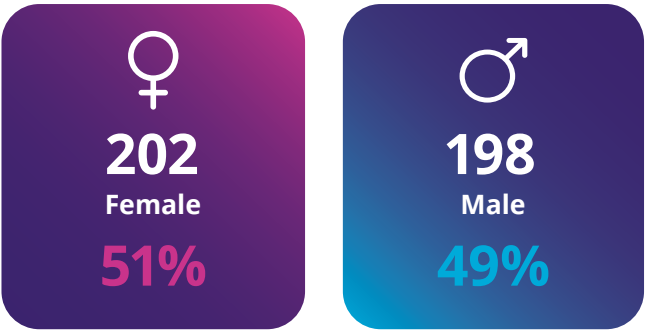
- Addiction Services
- Arts, Culture, Heritage, Science
- Business & Enterprise Development
- Children & Families
- Community Welfare & Social Services
- Disability
- Education, Training & Research
- Environment Sustainability
- Healthcare
- International Development
- Local Community Development
- Mental Health
- Poverty Relief
- Sport & Recreation
- Support & Counselling
- Voluntary Work
- Youth

## 400 Board Appointments 2022

### Appointee Age Breakdown



### Appointee Gender Breakdown

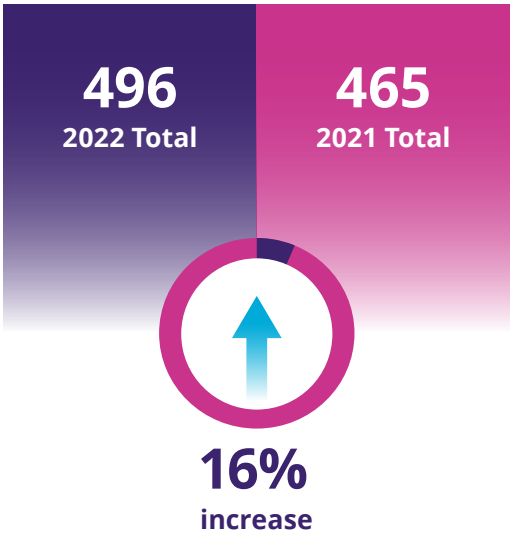


## Board Placements Search Type 2022



## Training Statistics 2022

	# of participants
Trustee Training	159
Financial Governance Training	35
Chair Training	25
CEO & Chair Training	26
Board Culture Training	31
Governance Refresher Training	36
In-House Board Training	184
	496





## PILLAR 1: Promote & Drive Board/Committee Volunteering to the Community & Voluntary sector and to individuals

### Focus on: Free Matching Website

Our Free Matching Website for charities and not-for-profit organisations is our primary board recruitment service.

Boardmatch's Free Matching Website is Ireland's largest database of not-for-profit board opportunities, with over 500 board and committee vacancies advertised each year and more than 3,000 registered candidates around the country. The website is entirely free of charge and 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.

In late 2022, we expanded the Boardmatch team and recruited our new Website & Member Support Officer, whose sole focus is to support our website users. We believe this will enable charities to take control of their board recruitment and through the support of Boardmatch, discover new tools and processes to source prospective trustees.

To find out more about our Free Matching Website, contact:

**Hannah Coleman,**  
Communications & Education Manager  
hannah@boardmatch.ie

**Andy McManagan,**  
Website & Member Support Officer  
andy@boardmatch.ie

Boardmatch to continue to promote active citizenship in Irish society through volunteering on a NFP board. Offering a range of paths on how to access a Board/Committee role is particularly important to Boardmatch to ensure a fair, transparent, and equal opportunity for both the individual and the organisation.



232  
appointments  
through the  
website in 2022

## Hear from organisations that have benefited from our **Free Matching Website**:

"We found Boardmatch an excellent service in matching our Trustee vacancies with suitable candidates. It is a very easy and efficient service to use and would highly recommend it."

Stephen O'Beirne, Company Secretary,  
Irish Wheelchair Association



"We recently used Boardmatch to help in our search for new board members for Airfield. The website was easy to use, standard of applicants was extremely high, and we were delighted with the outcome. We recruited three new directors for our board."

Claire Mac Evilly, CEO, Airfield Estate



"Boardmatch helped Dublin Book Festival to find an enthusiastic board member, drawing on a candidate pool that we would have no other way of reaching. It's a great service."

Dublin Book Festival



"KIFF was eager to redress the gender balance of its board as part of its commitment to inclusion and diversity. Boardmatch helped us find two new excellent members that move us further towards our goals."

Kerry International Film Festival



## Focus on: Premium Search

Premium Search has been operating since 2012 and over the last four years has matched over 250 trustees to charity boards. Our service has a 100% success rate to date in finding the right trustees for not-for-profit boards.

In 2022 the Premium Search Service operated across twelve counties, across all four provinces in Ireland working with 59 organisations and placed 107 people on Charity and not-for-profit boards. These organisations included Rethink Ireland, Oaklee Housing and the Irish Heart Foundation to name but a few. We saw a significant increase in the demand for the service in 2022 and saw positive trends that charities were seeing the value in investing in good governance, through a formal board recruitment process.

Boardmatch worked with a variety of services and different sized organisations throughout 2022 and we saw a 50% increase in the amount of quality candidates placed on not-for-profit boards through our service.

In 2022 many charity boards started placing a larger emphasis on succession planning and the need to identify skills gaps on their boards through the use of board skills audits. Our Premium Search service saw new trends towards a greater need for Human Resources and Business Development skills on boards, while the increased demand to recruit for Chairperson roles continued throughout the year.

To find out more about our Premium Search service, please contact the team at [premiumsearch@boardmatch.ie](mailto:premiumsearch@boardmatch.ie)

The Premium Search service is a fully managed, bespoke and independent board recruitment service for charities and not for profits – we take on the heavy lifting so boards can focus on their other governance responsibilities.



59  
Charities



107  
Board Appointments

## Premium Search Testimonials



“Our board successfully engaged with the Boardmatch premium search service as there was a specific skills gap to fill among the board membership. The candidates who came forward were a level above what we were likely to find/have received via the basic search function. Would highly recommend.”

Derick Mitchell, CEO  
Irish Platform for Patient  
Organisations, Science &  
Industry (IPPOSI)

IPPOSI



“The Boardmatch premium service was very responsive and focused on our skill set requirements in CRY Ireland. Proactive administration and overall excellent ownership of the recruitment process from start to finish.”

Brendan Mulligan, Chair CRY Ireland



“The Boardmatch search found us 2 excellent candidates and we asked them both to join the Board: a great outcome. I highly recommend this process!”

Deirdre Mortell, CEO, Rethink

RETHINK  
IRELAND



## Focus on: Case study

The Irish Horseracing Regulatory Board (IHRB) is the regulatory body for the sport of horse racing in Ireland. The body, which is a limited company, took over the regulatory work previously carried out by the Turf Club and the Irish National Hunt Steeplechase Committee on 1 January 2018.

In November 2021, an Oireachtas Joint Committee on Agriculture Food & Marine released a report after a series of hearings into anti-doping practices in Ireland. That report called for a review of the composition of the IHRB board and to address concerns over gender balance as well as the need for having independent board members.

“We were delighted to have been able to appoint someone with fantastic experience and insights as the first ever independent director to the Board of the IHRB.”



“Boardmatch offer support to not-for-profit boards and their senior executives to help guide them through a smooth and transparent board recruitment process and ultimately match the right candidate to the right role. We were approached by the IHRB in summer 2022 to support them with the recruitment of their first ever Independent Non-Executive Directors. The organisation had carried out a detailed skills audit of the current board and identified the need for Independent Directors with expertise in governance and finance. We were delighted to have a successful outcome to the process and see Angela Flanagan appointed to the IHRB board. Angela is fully aligned with the mission of the IHRB and has the skillset, training and experience necessary to be an excellent asset to the board.”

**Caradh O'Donovan, Premium Search Manager, Boardmatch Ireland**



“I looked at the Boardmatch website several times over the last few years, but time didn't allow. When that changed, I wanted to give some time as a board member where I might add value. As a candidate, I found the Boardmatch application and interview process positive and professional, and through that process, I joined the board of Irish Horseracing Regulatory Board, a regulatory body that plays an integral role in Irish horseracing.

Now as a first-time board member, Boardmatch provides a different service to me – board training. The training sessions are well worth attending. They are tailored to focus on practical board matters, are informative and interactive. They cover a range of key areas such as governance and financial accounts. For anyone considering joining a board, I would recommend Boardmatch as their starting point.”

**Angela Flanagan, Independent Non-Executive Director, IHRB**



“The IHRB was established in 2018 to safeguard the reputation of horseracing in Ireland through licensing of participants and regulation of the sport. It is a relatively new organisation and constantly seeks to enhance and refine its governance. When it was decided to seek independent directors from outside the horseracing sector, we identified Boardmatch as the ideal partner in the search, given Boardmatch's unique position in pairing candidate directors with not-for-profit organisations. Having recognised the benefits of diversifying the experience and profile on the Board, the Directors were very keen to bring in suitable candidates with the skills to contribute to the mission of the IHRB and were happy to have Boardmatch's assistance throughout the process. We were very satisfied with the support we received in the search and the standard of candidate put forward, and following the search were delighted to have been able to appoint someone with fantastic experience and insights as the first ever independent director to the Board of the IHRB.”

**Darragh O'Loughlin, CEO, IHRB**



## Focus on: Charity Trustee Speed-Dating

In 2022, we returned with our 3<sup>rd</sup> Annual Charity Trustee Speed-Dating. It had been 3 years since we last hosted our flagship event and we were delighted to return to Dublin, this time at Croke Park, where we hosted 58 charities and 100 prospective trustees.

This is a one-of-a-kind event in Ireland – an opportunity for individuals to meet face-to-face with charities that have board or committee vacancies. Boardmatch believe in reducing the barriers to board volunteering and our Trustee Speed-Dating is a perfect opportunity to do just that.

While we are still recording board appointments from our October 2022 Trustee Speed-Dating event, we are expecting more than 40 board and committee appointments as a result of the event.

Thanks to our training bursary, courtesy of our event partners, we were able to offer complimentary Trustee Training to all our appointments from our Trustee Speed-Dating. This works towards our strategic objective to provide “board ready” trustees.

This event would not have been possible without our Lead Event Partner, BHP, Associate Event Partners, BoardX and Salesforce.org, charity supporter, We Act, and long-term supporters, Arthur Cox and the Department of Rural and Community Development.

### How does it work?

Our Trustee Speed-Dating operates similarly to a job or volunteer fair, with each exhibiting charity having a table from where they can meet prospective trustees. Candidates arrive throughout the evening and visit the charities they are interested in. Each candidate has received a pack in advance of the event so they can read through all the exhibiting charities and come prepared. We also encourage candidates to speak to a ‘wildcard’ charity – a charity they hadn’t initially planned to speak to.

## Hear from charities who attended:



“We have been very successful and filled both of our vacancies as a direct result of the Trustee Speed-Dating event and now have a full board. I am delighted. It was a great event and we definitely will attend the next event as we will have more vacancies next year. It is a brilliant way to get new members because we can connect on a human level.”

**Susan Ryan, CEO, South Leinster  
Citizens Information Service**

“It was very beneficial to us as a small charity and a great opportunity to meet prospective candidates from varied fields.”

**Gearóid Breathnach,  
Secretary of the Board,  
Clann Mór**

“This could be one of the most important events The Big Idea have ever attended, so thanks so much for organising and having us there.”

**Kim Mackenzie-Doyle,  
CEO, The Big Idea**

## Hear from candidates who attended:



“It was my first time attending and I thought the set up and atmosphere in the room was very conducive to meeting with the various charities in a relaxed way. Being able to speak with the key people in each charity and ask them questions was really helpful as it gave you a great insight into their work.”

**Denis Egan, joined the Board of  
Family Addiction Support Network**

“I wasn’t sure what to expect from the event but it was a wonderful experience. I made a unexpected connection with a charity on the night and am delighted to say I am now a trustee on their Board.”

**Kim Knowles, joined the  
Board of BRIGHT Programme**



## Focus on: Candidates

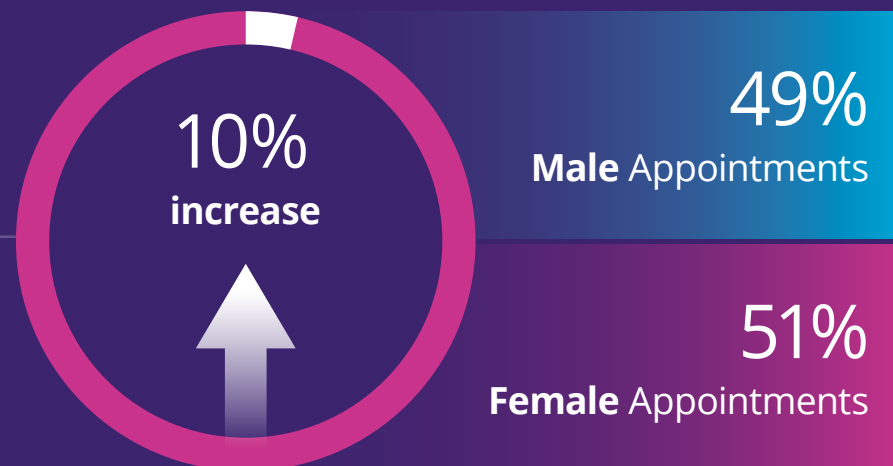
The Boardmatch service wouldn't be what it is without the 100s of candidates who register each year with us with the goal of finding a charity board role. In 2022 we placed 400 candidates onto charity boards and committees – a 10% increase on 2021.

This continued growth is encouraging to see, indicating the public's interest in becoming active citizens by participating in the governance and strategic management of Ireland's charity and not-for-profit sector. Our candidates brought their knowledge from their personal lives and the public, commercial and not-for-profit sectors, to their new charity boards, not only to benefit their new organisation, but also as an opportunity for them to also learn, grow their skills and experience something new.

Our candidate database has over 3,000 registered candidates, with a wide variety of skills, expertise and perspectives to share. Our appointments in 2022 ranged in age from 20 to 71, and we had gender balance across our board appointments. Our highest represented age group was between 35 – 44 years old (34% of our board appointments).

400  
Appointments in 2022

360  
Appointments in 2021



## Candidate Testimonials



"I'm very grateful to Boardmatch for the opportunity it gave me to be on Raidió na Life's board. Despite having a modest connection with the station when I was younger, I would never have known that there was a way that I could help the company behind the station but for Boardmatch."

**Jack Logan, Free Matching Website, Raidió na Life**



"I worked in the NGO sector previously and wanted to join a board so that I could continue that work in a different capacity. Boardmatch made the process so simple, and I was delighted to join Tipperary Dance as a trustee just a few months after I created my Boardmatch account."

**Róisín Putti, Free Matching Website, Tipperary Dance**



"After many years in industry I was keen to get involved with a not-for-profit Board. Registering with Boardmatch opened me up to a wide range of different opportunities and I was delighted to connect with an Arts organisation in my native county. Boardmatch has helped us to recruit a new range of skilled and talented Board Members and we continue to use its support as we grow and develop our organisation."

**Alan Dunne, Free Matching Website, Dunamaise Arts Centre**



"The Wheel is an invaluable resource to charities and non-profit sector, being on its board has been extremely personally rewarding and interesting. There are so many benefits in having a charity board role alongside your day job, it provides the opportunity to offer my qualifications and experience while making an impact in our community. BoardMatch's website makes it easy to search for voluntary board opportunities and having attended BoardMatch's Trustee training, I knew my Trustee obligations and what would be a good fit, which is vital."

**Ellen Farrell, Premium Search, The Wheel**



"In applying through Boardmatch, it represented an opportunity to contribute to a Board/Committee with my current/past industry experience; joined with likeminded peers in the industry. I was keen to play a small part as an active contributor – at a strategic level – with the efficient delivery of homes, to house people at a time of great need. Boardmatch was key in providing an excellent platform showcasing the various available board opportunities; and discussing options as to how my staggered involvement may work with the Housing Body with current/ future available time. The screening and onboarding process was made easy through good, timely communications by all people involved."

**Pranash Ramanundh, Premium Search, Oaklee Housing**

## Focus on: Leadership Development Programme

Our Leadership Development Programme (LDP) offers companies an opportunity to provide a unique learning and development experience for 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 and committee 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.

For over 10 years, Boardmatch has delivered its Leadership Development Programme within companies in Ireland. The programme recognises the wealth of talent amongst company employees and matches this business expertise to the charity sector, identifying not-for-profit organisations with board vacancies and placing individuals from those companies onto charity boards.

The programme provides a bespoke personal and professional development experience for employees, enabling them to build their leadership potential, broaden their networks and develop new skills through working at a strategic level within a not-for-profit organisation.

### Developing new skills and capabilities

People who engage in employee volunteering can develop new skills and competencies that are directly relevant to their current roles, including:

- Communication skills, active listening and the ability to communicate with a wide variety of audiences.
- Adaptability and the ability to be effective in different kinds of situations
- Creative problem solving, collaboration, influencing, negotiation and conflict resolution.

Our participants are typically managers / senior leaders and come from medium to large sized organisations. They have experience in areas such as strategy development, organisation transformation, as well as finance, governance, HR, legal, marketing, engineering, and sales. They bring this wealth of experience to the not-for-profit sector, and we hear all the time from charities about the positive impact that they are having through board participation.

Using a tailored approach we work with all participants to ensure that they are placed in an organisation that they feel passionate about. In 2022 participants joined the boards and committees of organisations right across the not-for-profit sector including; Ballet Ireland, Dyslexia Association of Ireland, LauraLynn, Reach Deaf Services, Trócaire, and World Vision Ireland.

Thank you to all the companies, individuals, and not-for-profits who have engaged with the Boardmatch Leadership Development Programme in 2022.

If you would like more information on the programme contact Michelle Staunton at [michelle@boardmatch.ie](mailto:michelle@boardmatch.ie)

## 2022 Participating Programme Companies



## Participant Testimonials



**NUTGROVE**  
ENTERPRISE PARK

"Thank you to the NTMA for creating a pathway to Boardmatch's Leadership Development Programme. Through participating on the programme I've achieved a personal goal to give back to my community on a voluntary basis. I was delighted when the Nutgrove Community Enterprise Centre invited me to join their Board. It's been such an interesting and fulfilling experience so far, sharing my skills and expertise for the benefit of the organisation.

It's also great to work with the other Board Directors in exploring what the future looks like for the Centre, with sustainability and inclusivity being a key focus. The Nutgrove Community Enterprise Centre is in a great position to have a significant impact on the community, and I'm looking forward to contributing through my role on the Board."

**Louise Mulcahy, NTMA**



**MQI**  
Merchants Quay Ireland  
Homeless & Drugs Services

"From my previous career I had a good understanding of the challenges associated with addiction and homelessness so when the Boardmatch LDP came along it was an opportunity to reconnect to a not-for-profit in this area. I was very familiar with Merchants Quay and its innovative approach in addressing challenges.

The Chair has been very supportive inviting me to join a sub-committee before moving onto the board. This helped me to understand the organisation and how recommendations are brought to the board.

The experience has been so interesting, learning how the board interacts with the senior management team, and how it sets direction and strategy for the organisation.

Being on the board means I can use all my experience past and present to support Merchants Quay. I'm currently helping them with a technology transformation project which will have an impact on the organisation in the long term.

I'm always interested in why and how things are done, so asking questions is a key part of being a board member. I'm looking forward to finding other ways of using my experience to have a positive impact on the organisation."

**Shane Moriarty, Meta**



## PILLAR 2: Provide & Encourage individuals to undertake Learning to be informed & prepared to be the best Trustee

### Training

- Boardmatch strongly believes that all individuals should undertake governance training prior to joining a NFP board. Becoming a Trustee comes with a lot of responsibility, therefore Boardmatch provides training to ensure individuals can be board-ready prior to joining a board while also refreshing existing Trustees. The governance bar in the sector is raised by Trustees undertaking regular training.
- Deliver a suite of high-quality trainings to ensure new & existing Trustees have access to all the relevant information to ensure they can fulfil their role and duties as Trustees
- Extend our training offering once training gaps are identified and are closely tied to Boardmatch's purpose.

In 2022, we introduced two new courses to our training suite: Board Culture and Governance Refresher. Boardmatch promote a culture of ongoing learning on charity boards and introduced our first short courses to allow trustees to expand their knowledge on a new topic (Board Culture) or refresh their understanding of the fundamentals (Governance Refresher). Thank you to Gráinne Madden for her support in developing these two new courses.

To find out more about our training offerings, contact:

**Hannah Coleman,**  
Communications & Education Manager  
hannah@boardmatch.ie

**Susan Colgan**  
Communications Officer  
susan@boardmatch.ie

### Training in Numbers 2022:

	# of participants
Trustee Training	159
Financial Governance Training	35
Chair Training	25
CEO & Chair Training	26
Board Culture Training	31
Governance Refresher Training	36
In-House Board Training	184
	<b>496</b>

**496**  
2022 Total

**465**  
2021 Total

**16%**  
increase

"I would recommend this training to all board members. I now feel I have a better understanding of financial responsibilities as a board member."

South Leinster Citizens Information Service  
Board Member, on our Financial Governance  
Training for Non-Financial Trustees



"Should be compulsory or advised for all boards to have at least some board members complete this course."

Trustee Training Attendee

"I really benefited from the trainer's energy, breadth of knowledge and intuitive application of adult learning principles."

Trustee Training Attendee

"The Psychological Society of Ireland use the services of Boardmatch regularly, their training is excellent and all our Board members find it valuable and very helpful. The training delivered by Boardmatch has been incredibly helpful to the organisation and helped in all areas of corporate governance. I would have no hesitation in recommending Boardmatch."

Psychological Society of Ireland



### Key Statistics

#### Open Training:

- 99%** of all surveyed participants would recommend Boardmatch training to others.
- 99%** of all surveyed participants found the facilitator to be informative or very informative and concise.
- 99%** of all surveyed participants agreed that the facilitator met their expectations.
- 99%** of all surveyed participants would attend another Boardmatch training.

#### In-House Training:

- 100%** found their course to be effective in presenting information in a clear and understandable way.
- 99%** found the training relevant or very relevant to their learning.
- 98%** would attend another training with Boardmatch.

## PILLAR 3: Support Board/Committee Members

Boardmatch continued to support Trustees through a range of services and initiatives in 2022. Our established Board Effectiveness Review service provided charities and not-for-profits an opportunity to evaluate the workings of their board, through a confidential survey process. We also grew our Board Skills Audit service, providing it as a standalone service, a first step to our Premium Search Service, as well as part of our Board Effectiveness Reviews.

Our Trustee Network continued into 2022, with our support session on "Remote/Hybrid Working" and ongoing Trustee Network newsletter, providing information, support and sector updates, to over 200 trustees.

Through the support of Pobal, with funds from the Scheme to Support National Organisations, Boardmatch introduced our Better Board Recruitment webinar series. This 3-part webinar series approached board recruitment on a practical basis and provided tools, tips and templates for charities to improve their board recruitment practices, including, reviewing the skills on their boards, drafting role specs, managing applications and interviewing, through to board induction and training. These webinars were a great success with 150 people registered across the series. We look forward to running this series again in 2023.

Becoming a Trustee is a journey, Boardmatch will be with Trustees throughout their journey: through informative forums with governance expertise, and opportunities to share and exchange knowledge while ensuring the resources are readily available. It is important for Boardmatch to assist Trustees on their journey.

## Board/Committee Support Highlights



# 150

Better Board Recruitment Webinar Series Attendees



# 8

Board Effectiveness Reviews



# 220

Trustee Network Members



# 8

Board Skills Audits

## Hear from a reviewee

"Daisyhouse engaged Boardmatch to carry out a Board Review which was the first external one we had done in quite a number of years. From the outset, the whole process was seamless, clearly defined and directed by Boardmatch. Any queries we had were answered promptly. If a timeline was set, it was adhered to. The whole process, whilst it gleaned a lot of information, was not too resource intensive. The results and feedback were also very clear and gave us great direction for the future."

Ena Norris, CEO, Daisyhouse Housing Association



"Shankill Day Care Centre undertook a Board review at a critical juncture in its development. The outcome was a clear and practical road map for the future – a very valuable resource for our organisation."

Sheila Grace, Chairperson, Shankill Day Care Centre

Shankill Daycare Centre



## PILLAR 4: Be a strong Voice in the sector for Board recruitment and training (Marketing/Comms)

### Charity Trustees' Week

As part of the Charities Regulator's Trustees Week Steering Group, Boardmatch participated and supported the week's facilitation. Charity Trustees' Week is a big THANK YOU to charity trustees across Ireland for the important and tireless work they carry out throughout the year. It is also an opportunity to find out more about becoming a charity trustee and what's involved. We held a variety of events during Charity Trustees Week, including our 'How to Join a Charity Board' webinar and the launch of our new research with Goodbody. Our launch webinar included guest speakers Rosemary Keogh, CEO of Irish Wheelchair Association, and Penny Wilson, CEO of Getting on Board (UK).

Thank you to our wonderful Trustees who shared their stories as part of our **"What does it mean to be a Trustee"** campaign:

- Damien McGlynn, Waterford Healing Arts Trust
- David O'Malley, Local Link Mayo
- Nives Paic, Anew Support Services
- Stephen Meehan, Make a Wish Ireland

Boardmatch will use its voice to drive its services which are all integral to stronger boards in the Community & Voluntary sector.



6  
Events



300  
Attendees



### We Act

We Act is a campaign to celebrate the impact of Ireland's charities and community groups. It elevates the positive stories and acknowledges the remarkable, everyday efforts of thousands of people around the country. Boardmatch are proud to be part of the Steering Group for We Act, working with The Wheel, Volunteer Ireland, Disability Federation of Ireland, Dóchas and Charities Institute Ireland.

The Steering Group have developed the campaign through sector research, sector training and sharing the stories of the staff and volunteers working within the charity and not-for-profit sector. Boardmatch were delighted to share one of our success stories, Nicola Fowler joining the board of Aoibhneas, as part of the We Act Volunteer video. This video has been viewed over 92,000 times.

## Collaboration and Speaking Opportunities

### Irish League of Credit Unions

In 2022, Boardmatch partnered with the Irish League of Credit Unions on two occasions to support their members. Boardmatch presented at their AGM in Belfast in April 2022, on the topic of Recruiting and Retaining Volunteers. We reprised this presentation in October 2022 as part of a webinar offering to their members, discussing succession planning, reviewing the skills on your board, our 6 steps to better board recruitment and board induction.



### Volunteer Ireland National Conference

Boardmatch were delighted to present our Getting Board Renewal Right webinar at the Volunteer Ireland National Conference in April 2022. Participating in this conference gave us the opportunity to speak to a range of charities and not-for-profits who were looking to improve and develop their board recruitment practices.





## PILLAR 5: Organisation Development

### Governance

Boardmatch is overseen by the Board of Charity 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 (FARC) and the Governance and Nominations Committee (GNC). The Board met 7 times, the FARC met 7 times, and the GNC met 4 times.

### Governance & Compliance

- 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.

All organisations require a strong, passionate, and committed team and board to work together to achieve their goals.

Boardmatch is committed to support the Board and team to ensure all the necessary resources are available for organisation development.

## Our Trustees



**Fred Karlsson,**  
**Chairperson**



**Brendan Lawlor,**  
(Resigned from the Board,  
May 2022)



**Maura McLaughlin**  
**Company Secretary**



**Michael McDonagh**



**Felicity McGrath**



**David Owens**



**Martina Maher**



**Liz Roche**



**Paul Quinn,**  
(Joined the Board,  
May 2022)



**Chris Hanlon**  
(Joined the Board,  
May 2022)



## Meet the Team

To meet the growing demands for our services, Boardmatch invested in our resources in 2022 and grew our team to enable us to better support our stakeholders.



**Eva Gurn**  
**Chief Executive Officer (CEO)**

Eva joined Boardmatch Ireland in 2011 and is the longest serving employee at Boardmatch. Eva was promoted to CEO in 2018 having held the position of Director since 2015. Eva is responsible for the overall strategic direction of Boardmatch, ensuring it achieves its objectives and continues to strengthen boards and make them more diverse. Eva is passionate about how boards recruit, engaging new audiences to volunteer on boards and innovative in the ways we can do it.



**Hannah Coleman**  
**Communications & Education Manager**

Hannah joined the Boardmatch Ireland team in March 2017. Hannah oversees all aspects of Boardmatch's marketing and communication, as well as the free matching website for candidates and charities, board training, and board effectiveness reviews.



**Lydia Kelly**  
**Premium Search Officer**

Lydia joined the Boardmatch team in July 2022. She has over 10 years' experience in the Higher Education and Non-profit sectors, particularly in the areas of training & learning and volunteer support. Lydia works on the Premium Search team and is enthusiastic about strengthening the Non-profit sector through supporting volunteer boards.



**Ruth Bruton**  
**Leadership Development Programme Officer**

With extensive experience across the not-for-profit, voluntary and commercial sector, Ruth joined the Boardmatch team in February 2022. She is our Leadership Development Programme Officer, connecting programme participants with not-for-profits across Ireland. Ruth is passionate about the impact the not-for-profit sector has on our communities.



**Caradh O'Donovan**  
**Premium Search Manager**

Caradh joined the team in November 2021. She has thirteen years' experience working in the Sport and Not-For-Profit sector and manages the Premium Search service within Boardmatch Ireland.



**Michelle Staunton**  
**Leadership Development Programme Manager**

Michelle joined the team in March 2021. With expertise in HR, organisation behaviour, and programme development, she oversees the Boardmatch Leadership Development Programme. Supporting participants, understanding their interests and motivations, Michelle engages with leadership teams in non-profit organisations to identify the best Board opportunities for each participant.



**Susan Colgan**  
**Communications Officer**

Susan joined the team in November 2022. She creates communications content on behalf of Boardmatch, helps manage our social media presence, and supports the facilitation of our events and training.



**Andy McManagan**  
**Website and Member Support Officer**

Andy joined the Boardmatch Ireland team in January 2023. Andy is a recently graduated MTU marketing student with experience in Community Development and Engagement across the innovation & tech sector. He is responsible for supporting and connecting charities, not-for-profits and candidates using the Boardmatch board recruitment platform.

## PILLAR 6: Research

There is inconsequential information on Irish NFP boards, Boardmatch will use its data to deliver further detail and insight into Irish NFP board recruitment and training trends.

Collaborate with organisations/partners to develop an annual report on NFP boards.

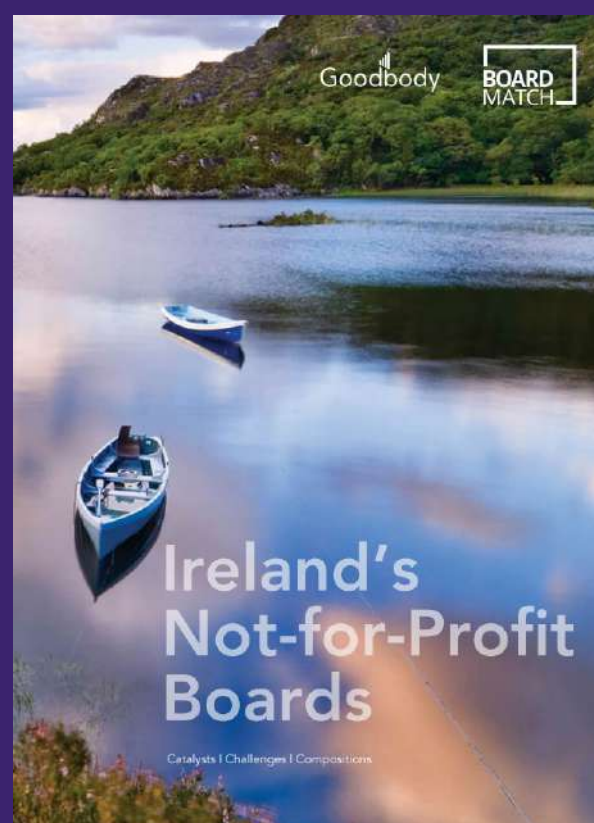
Use Boardmatch's real data for evidence-based articles to highlight the changing environment of board recruitment.

Deliver robust research showing the positive difference of volunteering on an NFP board in Irish society.

## Ireland's Not-for-Profit Boards – Catalysts, Challenges, Compositions

In late 2022, Boardmatch Ireland launched a new research report, the first of its kind, which provided key insights into Ireland's not-for-profit boards. This report, co-authored by Goodbody, shared the views of former, current, and aspiring trustees in the not-for-profit sector.

Over several months, over 400 surveys were completed alongside a number of interviews. The results highlighted the many benefits of volunteer trusteeship, as well as the challenges facing charity boards. The results also allow us to better understand sentiments about diversity, recruitment, onboarding and training.



## Key Findings

Overall sentiment about being a member of an NFP board was very positive, with **97% stating it was a good use of their time.**

Despite overwhelmingly positive sentiment about board participation, some areas of improvement have been identified for NFP boards to consider when reviewing existing processes including:

- Ways to attract more diverse pools of candidates;
- What makes onboarding effective for new trustees;
- What common training gaps exist amongst trustees.

## Embracing Diversity

- Gender diversity is split evenly amongst men and women on Irish NFP boards – significantly outperforming corporate board gender diversity participation trends.
- Only 42% of NFP boards had a diversity policy in place.
- Differing opinions emerged amongst the existing trustee population as to the relative importance of recruiting for ethnic diversity versus diversity of skills and experience.

Thank you to Goodbody for their collaboration and support on this research project, and further thanks to B&A for facilitating this research.



## Recruitment – Where are NFPs finding candidates?

- When aspiring trustees are conducting searches for open board roles and wish to find out more about the duties and liabilities of NFP trustees, Boardmatch was noted as the first source of information.
- Word of mouth/referrals are still used commonly for board recruitment, limiting the candidate pool and potential diversity of candidates.
- Nearly 40% of NFPs experienced an informal interview process, which may be a factor in hindering greater involvement by minorities.
- The large majority (39%) of those who were unsuccessful in their application did not receive a reason. 13% did not have their application acknowledged. This has highlighted a need for charities to introduce more robust recruitment processes and Boardmatch has introduced further supports and resources for charities in response to this.

## Learning the ropes: The Onboarding Experience

- Nearly half of NFPs received moderate to low ratings for onboarding from current trustees.
- Many current trustees are unaware of their liabilities, duties and governance requirements, highlighting a gap that could be addressed during training, onboarding and induction phases.

## The Knowledge Gap: Training

- Less than half of all trustees and aspiring trustees have undertaken trustee training (**58% of all respondents not having completed training**).
- Trustees expressed a definitive need for financial and investment training.



Sentiment about Boardmatch

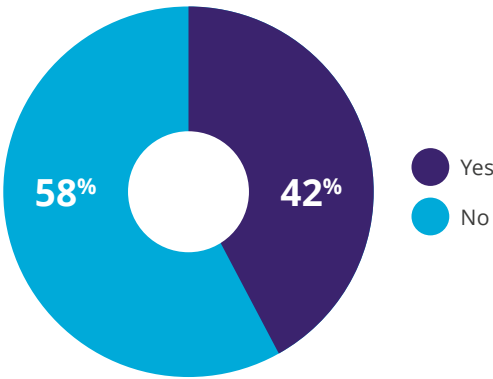
Not only has this research provided us with important feedback as to how we can improve our services further to meet the needs of the sector – it also reaffirmed our position in the charity sector and the positive reputation we have built over the last 17 years. Research is a growing piece of Boardmatch’s strategy, which will enable us to identify challenges and barriers to board volunteering and provide solutions to increase the number of people volunteering on charity boards in Ireland.

- Feedback from the research survey was overwhelmingly positive with regard to Boardmatch’s services.
- Respondents highlighted that Boardmatch provides a unique service – No respondent knew of a competitor allowing applications for trustee roles in a formalized and transparent manner.
- Experiences with Boardmatch were positive and many said it was easy to use, with good opportunities to be found.
- Of over 200 surveyed trustees, 68% noted that Boardmatch was their 1<sup>st</sup> choice for sourcing new trustees (followed by internal word of mouth and referrals).

A snapshot of our results

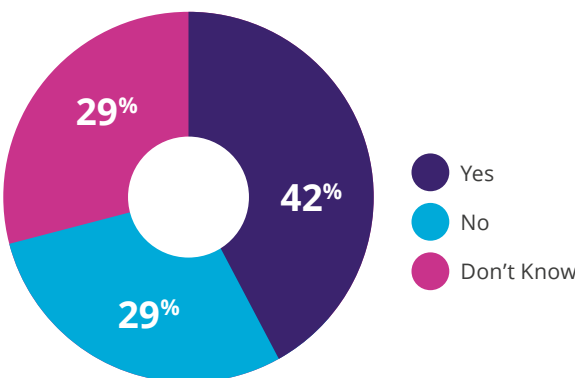
Training Completed: All Boardmatch members

Have you completed any NFP trustee training?



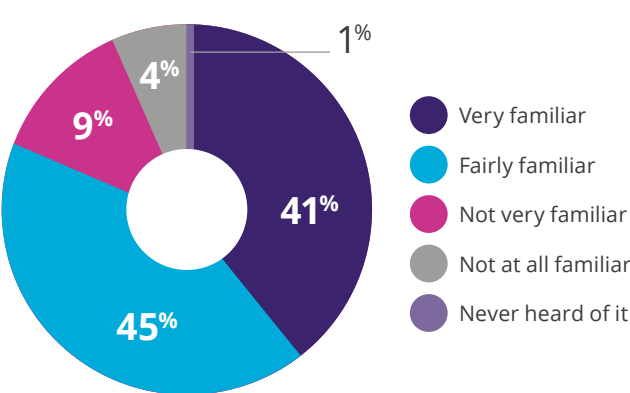
Inclusion of diversity: Current trustees

Does the board have a diversity policy?



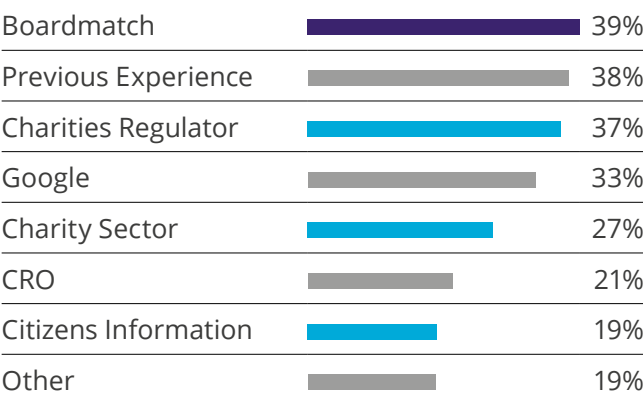
Charities Governance Code: Current trustees

How familiar are you with the Charities Governance Code?



Source of informaton used: Aspiring Trustees

Who or what were your key sources of information as to the duties and liabilities of a NFP trustee



2022 Finances

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 DECEMBER 2022

	Unrestricted funds 2022	Restricted funds 2022	Total funds 2022	Total funds 2021
	€	€	€	€
Income from:				
Charitable activities	490,372	-	490,372	372,876
Total income	490,372	-	490,372	372,876
Expenditure on:				
Charitable activities	384,110	5,967	390,077	317,274
Total Expenditure	384,110	5,967	390,077	317,274
Net Movement in funds	106,262	(5,967)	100,295	55,602
Reconciliation of funds:				
Total funds brought forward	178,440	2,363	180,803	125,201
Net movement in funds	106,262	(5,967)	100,295	55,602
Total funds carried forward	284,702	(3,604)	281,098	180,803

The Statement of financial activities includes all gains and losses recognised in the year.

## BALANCE SHEET AS AT 31 DECEMBER 2022

	2022	2021
	€	€
<b>Fixed Assets</b>		
Intangible assets	–	5,966
Tangible assets	<b>5,315</b>	2,790
	<b>5,315</b>	8,756
<b>Current assets</b>		
Debtors	<b>28,884</b>	13,411
Cash at bank and in hand	<b>286,721</b>	195,491
	<b>315,605</b>	208,902
Creditors: amount falling due within one year	<b>(39,822)</b>	(36,855)
<b>Net current assets</b>	<b>275,783</b>	172,047
<b>Total net assets</b>	<b>281,098</b>	180,803
<b>Charity Funds</b>		
Restricted Funds	<b>(3,604)</b>	2,363
Unrestricted funds	<b>284,702</b>	178,440
<b>Total funds</b>	<b>281,098</b>	180,803

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2022

	2022	2021
	€	€
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	<b>96,297</b>	95,299
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	<b>(5,067)</b>	(2,208)
<b>Net cash used in investing activities</b>	<b>(5,067)</b>	<b>(2,208)</b>
<b>Cash flows from financing activities</b>		
Net cash provided by financing activities	–	–
<b>Change in cash and cash equivalents in the year</b>	<b>91,230</b>	<b>93,091</b>
Cash and cash equivalents at the beginning of the year	<b>195,491</b>	102,400
<b>Cash and cash equivalents at the end of the year</b>	<b>286,721</b>	195,491





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

Visit [www.boardmatch.ie](http://www.boardmatch.ie)

Contact the Boardmatch team at [hello@boardmatch.ie](mailto:hello@boardmatch.ie)



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

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Registered Company Number: 400151

CRA Number (RCN): 20058968

**Supported By**



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

**ARTHUR COX**