

Trustee Recruitment Cycle

Brief for change of ownership

The Trustee Recruitment Cycle (TRC) is Reach Volunteering's flagship trustee recruitment resource. Free and open to everyone, it provides practical, end-to-end guidance to help boards recruit trustees effectively and inclusively. The TRC currently receives around 5,000 views each quarter from around 2,500 users.

The Trustee Recruitment Cycle was first developed in 2019, with collaboration from Getting on Board, Small Charities Coalition and The Association of Chairs. We have continued to extend it and add case studies since that time. All the content was reviewed in 2025, and revised where appropriate.

As Reach closes, we are looking for an organisation to give the Trustee Recruitment Cycle a new home and steward it for lasting public benefit. We are not seeking to sell the resource: our priority is to protect its continued access, use and impact.

What we want for the TRC

We would like its new home to ensure:

- **Free public access** – the TRC should remain freely available, without a paywall, membership requirement or charge for access.
- **Active promotion** – we want the TRC to continue reaching charities and boards across the sector, rather than simply being hosted online.
- **Ongoing maintenance** – the resource should be reviewed and updated periodically so that its guidance, links, terminology and examples remain useful and current.

Principles we want to preserve

An important part of the TRC is not just the content itself, but the principles behind it. We would therefore ask its new host to preserve the original design principles:

- embed equality, diversity and inclusion throughout the Cycle, rather than treating it as a separate add-on;
- enable people to enter and use the guidance at any point in their trustee recruitment process;
- prioritise the information that is most useful to readers, rather than the host organisation's institutional or commercial interests; and
- continue to signpost to other organisations and resources where they are best placed to provide useful information or support.

We would also ask the new host to:

- **acknowledge the TRC's origins**, with clear and continuing recognition that the Trustee Recruitment Cycle was developed by Reach Volunteering and a record of Reach's role in its development; and

- **keep the TRC as a public-benefit resource**, rather than commercialising access to it. This means it should not be sold or licensed for payment, placed behind a paywall, used principally to generate paid leads, or made conditional on purchasing another product or service.

Technical options

The Trustee Recruitment Cycle is currently built in Drupal 10. There are several possible approaches to giving it a new home. You could:

- take on Reach's Drupal installation and its existing components;
- take the TRC content and rebuild it within its own website; or
- rebuild the TRC in a different environment, such as WordPress or Wix.

We can provide a defined, time-limited amount of technical advice during the handover, alongside the available source files, content structure and relevant documentation.

If you are interested in taking on the TRC, we can talk through these options in more detail, including the likely implications and costs of different approaches.

Who might be a good home for the TRC?

We are open to different types of organisations and are interested in finding the right combination of commitment, expertise, reach and capacity. We would particularly welcome interest from organisations that can demonstrate:

A strong strategic fit

An existing interest or expertise in trustee recruitment, charity governance, volunteering, board diversity or wider sector capacity-building, alongside a commitment to embedding equity, diversity and inclusion which is modelled in the organisations own internal recruitment practices.

Commitment to stewardship

A commitment to maintaining the TRC as a visible and valuable public-benefit resource and preserving a clear record of Reach's role in developing it.

Relevant expertise and judgement

Sufficient understanding of trustee recruitment and governance to maintain and develop the guidance, together with the editorial judgement to update it while preserving its core principles.

A route to relevant audiences

An established way of reaching charities, boards and trustees who would benefit from the TRC – or a clear commitment to developing this. We are particularly interested in organisations able to promote the resource across the wider sector, not only to their existing customers or members.

Digital capability and capacity

The ability to host an accessible, easy-to-navigate resource, maintain links and downloads and undertake routine maintenance. The TRC does not require significant ongoing technical resource, and Reach can provide some support during the handover.

An open and collaborative approach

A willingness to signpost users to other organisations and resources where these are best placed to provide specialist information, advice or support.

Organisational stability and good governance

Sufficient organisational resilience and sound governance to give us confidence that the TRC can have a stable and sustainable home.

Appropriate oversight

The ability to manage relevant responsibilities around copyright, permissions, accessibility and data protection. The ongoing requirements are relatively light, but appropriate oversight will still be needed.

Expressions of interest

If you would like to give the Trustee Recruitment Cycle a new home, please email queries@reachvolunteering.org.uk with the subject '**EOL: Trustee Recruitment Cycle**'.

Please tell us briefly about your organisation, how you meet the characteristics above, why you are interested in taking on the TRC, and how you would see it fitting within your work.

We will review expressions of interest and talk in more detail with organisations that look like a good potential fit, before agreeing the transfer and handover arrangements with a preferred organisation.

The deadline for submitting your EOI is 1st October. However, we are operating with reducing capacity so we would urge you to get in touch sooner, if possible.