



Fundraising Trustee

Role Description

About Us

ParaPride has endeavoured to meet the needs of the LGBTQ+ and Disabled communities through a variety of complementary activities. The global pandemic led us to shift some of our work to have a digital focus. We continue to shine a spotlight on the lives of these intersectional communities, as well as providing opportunities to raise awareness and promote broader consideration of the challenges faced by Disabled LGBTQ+ people.

ParaPride's charitable objectives as follows:

- (a) Creating education and awareness around the need for greater visibility of the communities we serve within the wider LGBTQ+ and disabled communities;
- (b) Creating and promoting online and offline activities and events to foster understanding of the experience of being LGBTQ+ and disabled people and to bring the communities we serve together;
- (c) Working with other organisations to further educate and expose the wider public to the challenges faced by the communities we serve and opportunities that are presented when including them; and,
- (d) Commissioning or conducting research to substantiate the prioritisation of issues impacting the communities we serve.

ParaPride looks for a wide range of opportunities to achieve these objectives, including producing inclusive activities and working with venues and other social spaces to produce events.

We also promote information, resources and awareness training for better consideration of the obstacles faced by these intersectional communities.

As a relatively new charity, we will be developing our approach over the next couple of years to further our charitable objectives and to serve the LGBTQ+ and disabled communities in the most effective way.

The Role: Fundraising Trustee

We are currently recruiting for a Trustee with expertise in fundraising. We encourage applicants to submit an application with a CV covering relevant experience and a short covering note on why they are interested in joining our Board of Trustees.

Objectives

- To work with the rest of the Board of Trustees, to continue and to sustainably develop the charity's work supporting the disabled LGBTQIA+ community
- To support the Board in shaping and delivering ParaPride's fundraising strategy to ensure the charity's financial sustainability
- To provide strategic guidance and oversight on income generation activities, including grant applications, corporate partnerships, and donor/trust/foundations engagement

Responsibilities

- Develop and oversee ParaPride's fundraising strategies, identifying new income streams and funding opportunities
- Support the charity in applying for grants and securing funding from trusts, foundations, corporate sponsors, and individual donors
- Establish a Fundraising committee that frequently reports to the Board of Trustees
- Advise on best practices in fundraising and compliance with fundraising regulations
- Work with the Board and leadership team to set realistic financial targets and fundraising goals
- Represent ParaPride at fundraising and networking events to raise the charity's profile and develop partnerships
- Ensure that all fundraising efforts align with ParaPride's mission, values, and strategic goals
- Working with the Board on ParaPride's Strategic Plan including the fundraising strategy.
- Awareness of the requirements and laws around charity status
- Appropriately promoting ParaPride's work
- Implementing and promoting ParaPride's Equality and Diversity Policy in relation to funding
- Implementing and promoting ParaPride's Safeguarding Policy and Procedures in relation to funding
- Undertaking all other reasonable tasks and responsibilities requested by the Board

Experience, Knowledge & Skills

- Proven experience in fundraising, business development, or income generation within the charity, corporate, or public sectors
- A strong understanding of different fundraising streams, including trusts and foundations, corporate partnerships, and major donor fundraising
- A well-established network of contacts within the fundraising sector
- Strategic thinking skills and the ability to contribute to board discussions on financial sustainability
- A passion for ParaPride's mission and a commitment to good governance and the responsibilities of trusteeship

Time commitment

- Standard terms of Board Trustees are a period of three (3) years. Board members can usually be re-elected by the Board for a period of another three (3) years thereafter, if they want to continue on the Board, but would typically finish their roles on the Board after two (2) consecutive terms (unless the Board votes otherwise and the Trustee also wants to continue).
- It is the expectation of the ParaPride Board that Trustees will regularly attend Board meetings and/or send apologies with sufficient warning (no less than two days ahead of meeting)
- All Board members are still expected to contribute their input on topics discussed at each Board meeting
- All Board members are also expected to respond within two weeks to a request for review of information and comment by any other member of the Board
- If a Board member misses more than three (3) consecutive meetings, whether with apologies or otherwise, the Board will review whether it may be appropriate to ask that Board member to resign or take a leave of absence and whether to appoint a new Board member in their place
- If a Board member misses more than three (3) Board meetings within a twelve (12) month period, they will be expected to discuss this with the co-Chairs as to the reasons for their absence and whether it is appropriate that they continue as a Board member
- Board members also commit to deliver any agreed deliverables/tasks in the timelines agreed at the last Board meeting and/or to hand off this task to another Board member in sufficient time for completion if it becomes clear that they cannot manage the deliverable/task
- There is also an expectation that Board members will provide a notice period if they choose to step down from the Board – ideally covering the point up until the Board finds a replacement for them and/or for a minimum of three (3) months

Person specification

- A commitment to the organisation, its community, and its mission
- We envision that this would be someone from the community we represent and has a deep understanding of our community's lived experience;
- Trustees must bring strong representation and passionate allyship for the LGBTQIA+ and disabled communities
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship or willingness to learn and access these duties and responsibilities prior to joining the Board

In terms of skills that will support the organisation's mission, we would particularly prioritise candidates with:

- A collaborative, open and constructive approach is essential to help create a positive working environment
- A willingness to devote the necessary time and effort
- Strategic vision

- Good, independent judgement
- An ability to think creatively
- A willingness to speak their mind
- An ability to work effectively as a member of a team
- A commitment to ParaPride's core principles: selflessness, integrity, objectivity, accountability, openness, honesty and leadership

ACCESSIBILITY STATEMENT

At ParaPride, we are committed to ensuring that all of our engagements are as accessible and as inclusive as possible. These include applying for and interviewing for roles. Whilst we understand that we can never be fully accessible as everybody's needs are different, we strive to be proactive with thinking about accessibility requirements.

When applying for a role at ParaPride, if you would like to get in touch to talk about any access requirements, please contact us using the details below and we will arrange a date and time to have a conversation with you.

We offer several diverse ways of applying for a role. These include:

- Sending an email
- Recording an audio or video
- Having a face-to-face conversation (on a digital platform)

CONTACT US

If you are interested in applying for this role, please provide your CV and covering note