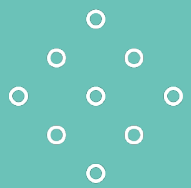


# Fundraising Trustee

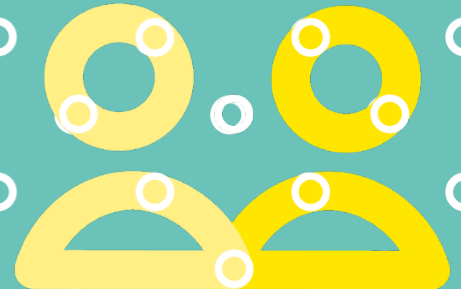
## Recruitment pack

July 2022



# Foothold

Supporting engineers

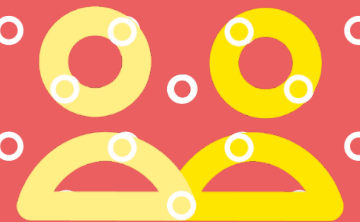
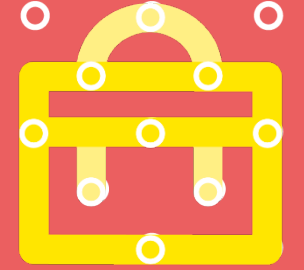


# We're Foothold, and we're looking for a Trustee with experience in professional fundraising.

Our Trustees play a big part in helping us to achieve our strategic objectives and meet the needs of those we're committed to support: engineers and their families worldwide.

You don't need to have previous Trustee experience as training will be provided, and if you are interested in developing board level and governance experience this could be the position for you. You do not need any engineering knowledge or experience to apply.

So if you'd like to play your part in boosting the wellbeing of engineers and their families around the globe, we'd love to chat.



# We're supporting engineers and their families to step out of poverty and improve their health and wellbeing.

We're Foothold, the Institution of Engineering and Technology Benevolent Fund. And we're really passionate about supporting the wellbeing of past and present members of the IET (Institution of Engineering and Technology) and their dependents worldwide.

By providing financial support for those most in need, helping to lift them out of poverty and ensure they are in the best place possible to overcome the challenges that life brings, we strive to help engineers and their families to make positive choices that will change their lives for the better.

It's a big team effort, with donors, Trustees, partner organisations, staff and volunteers all working together to help us achieve our purpose of ensuring no-one in the engineering community has to face life's challenges alone.

## Here's how we made a difference in 2021:

£1.6 million  
spent delivering  
support



to 1,400+  
individuals in  
42 countries



**885**  
Financial  
& legal



**167**  
Health &  
wellbeing



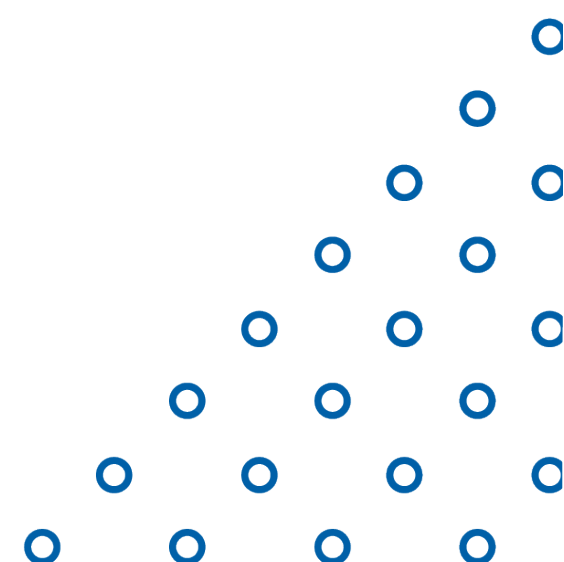
**44**  
Work life



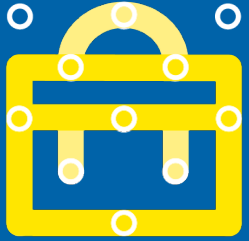
**108**  
Signposting



**6272**  
Digital  
wellbeing  
sessions



# Our direct support programmes do good in all kinds of ways



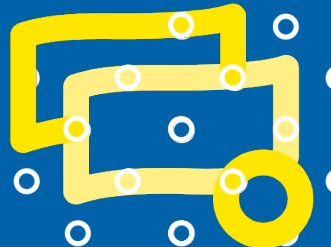
## Work life support

Giving people the tools to take back control of their lives is vitally important, and our career coaching support helps engineers who are out of work build the skills and confidence they need to get back into employment.

## Financial support

We know that whilst many engineers and their families have a good standard of living, sadly there are some who are struggling to make ends meet.

We provide financial support through one-off grants to fund a range of essential household items, as well as ongoing monthly support for those who really need it to ensure they have enough money to keep a roof over their heads, put food on the table, access transport and keep in touch with friends and family.



## Health and wellbeing

Maintaining and improving the health of our community is at the centre of our work, and our direct support – including counselling grants and support with housing issues, debt advice and sleep problems – helps maintain our community's resilience and wellbeing.



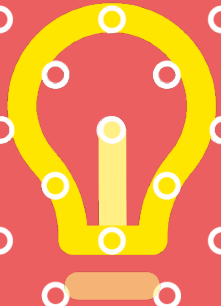
## Partner organisations

Where we are not able to provide direct support, we signpost to other organisations, charities and support groups who can help – providing a lifeline to engineers and their families, no matter the challenges they face.



# Digital support

Our digital health and wellbeing support allows us to reach and support many more people than we can through our direct support alone. In 2020, we began a three-year collaboration with Gattaca Plc, which enabled us to launch our health and wellbeing hub managed by Rightsteps – a social enterprise focused on providing evidence-based mental health and wellbeing solutions – meaning advice, support and interventions are now available for our community, 24/7.





# Our fundraising

Foothold is funded by engineers, for engineers and fundraising is an organisational priority.

Voluntary income underpins the life-changing support we provide to the engineering community. Our small but mighty team of 5 fundraising and communications professionals work to deliver the fundraising and communications strategy.

Our strategy focuses around 3 pillars:

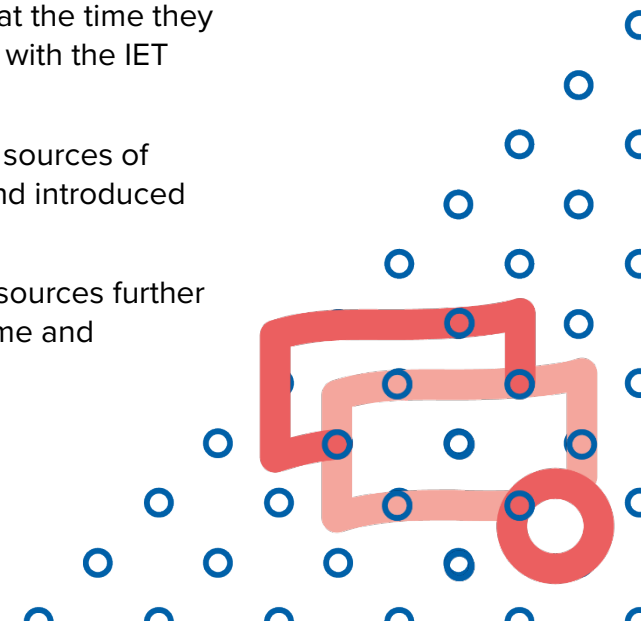
- 1. Building the foundations**
- 2. Developing existing income sources**
- 3. Diversifying our voluntary income sources**

Foothold has 43,000 donors from around the globe who make our work possible.

Many of these people choose to make an annual donation at the time they join or renew their membership of the IET. We work closely with the IET who kindly facilitate this.

Pre 2020, annual donations and legacies were our primary sources of voluntary income. In 2020 we began actively fundraising and introduced our individual giving and legacy programmes.

Throughout 2021/22 we continued to diversify our income sources further with the introduction of an events and challenges programme and developed corporate partnerships.





# Foothold and the IET

Since our foundation, the history of Foothold and the IET has been intertwined – and although we are independent charities, we both work to support the world of engineers and engineering.

On 20 March 1890 the benevolent fund was set up to help members of the Institution of Electrical Engineers (IEE). Its purpose was to help widows and children of members who had died and who were living in poverty. In 1900 the first recorded grant of £20 was given. That's around £2,500 in today's money.

Since 1890, the IEE has grown and merged with other organisations to become the Institution of Engineering and Technology, an organisation of over 150,000 members across 168 countries – who form the bulk of our Foothold community – alongside lapsed members, dependents and non-IET members.



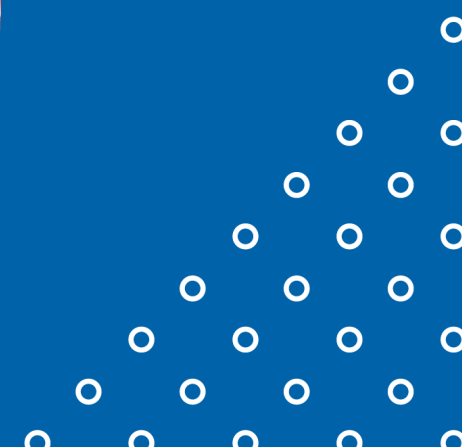


# What our Trustees do

Our Trustees get together five times a year (once every quarter for Board meetings and for a strategy day in October) as well as spending time before the meeting reading the Board papers and preparing for the meeting, a commitment of 50-70 hours a year of their time.

They're responsible for providing strategic direction and making key decisions to ensure we're delivering on our objectives.

- they serve on our three Committees:
  - finance audit and risk (quarterly)
  - service development (twice yearly)
  - remuneration and nominations (quarterly)
- they might advise on particular subjects related to their area of interest or expertise
- they are appointed for a three-year term, and can serve four terms maximum (two stints of two terms each, separated by at least 12 months) - if their circumstances change they can resign mid-term
- although this role is unpaid, they can receive money for expenses like childcare costs or travel for meetings





# Why our Trustees are so important

"Trustees have overall control of the charity and are responsible for making sure it's doing what it was set up to do.

They may be known by other titles such as: directors; board members; governors; committee members.

Whatever they are called trustees are the people who lead the charity and decide how it is run."

(The Charity Commission)





# Our people are full of passion. Are you?

You don't have to have experience as a Trustee to join us. For us, believing in our purpose to do good is the most important thing. Just bring your positive energy – we'll support you with everything else from day one.

## How our Board is constituted

- at least six of our Trustees are present members of the IET –two appointed by the IET, and four appointed by our Local Representatives Assembly
- four Trustees are appointed by the Board and can come from a broader background
- there are some specific roles held by Trustees including the Chair, Vice Chair, Treasurer and Chairs of our committees.

## Benefits to Trustees



**96%**

of Trustees say they've learned new skills



**73%**

say it has boosted their confidence



**84%**

said being a Trustee made them happier



**22%**

got a promotion because of it



**86%**

say it's a good compliment to professional and family life



**38%**

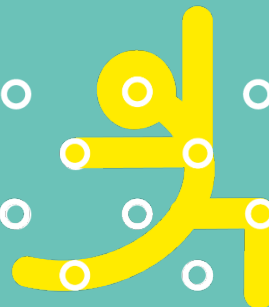
had new leadership aspirations as a result



**74%**

of women said it improved their confidence

Getting On Board (date unknown). *How to become a charity Trustee: a practical guide.* London: Getting On Board



# We want our Board of Trustees to reflect the communities we support

It's how we can help our community in the best way possible – by 100% reflecting them and understanding their needs.

Which is why we welcome applications from people who:

- are under 40 years old
- are people of colour
- have either a physical or less visible disability
- have experience living in a low-income household





# Being a Trustee can bring you unique opportunities

You get to develop skills you wouldn't necessarily build in other roles, and learn from and work with people from all walks of life. On top of this, you'll also:

- use your passion to help **build a brighter future for engineers and their families**
- **play a big role** in strategically leading our charity
- enjoy a **fresh, unique and meaningful experience** in a leadership role
- **get good insight** on how others work, respond to situations and make decisions
- enjoy the perks of **teamworking for the greater good**.



## Have we got your attention?

If so, we can't wait to meet you!

For more information, visit our Trustee information page (<https://www.myfoothold.org/get-involved/become-foothold-trustee/>) and apply before Friday 29 July 2022. Interviews will be held on Wednesday 7 September – and we'll take it from there!

