



Saint John of God Foundation Board Competency Framework

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Scope

Saint John of God Foundation is the fundraising arm of Saint John of God Hospitaller Services Group. It is dedicated to the creation of a large, diverse and passionate community united by a determination to build a fuller better life for those with intellectual disability and mental health challenges.

Saint John of God Foundation is a registered charity and a company limited by guarantee without share capital. It is governed by a voluntary Board of Directors/Trustees whose role is to provide leadership, exercise control and advance the objects of the charity in a transparent, effective and accountable way.

The purpose of the Board Competency Framework is to assist the Board in advising Saint John of God Foundation on the needs of the company in filling Board vacancies, and to support prospective Directors/Trustees in understanding what Board service will involve.

This framework was adopted by the Board in September 2023. It will be reviewed no later than September 2026.

Purpose, values

The main object for which Saint John Of God Foundation is established (as stated in its constitution) is

“to facilitate the mission of Saint John of God Hospitaller Services Group, to carry forward the healing ministry of Jesus Christ in the Catholic Church in the assistance of the weak and the sick and those in need, with a preference for the poorest and without any type of discrimination, in the alleviation of their suffering and to work for the personal development, education and advancement of such people through the provision of a range of mental health and related services in hospitals, clinics, other healthcare facilities and elsewhere.”

Besides these, the purpose of Saint John of God Foundation is to raise funds and obtain other property for the benefit of the charitable works of the Hospitaller Order of Saint John of God in the Republic of Ireland or elsewhere or the main object of the Hospitaller Order of the Saint John of God or for the benefit of any other charitable organisation as the company shall from time to time direct.

Directors/Trustees

In line with the provisions of the constitution of Saint John of God Foundation (attached), the company will have no fewer than five Directors who are also Trustees of the charity. One of these Directors will serve as Chairperson.

The Directors are appointed by Saint John of God Hospitaller Services Group, which is the sole member of Saint John of God Foundation.

The term of service for a Director/Trustee is three years, renewable for up to three successive terms.

Director/Trustee recruitment

Directors/Trustees will be identified in line with the provisions of this competency framework.

Vacancies on the Board will be publicly advertised.

Candidates will have the opportunity to meet the Chairman and/or current Directors together with the Chief Executive of Saint John of God Foundation for the purpose of a briefing on the work of the charity and its current priorities and challenges.

Appointment and induction

On appointment, Directors/Trustees will be provided with company documents including the current strategy plan and the Board Governance Handbook.

A letter from the Chairman will confirm the term of appointment and the charity's approach to Board governance.

Following appointment, Directors will be provided with induction support to familiarise them with the work of the foundation and its related charities. This will be supplemented by regular ongoing support from the Company Secretariat of Saint John of God Hospitaller Services Group as required. This is to ensure the Board is apprised of the policy, legal and regulatory environments in which the Foundation operates, and to assist the Directors/Trustees in fulfilling their responsibilities.

In addition, to ensure that every Director is fully aware of his/her responsibilities in law, specific training in performing the functions of a Director under the Companies Act 2014 and of a Trustee under the Charities Act 2009 will be offered as a matter of course to every Director/Trustees who has not previously undertaken such training.

In line with best practice, the Board evaluates its own performance every 3 years.

Remuneration

No remuneration is payable to Directors/Trustees save in payment of vouched travel or subsistence costs incurred by them in participating in meetings of the Company, the Board or its committees.

Director/Trustee profile

A small organisation with 9 full-time equivalent personnel and ambitious goals and targets, Saint John of God Foundation will seek to recruit experienced Directors/Trustees who have demonstrable skills in the areas set out below.

Directors/Trustees will be selected so as to create a diverse Board that includes men and women of independent mind, who are familiar with and are sensitive to the mission, goals and values of Saint John of God Foundation.

Every Director/Trustee will be willing and able to serve as a member of the Board and to share in the leadership and effective governance of the organisation including service on Committees of the Board at the invitation of the Chairman.

Their values will be aligned with those of the Company, whose activities are currently focussed in the Republic of Ireland and Northern Ireland. The geographic distribution of Saint John of God Foundation's services will, to the greatest extent possible, be reflected in the make-up of the Board.

The constitution describes the circumstances in which Directors/Trustees may be removed from the Board.

Requirements

Aside from the above, this is a statement of the combination of experience and skills that the Board of Saint John of God Foundation requires to discharge its leadership and fiduciary functions fully and effectively.

Experience and skills

Directors/Trustees of Saint John of God Foundation will have relevant and recent experience in at least one of the following

1. Board governance in the non-profit environment and/or the public sector
2. Lived and/or professional experience in healthcare or social care
3. Financial audit, management or control
4. Legal services, in particular those relevant to the charity fundraising environment
5. Public advocacy, marketing, branding and/or communications in the health/social care environments