



Trustee Academy #10: solution seekers

Description

Trustees learning and development programme

Always striving to find a better way through lifelong learning



Introduction

After teaching a session on worship, the principal of a ministerial training course challenged his third-year students not to leave the lecture room until they had prepared an act of worship for the course community.

For such a disparate group, this was quite a challenge. Ideas of what constituted an act of worship varied widely. The group was made up of Anglicans, Methodists and a few students from other traditions.

Some Anglicans didn't see a problem – it should simply follow the service book format. The charismatics were indignant it should be free flowing, and Spirit-led. Typically, the Methodists were somewhere in the middle. Eventually, with some compromise, an act of worship was produced. For me, as one of the students, it was a profound lesson in the dynamics of solving problems.

The material for this bulletin forms an excellent basis for MMHS trustees working together towards solving the challenges ahead.

First, it is a prerequisite to have a sound knowledge of the fundamental framework in which the charity operates. [Governing Documents For Charities](#) is a worthwhile read.

Second, an understanding of the challenges facing the charity is vital. One significant challenge facing the trustees is how finance – both revenue and capital – functions especially with regard to the specifics of the organisation, and how the executive can be supported. We have a good resource as part of this bulletin.

Third, how we as trustees work together, and with the executive, requires a thorough understanding of group dynamics. The personal development material is good revision for us all.

Alan

Legal and governance

A charity's governing document is an instruction manual. Think of it in those simple terms!

As you know, MMHS's governing document is its *Memorandum And Articles Of Association*. As a charitable company, we are registered and regulated by Companies House, the Charity Commission and the OSCR (Scottish Charity Regulator). We're also registered in the Isle of Man.

Please use [Governing Documents For Charities](#) (England & Wales) to test your knowledge on what charity governing documents are all about!



Guidance note

Governing documents for charities (England & Wales)

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Do note one thing in particular â?? if we ever need or want to make any changes to our governing

document, we will need to register the changes with Companies House, the Charity Commission, the OSCR and the Isle of Man Company Registry.

If weâ??re considering regulated changes, we will require the prior written consent of the Charity Commission. If youâ??d like to learn more about this, there is a section called â??*Changing Your Governing Document*â??. You will find this on page 8.

Finance

Reviewing any policy has to be put in context. When thinking of reviewing finance policies, [*Essential Charity Finance For Trustees*](#) is an excellent frame of reference.



ESSENTIAL CHARITY FINANCE FOR TRUSTEES



Note what Sudhir Singh says in the Foreword:

“It is well-proven that strong financial governance contributes to effective charities. And finance is possibly the most important common core competency required across the sector. Yet, considerable evidence points to the charity finance skills and competencies of charity trustees being inadequate across the sector. This is seldom a result of trustees failing to want to do a good job.”

It follows that it’s great when people get together to produce a publication of this quality. The policies section starts on page 24.

Personal development

It’s a familiar method – [The Six Thinking Hats](#) – but it’s presented here in an engaging way which everyone should enjoy. Sometimes overlooked in a business context, the method helps us to remember the importance of how we *feel* about a problem (the red hat) – and how important it is to express this before we move on to finding the solution to problems together.

HOW TO USE THE SIX THINKING HATS TO SOLVE PROBLEMS WITHOUT FEELING SILLY

Edward De Bono's Six Thinking Hats technique helps groups to produce ideas or solve problems constructively.¹ This infographic shows you how to use the technique in practice for effective group problem-solving.

Use Six Thinking Hats to address complex organisational problems or practical difficulties, like:

INEFFECTIVE
RECRUITMENT

POOR
PERFORMANCE

PROCESS
PROBLEMS

QUALITY
ISSUES



1

DON'T ACTUALLY WEAR HATS!

The hats are a metaphor. They represent different mindsets from which to approach a problem. This technique allows you to see and examine a problem from every perspective and find the best, considered solution(s).

Category

1. Bulletins

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