

## Background information

ACEVO is the membership organisation for civil society leaders. Together with our network we inspire and support civil society leaders by providing connections, advocacy and skills to enable them to make the biggest possible difference. Our network of over 1,100 individuals includes the leaders of small, community-based groups, ambitious medium-sized organisations, and well known, well-loved national and international not-for-profits. 34% of our members have a turnover of under £1m (with 16% under £500k).

We are there for our members throughout their career, including times of crisis, offering support and practical advice. We connect our members with their peers for relevant conversations and support. Through our policy work, we represent the experiences and needs of our members and aim to stimulate debate that leads to the improvement of sector standards and stronger leadership and governance. We also work with senior leaders in the sector to develop a pipeline of strong civil society leaders for the future.

## The offer under Enhance

Lloyds Bank Foundation grantees can receive a free one-year membership to improve the leadership and governance.

As an ACEVO member you will gain access to a package of support especially designed with the CEO in mind. This includes a personalised leadership development plan, an experienced mentor from within the ACEVO network, individual coaching delivered in partnership with Henley Business School, online tools and resources, member briefings, publications, policy representation and more.

NB: the ACEVO membership team will discuss whether you already have mentoring support (e.g a Lloyds Banking Group charity mentor) to avoid duplication.

It also includes attendance at our local free CEO forums and special interest groups held regularly across England and Wales, offering the CEOs of small and medium-sized local charities and social enterprises an opportunity to learn from a range of experts as well as sharing their experiences and challenges with their peers in a safe and confidential environment. ACEVO membership also offers additional paid training and development opportunities at discounted rates including regular one day leadership workshops and an annual conference with more than 300 delegates from across civil society.

ACEVO membership also includes free access to our confidential CEO in Crisis service which includes legal and emotional support in times of greatest need, which would otherwise be beyond the means of most small charities. In addition, our expert governance advice line provides practical advice on issues such as improving communication, defining responsibilities or managing problems between the CEO and board.

We also provide free and discounted services from a wide range of corporate partners including employment law, employee benefits and pensions and accountancy services in addition to reviews of existing IT and telecoms, insurance, energy and utilities costs. All these can be a huge benefit especially for smaller charities with limited HR, IT and facilities back of house capabilities. We can also offer members discounted DBS checks far cheaper than they can negotiate alone.

### How do I know if this provider is right for my charity?

ACEVO is uniquely placed to offer CEOs of small and medium sized charities support in leadership and governance.

Specifically, we can help if the CEO is finding their role challenging and/or feeling isolated, due to the fact that they may be unable to talk through certain issues with staff (whom they manage), trustees (who manage them) or outsiders (due to confidentiality or concern about appearing vulnerable). Those in leadership positions can feel entirely alone in facing some of the challenges of running an organisation. This can take its toll on their emotional wellbeing and mental health. The continued successful delivery of a very wide range of essential third sector services - upon which millions of people across the UK are dependent - relies on the energy and resilience of civil society leaders.

In addition, good governance is a vital part of how third sector organisations operate and are held accountable. When the CEO and board relationship functions well, it provides a supportive environment for the CEO and allows the organisation to flourish. When the relationship breaks down it can have a cascade effect on the rest of the organisation. We can help if a CEO believes issues with their chair and/or board is hindering them in the effective delivery of their responsibilities as a leader. We offer a wide range of support to ensure our members' governance is strong enough to see their organisations through the good and bad times.

### Input needed from you

Without a doubt, the more the CEO can engage with their ACEVO membership benefits and services the better the impact on their leadership development and strengthened governance. The below gives an approximation of the investment of time over the course of the year:

- New member's call (*30 minutes*)
- Call to agree 'plan of work' (*45 minutes - one hour*)
- New members' networking lunch (*two hours*)
- Leadership development plan (*two - four hours*)
- Local CEO forums (*two hours per quarter*)
- Special interest group meetings (*two - three hours twice a year*)
- Leadership development workshops (*one day twice a year*)
- Annual conference (*one day per year*)
- Mentoring (*one hour around six to eight times a year*)
- Coaching (*90-120 minutes up to 10 times a year*)
- Governance advice line (*as required*)
- CEO in Crisis (*if required*)