



Two Ridings
Community Foundation

Trustee recruitment pack 2025

A message from Richard, our Chair

Thank you for your interest in becoming a trustee of Two Ridings Community Foundation.

Two Ridings is a driving force for positive change for people and communities across North and East Yorkshire. We ensure that people who want to invest in our region can channel their funds to support vital community action that transforms people's lives.

With an endowment of approximately £10 million and annual grant-making of approximately £2 million, we respond to both the immediate needs communities face, as well as creating opportunities for long-term change.

We're a trusted partner and advocate, working with everyone from community groups to local businesses to councils and government departments.

Trustees at Two Ridings meet as a board four times per year, as well as contributing to sub-committees and events, ensuring good governance and the strategic development of our thriving charity.

New trustees will join us at a pivotal moment. In 2025, we are celebrating 25 years of making a difference in communities across the region. At the same time, we're also working closely with our staff to shape a new 5-year plan for the future.

To complement existing expertise, we are particularly keen to recruit new trustees who bring deep knowledge and experience of the needs and potential of the varied communities with whom we work. We are also looking for trustees who bring finance and investment expertise.

We are keen to have a diverse board, a group of people who represent the variety of people and communities in our region. We strongly encourage those who are uncertain if they are suitable or qualified to talk to us, regardless. We recognise potential and support all our trustees to participate in our work.

Being a trustee of Two Ridings provides many opportunities for personal and professional development, while making a difference in the region you love.

If you would like to know more, please get in touch for an informal conversation.

Richard Frith
Chair of Trustees



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About Two Ridings Community Foundation

Two Ridings is a charity working across North and East Yorkshire.

Every year, we make grants to hundreds of local charities and community organisations through funds set up by our donors. Since the foundation was established in 2000 (yes, you are joining us in our 25th year), we've awarded over £23m in grants to benefit people and communities across our region – £2.2m of that was distributed in 2024-25.

Our grants support hundreds of grassroots community and charitable organisations who provide crucial services and life changing activities for local people, tackling inequality, alleviating poverty, addressing loneliness and improving wellbeing, helping to create strong, sustainable communities. Our work is exciting and varied.

We work closely with funders, public bodies, families, businesses, and individuals who share our vision of a connected, thriving region. Because we know the region so well, donors trust us to direct their giving where it will make the biggest difference.

Our core staff team of 11 brings together people from across the region, each contributing experience, knowledge and a commitment to local communities. Based in York but from towns and villages throughout North and East Yorkshire, we're guided by a board of trustees with backgrounds in business, charities, and the public sector.

At Two Ridings, it's all about local people making change happen.

[Click here to read our 2024 Impact Report](#)



What is a community foundation?

A community foundation is a charitable organisation that connects people and organisations with local causes that matter to them. Focusing on a defined geographical area, it supports a wide range of community needs and initiatives that make a real difference.

Community foundations are funded by donations from individuals, families, businesses, as well as grants from local authorities and the Government. Unlike other regional charities that focus on a single cause, community foundations address multiple issues affecting their local communities.

Two Ridings is one of 47 accredited community foundations in the UK.

Our vision, mission and values



Our vision

A connected, thriving North and East Yorkshire for all

Our mission

With people at the heart of everything we do, we contribute to positive change in North and East Yorkshire by developing relationships, inspiring investment and making grants to transform lives and strengthen communities

Our values

Transformative - We enable thriving, equitable and connected communities

Trustworthy - We conduct our work with integrity, transparency and competence

Compassionate - We treat each other, and everyone we work with, with care, empathy and respect

Connected - We value the relationships, experience and insight rooted in local communities and understand the impact of place on people's lives

Generous - We share our resources and knowledge, work collaboratively and build inclusive relationships

Our region

If you are interested in this role, you will already know that our region - York, North and East Yorkshire and Hull - is a tale of many different places and issues.

Yes, God's own country is as beautiful, varied and inspiring as they say. Historic cities like York and Harrogate, Hull with its proud legacy as a UK City of Culture, charming market towns, peaceful villages, moors, beaches, and coastal getaways – it's a region that looks picture-perfect. But scratch beneath the surface, and a different story starts to emerge.

The local charities and organisations we support are facing overwhelming levels of need. The cost of living crisis is still ongoing, and more people are turning to community organisations, not just for extras, but for essentials. Many organisations are seeing their operating costs quadruple, pushing them to the edge or being very close to it.

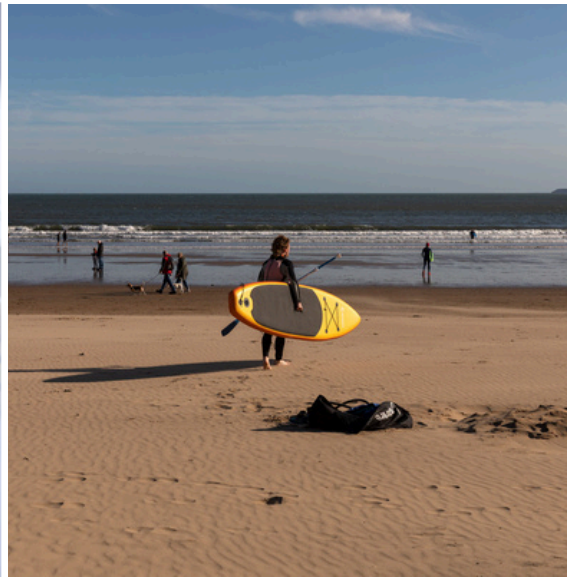
Our coastal towns are struggling; pockets of deprivation and poverty are just behind the 'tourist-friendly' seafront. The young people we talk to see them as towns designed with tourists in mind, not for local people to live in and thrive.

Hull is full of creativity and community spirit, however, the inequalities and hardship run deep through many communities.

In our rural towns and villages, poor transport, lack of digital access, and isolation are everyday challenges.

We hear it from those groups that we support. We've been there in times of crisis – responding to floods, violence, and rising need.

At Two Ridings, we know that 'place' matters. It shapes lives, and it shapes the work we do. As a trustee, you'll understand that too.



Our strategy

We are in the business of people, bringing communities together to make change. We invest in, nurture and advocate for the power of community to transform people's lives across North and East Yorkshire.

Inspiring investment into Yorkshire

Through building strong relationships with our supporters, we inspire investment in the region.

People trust Two Ridings. They know we invest their funds responsibly and we are the best place for charitable giving in North and East Yorkshire.

We manage almost 100 funds on behalf of councils, local businesses, national foundations, private individuals and families, making sure money reaches the people and places where it can have a real impact.

Investing in Two Ridings creates momentum, energy, and a real opportunity for growth and change.

Grant making

Our grant programmes address regional needs and support community groups tackling issues like poverty, social isolation, mental health, and climate change. In emergencies, we act quickly, providing funds for crises such as the covid-19 pandemic, flooding and the cost of living.

We are committed to being an open and trusting grant-maker, ensuring that our processes are robust, accessible and proportionate. We assist applicants in making strong submissions and collaborate with volunteer assessors and community panels to ground our awards in local knowledge and participatory decision-making.

Leadership development

Alongside our grant-making, we invest in people. Our HEY Confident Futures programme invests in the leadership potential of community, social and cultural sector leaders across Hull and East Yorkshire. Now in its fifth year, the programme has grown into a network of almost 500 members. It offers a dynamic and evolving range of learning, support and training opportunities, focused on supporting the development of confident, connected and generous leaders.

Championing positive change

Two Ridings is a force for good, an advocate for a fair and equal North and East Yorkshire. We measure our impact, both in our grant-making and throughout the wider organisation, through the UN Sustainable Development Goals.

We are not afraid to push boundaries or to explore new approaches. We work collaboratively with a huge variety of stakeholders across the region, sharing our expertise and listening for new trends. Wherever possible, we ensure that the voices and experiences of local communities are championed and heard in the political decision-making processes that shape our region.

Our financial model



Our focus is on the people and the communities we support, and the funds are what make it possible to continue supporting local initiatives and creating meaningful change. Our income comes from two main sources:

- **Voluntary income** from grants and donations. Some of these are 'flow-through' donations, meaning they are distributed quickly to support grants, while others are held as endowment funds.
- **Investment income** from our endowed funds which are carefully managed by our investment managers.

Both flow-through donations and the returns from our endowment are used to fund our grant programmes. A small percentage of this income is deducted to cover our administration and core operational costs.

In the 2023/24 financial year, our total income was just over £3 million. At the close of the year, our endowment stood at approximately £9 million.

We also hold reserves that cover 9 months of core operating costs. This helps us stay resilient and ensures the organisation can continue running even in the face of unexpected financial challenges.

Our finance and operations team provides expert management of all our funds, accounting for all income and expenditure and providing timely reports to all our donors.

Who we're looking for

We are looking for up to five new trustees to contribute to our vision of thriving and connected communities across our region.

In particular, we are keen to welcome trustees who can bring one or more of the following:

- **First-hand experience** of the needs of community organisations and the people they work alongside
- Experience in **investment** or **wealth management**, ideally including responsible investment. This might come from personal investing, work in the industry or even from serving on a pension fund committee
- Understanding and experience of **financial administration** and/or **organisational management**

You don't need to have been a trustee before, as we'll provide full induction and training. What's more important is that you have the time and flexibility to take on the role and that you can commit to a minimum three-year term.

We strive to be diverse and inclusive, and a place where everyone can be themselves. In line with this commitment, and our board diversity benchmarks, we know that we are missing some important voices around our table, and we encourage applications from people with disabilities, people from global majority backgrounds, people who identify as LGBTQI and those living in Hull and the East Riding.

With people at the heart of everything we do, you will enjoy being part of a board that seeks to draw on the widest possible range of expertise and perspectives. You will understand how important it is for us to comply with legal requirements and manage all aspects of our work effectively.

You could be at any point in your career and may have lived or learnt experience of the issues we support as your main drive for applying for the role.



We are looking for people who are:

- Passionate advocates for community action in Yorkshire, who understand the needs of community and voluntary sector organisations, and want to make a positive difference to people's lives
- Thoughtful, empathetic communicators, able to listen and engage in a broad range of settings with a variety of people
- Strategic thinkers with the ability to contribute to decision-making around long-term direction, business planning and business development, and financial oversight
- A critical friend who can generously offer ideas, challenge and guidance to an experienced staff team

What's involved

Our board works together to lead and govern Two Ridings, making sure we stay true to our mission and meet the expectations of our stakeholders and regulators.

Trustees agree and evaluate the strategy, safeguard our reputation and ensure we're well run, financially stable, and that our funds are properly invested. They bring personal and professional experience, commitment to our values and are advocates for what we do.

The full board meets four times a year. Trustees also join at least one sub-committee or task group. On average, we estimate the role takes up around half a day to a day a month. Subcommittee meetings take place online. Board meetings take place in person or online, with the exception of the annual in-person strategy session.

Their responsibilities fall broadly into three areas:

Strategy and management

Our board ensures that our vision and strategy remains compelling and tackles the real needs of the communities of North and East Yorkshire. This includes:

- Approval and review of the organisation's long-term strategy and objectives
- Review of the organisation's performance in relation to its strategy, business development plans and budgets
- Oversight of the organisation's operations, including:
 - All grant-making programmes
 - Adequate accounting and other records
 - Compliance with statutory and regulatory obligations

Governance

Our trustees oversee the systems and processes that guide the overall direction and leadership. This includes:

- Overseeing the work of the Chief Executive
- Succession planning for the board to ensure a balance of skills and experience
- Approval of appointments to the board
- Membership in the committees of the board or ad hoc working groups
- Undertaking a formal review of the board's effectiveness
- Review of organisational policies to ensure good practice
- Financial oversight and internal controls

Financial oversight and internal controls

Supported by our Investment and Finance and General Purposes sub-committees, our board ensures effective oversight of our finances. This includes:

- Approval of the annual budget and review of revised forecasts throughout the year
- Approval of the annual report and accounts
- Approval of significant changes in accounting and treasury management policies
- Ensuring maintenance of a sound system of internal control and risk management

What we'll offer you

Becoming involved with Two Ridings is a fantastic opportunity to give back to the region you care about. Our grants directly enable hundreds of community groups, helping them create real, lasting change in people's lives.

As a trustee, you'll see this impact up close, through our events and activities, you'll learn more about the difference we make and meet some of the inspiring people driving it forward.

You will be part of a friendly, inclusive and effective board, supporting a passionate and dynamic staff team. Our board and committee meetings offer insight into the behind-the-scenes activity of a well-managed and growing charity, which operates as part of a national network of community foundations.

You'll contribute to shaping its direction, ensuring we stay inspiring, relevant and truly transformative for the communities we serve.

- ✓ The opportunity to be part of leading a charity whose governance and operations are independently quality assured
- ✓ Full induction and continuing development and learning opportunities, including access to conferences and networks
- ✓ Easy access to papers etc. digitally or in print
- ✓ Travel and subsistence expenses when on Two Ridings business
- ✓ The chance to support our grant-making through visits and sitting on funding panels



How to apply

Please apply in writing by sending a one page **Expression of Interest and a CV**. These can be sent to recruitment@tworidingscf.org.uk.

All applications must be received by **9am on Monday 2nd June 2025**.

If you would like to discuss alternative methods of application due to access needs, please contact Jen Stone at jstone@tworidingscf.org.uk

In line with our EDI policy, we request that all applicants complete an equality and diversity monitoring form. Read more at tworidingscf.org.uk/vacancies/

Shortlisted candidates will be invited for an interview on **Tuesday 17th June 2025**. The interview will include a chance to meet the core staff team and a panel of trustees from the current board.

Want to chat about the role?

Please email recruitment@tworidingscf.org.uk to arrange an informal chat with Richard, our Chair of Trustees, or Celia, our Chief Executive.





To learn more about the responsibilities involved in being a Charity trustee please visit: [Charity Commission, document CC3](#)