



*"Operators of Golf and Hospitality Venues
For the good of the game and the community"*

Trustee Recruitment Pack

February/ March 2025



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Role Description: Trustee of Get Golfing CIO

About Get Golfing CIO

Get Golfing CIO is seeking new Trustees to join our Board of Trustees.

Our purpose, why we exist, is to improve lives through golf. Our vision, where we wish to be, is for our venues to be central to the communities we serve, and our mission, what we do daily, is to make our courses and clubhouses accessible to all.

We believe that golf is more than just a sport; it’s a community, a passion, and a platform for inclusion. Through our outreach programmes, we work with local communities to provide equipment, coaching, free meals, and support to those who may face obstacles in not only joining traditional golf clubs but in life. We believe that by being inclusive we can enrich lives, promote health and wellbeing, and foster a sense of belonging for all.

<https://www.getgolfing.org/giving-back/>

This is an exciting opportunity to serve on the Board of a thriving and dynamic charity which manages and operates 13 sites with 7,000 members and over 160,000 visitors each year.

The successful candidates will help oversee the future planning and continued impact of a £21m revenue charity, employing circa 400 people which reinvests profits from its operations into its venues, courses, the development of its people, and importantly, community oriented charitable initiatives local to its sites.

Our model is to maximise revenue through memberships, golf days, events, functions, and F&B to allow us to make golf more inclusive, accessible and a force for good. We say that “our courses are for golfers while our clubhouses are for everyone”.

[Meet the team - Get Golfing Get Golfing.](#)

We would be particularly interested in hearing from candidates that would strengthen our Trustee cohort in the following areas:

- Legal & Governance
- Finance
- People & Culture
- Leisure & Hospitality

Please see: <https://www.getgolfing.org>



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Role Purpose:

As a Trustee of Get Golfing CIO, you will ensure that the charity's purpose is carried out, its assets are well-managed, and its work is in line with its vision. You will play a vital role in helping to develop strategic direction and work collaboratively with fellow trustees, the Executive Team, and other stakeholders to ensure the charity achieves its goals.

Key Responsibilities:

1. Governance & Strategic Oversight:

- a. Ensure the charity adheres to its mission, values, and legal obligations.
- b. Contribute to the development and review of strategic plans, ensuring they align with the charity's objectives.
- c. Monitor the charity's financial performance, ensuring resources are used efficiently and effectively to deliver on its mission.
- d. Assess and mitigate risks, ensuring robust policies and practices are in place for all charity operations.

2. Financial Stewardship:

- a. Scrutinise and approve annual budgets and review financial reports, ensuring accountability and transparency.
- b. Support fundraising efforts, including engaging with donors, sponsors, and other stakeholders to secure resources for the charity's programs.

3. Program Development & Impact:

- a. Offer insights and guidance on how to develop and enhance charitable programs that address the physical, emotional, and social needs of participants.
- b. Evaluate the charity's impact on communities and individuals, ensuring that programs effectively contribute to improving lives through golf.

4. Fundraising & Networking:

- a. Actively contribute to fundraising efforts, including making personal connections, attending fundraising events, and helping to secure financial support.
- b. Use your personal and professional network to advocate for the charity's work and expand opportunities for collaboration.

5. Support and Collaboration:

- a. Provide mentorship and guidance to the charity's leadership team.
- b. Work collaboratively with fellow trustees to ensure good governance and effective decision-making.



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- c. Attend trustee meetings (quarterly) and participate in relevant sub-committees when required.

6. Advocacy & Representation:

- a. Represent the charity at key events, conferences, and with external stakeholders.
- b. Advocate for the charity’s mission and programs in the wider community, building relationships with local and national organisations, government agencies, and other charity leaders.

7. Culture & Wellbeing

- a. Ensure that the organisation fosters an inclusive, ethical, and supportive environment where employees, members, and stakeholders feel valued and respected.
- b. Advocate for diverse representation and equality within the organisation, ensuring that policies and practices reflect these values.
- c. Align cultural values with the organisation's mission and vision, ensuring that these values are reflected in all activities and decision-making.
- d. Hold the Executive Team to account in identifying and addressing risks to the wellbeing of the organisation’s stakeholders, including mental health concerns, workplace bullying, and burnout.



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Person Specification: Trustee of Get Golfing CIO

The general requirements for the Trustee role are outlined below.

- **Commitment to the Mission:** A strong passion for using golf as a tool to improve lives, promote inclusion, and encourage personal development.
- **Experience in Governance:** Previous experience in a governance or leadership role, ideally within a charity or non-profit setting.
- **Strategic Thinker:** Ability to think long-term and make decisions that balance financial sustainability, mission-driven outcomes, and stakeholder interests.
- **Financial Acumen:** Understanding of financial oversight and the ability to review financial reports, budgets, and financial strategies.
- **Interpersonal Skills:** Strong communication, collaboration, and networking skills to work effectively with trustees, staff, partners, and stakeholders.
- **Commitment to Diversity and Inclusion:** A commitment to ensuring the charity’s programs and services are inclusive and accessible to people from all walks of life.

Time Commitment: Approximately 4-6 hours per month (including meetings approximately every 2 months, preparation, and ad-hoc activities). There is an expectation to attend charity activities at sites that we allocate to trustees, these are shared amongst the trustee group. There could be ad-hoc requirements to do trustee training days (1-2 days per year).

We are also looking for Vice Chair to help us with our succession planning. We would be interested to hear from candidates who have experience of serving on Finance and Risk Committees.

Benefits of the Role:

- An opportunity to make a meaningful difference in the lives of individuals and communities through golf.
- Work alongside a passionate and dedicated group of trustees and professionals.
- Enhance your own leadership skills and gain governance experience in the charity sector.
- Opportunities for networking and building relationships with other charity leaders, stakeholders, and the broader golf community.
- This is an unpaid, voluntary role but reasonable expenses will be reimbursed.

If you are passionate about the power of sport, particularly golf, to improve lives and are committed to helping a charitable organisation thrive, we would love to hear from you. Join us as a trustee and help to impact lives and communities, through golf.



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How to Apply: Please send a CV and cover letter outlining your interest in the role and relevant experience to Ben Holt, People Operations Director at Ben.Holt@getgolfing.org by Monday 24th March 2025. Shortlisted applicants will be contacted regarding next steps by Friday 4th April.

Message from the Chair- Therese Swanson



Come join us and be a part of improving lives through golf. I do it for the love of the game and the impact our clubs have on local communities. Our passion is to energise communities around our venues to enjoy the game, the venue and most importantly to be welcoming to all. Golf is conduit to build a community, improve wellbeing, and a platform for inclusion. A successful board member needs to have a business mindset and skills to better the outcomes of the charity and further its purpose, while providing robust governance and awareness of risks.

Message from the Chief Exec- Chris Morris



Joining our board of trustees means becoming a key player in shaping the future of our work. You'll work alongside like-minded individuals to guide our strategy, enhance our programs, and ensure we make the best use of our resources for those who need it most. Your expertise can help us broaden our reach, strengthen our community partnerships, and inspire others to get involved.