

# The Hynish Trust

## Trustee Recruitment

### Background

The Hebridean Trust has been working with the community to transfer the Hynish lighthouse shore station into community ownership. A feasibility study and draft business plan were drawn up that demonstrated that there is a way forward to make Hynish sustainable. Community consultation took place earlier this year and there was strong feedback that the site should be in community ownership. A Working Group was set up to progress this and working with Stephen Phillips (retired lawyer) we now have:

- Draft Articles of Association (out for consultation until 15 December)
- Recruitment process for new Trustees (this will only apply once at the outset; going forward, the new Articles of Association provide for an election/re-election process at each AGM)

We are now looking for members of the Tìree community who have a passion and interest in Hynish to come forward to lead the organisation after this transition. It is a very exciting time and there is a new era for Hynish on the horizon. We will need a strong and motivated Board of Trustees to set it on track to achieve the Vision.

### The Plan

The advice from the retired lawyer was that The Hebridean Trust - the body that owns the lighthouse shore station - should continue to own the property, but on the basis that it would be transformed into a community-led organisation. The Hebridean Trust is a company limited by guarantee with charitable status - and those aspects would remain unchanged, as they are appropriate for a community organisation of this kind. The following would need to be addressed:

- The name could be changed
- New Articles of Association drawn up
- New Trustees appointed
- Existing Hebridean Trust Trustees resign (except Trudy MacKenzie who is the on-island Trustee and would act as a link between the old and new)

This would be done by setting up a Working Group who would address the above with the support of the retired lawyer.

The Working Group have now completed their work on the above. The organisation will have a name change to “The Hynish Trust”. New draft Articles of Association have been drawn up and a selection process for the recruitment of new Trustees agreed. The Working Group also has developed a Vision, Values and Objectives for The Hynish Trust. It is envisaged that this together with the Business Plan will be reviewed and updated by the new Board once it is in place.

## Useful Documents

A set of documents has been made available to provide background information.

- Draft Articles of Association
- The Hynish Trust Vision, Values and Objectives
- Feasibility Study
- Draft Business Plan
- OSCR Guidance for Trustees

If you would like any further information, please do not hesitate to contact the on-island Trustee Trudy MacKenzie. [trudy@hebrideantrust.org](mailto:trudy@hebrideantrust.org) 07850 944914

## The Board

We would aim to have a balance of skills on the new Board that will be able to lead and guide the organisation to achieve its ambitious Vision for the lighthouse shore station at Hynish. Here are the skills areas we believe we will require.

1. Finance, Legal and Governance
2. Heritage
3. Tourism/Commercial
4. Arts and Culture
5. Housing
6. Marketing/social media
7. Personnel/HR
8. Tìree Community
9. Lighthouse/NLB
10. Construction/Building Projects

The composition of the Board will be up to 5 on island Trustees and there is an option of up to 2 off island Trustees.

There will be an Induction Programme for all Trustees to ensure the Board is set up for success.

It is envisaged the Board will meet monthly for the first year given the transition period. It is also envisaged that working groups will be set up to take forward the range of proposed projects.

It is estimated that the time involved in this role will be:

- Induction Programme and background reading - 3 days
- Monthly Board Meetings - 3 hours per month (2 hour meeting and 1 hour preparation)
- Working Group Meetings/Actions - 2 hours per month (we would hope that each of the Trustees would have an involvement in at least one Working Group)

## Application Process

We would ask anyone who is interested in becoming a Trustee to send in a short application by **15 January 2024** addressing the following points:

1. Why you would like to be a Trustee of The Hynish Trust
2. What skills and experience you can bring to the Board
3. What 3 things do you think it is important the organisation achieves in year 1
4. The OSCR guidelines give a clear picture of the role of a Trustee. What challenges do you think there may be for a Trustee working in our small community?
5. What commitments you have in terms of your time.

Please email to [Trudy@hebrideantrust.org](mailto:Trudy@hebrideantrust.org). Please note all applications will be confidential and only reviewed by the Selection Panel.

The following selection criteria will be used by the panel.

- Passion and enthusiasm for Hynish
- Demonstrable expertise in one or more of the identified skills
- Understood and accept the legal requirements of the role
- Able to give allocated time for the role

## Selection Process

There will be a Selection Panel set up consisting of 2 Hebridean Trust Trustees and 2 Tiree Community representatives (with no conflict of interest). They will review the applications and using the selection criteria make a recommendation to the Hebridean Trust Board. This process will be completed by the end of January and all applicants will be informed.

## Induction Programme

There will be an Induction Programme in February/March and all of the new Trustees will be expected to attend. It is estimated this will be approximately 2 days during February and March.