**Young Trustees, What it all about event May 22**

**For aspiring trustees:**

Find the right fit: take the time to talk with existing trustees before applying and during the application process, ask questions that matter to you, understand the commitment expected and also what you will learn out of it; don't feel like you need to rush.

The best interviews should feel like a dialogue (even if they are a formal interview) with you interviewing the charity as much; but prepare examples for questions like why the charity and what you would bring.

Trusteeship is a great way to develop leadership skills through volunteering.

**For charities:**

Age is an experience (not lack of), when recruiting for young trustees sell it as an exciting opportunity to talk and act on the things they are passionate about.

When recruiting, think about not just what trustees being but what they learn and gain from the experience and sell the opportunity to develop leadership and other skills, learn about a subject - younger people are being asked to evidence and develop these skills so they'll jump at the opportunity.

It's not just about the recruitment process: what's on boarding, training, being on the board like? Be ready to talk with interested applicants about it

Explore ways to widen the potential pool of applicants: is there a shadowing board? Sub committees with co-opted members, etc. - how can you create a pipeline

Talk about trusteeship and your board, raise awareness of this body and that every now and then you'll recruit, so when it comes round, it might be at back of mind for some.

**What an aspiring young trustee can expect from an interview:**

1. The organisation will want to know what drove them to apply to be a trustee.
2. It is an opportunity to get to know each other, for you to ask questions of the organisation to ensure it is the right board for you.
3. What is your level of interest in the position and what do you want to get out of the experience.
4. To understand your experience level, you may not have experience of being a trustee, but experience from networking meeting others that you can take into the future benefiting the board. To a board this experience is priceless.
5. The organisation will clarify the benefits to being on a board.
6. How do you deal with conflict and does that align with the other board members
7. How do you make difficult decisions and how do you interact with people at different positions of responsibility/authority.

Tip: It is important to remember to try not to get flustered when you are unsure, but instead to actively show how you can navigate uncertainty by being honest that you are unsure and will come back to that question, or you have further learning to do in that area.

**List of resources:**

1) Come along to a Champion Training where we share our framework for creating change. Book a free spot [here](https://clicks.eventbrite.com/f/a/Sw7XanzH5TAPg3XCbiW-Kw~~/AAQxAQA~/RgRj4i-OP0QVaHR0cDovL2JpdC5seS8zalUxSVI4VwNzcGNCCmH5DvwAYnabEDhSLWxpenppZS5jbGFwaGFtQGNvbW11bml0eWZpcnN0eW9ya3NoaXJlLm9yZy51a1gEAAAAAA~~).

2) Sign up to the Digital Hub - our community space where you can ask questions and share expertise. [Here’s the link to register](https://clicks.eventbrite.com/f/a/TFNQQoHaohqT9y9p0iC2vA~~/AAQxAQA~/RgRj4i-OP0QmaHR0cHM6Ly95b3VuZy10cnVzdGVlcy1tb3ZlbWVudC5tbi5jby9XA3NwY0IKYfkO_ABidpsQOFItbGl6emllLmNsYXBoYW1AY29tbXVuaXR5Zmlyc3R5b3Jrc2hpcmUub3JnLnVrWAQAAAAA)(it takes 2 minutes)

3) Take a look at our recruitment checklist t[here](https://clicks.eventbrite.com/f/a/UUmGq5-e7PKHowJTq73MNg~~/AAQxAQA~/RgRj4i-OP0RSaHR0cHM6Ly9kcml2ZS5nb29nbGUuY29tL2ZpbGUvZC8xbjV5VnZrbjd4NkpxVnRUbnJXc28taXFqcGpjNEdsWHcvdmlldz91c3A9c2hhcmluZ1cDc3BjQgph-Q78AGJ2mxA4Ui1saXp6aWUuY2xhcGhhbUBjb21tdW5pdHlmaXJzdHlvcmtzaGlyZS5vcmcudWtYBAAAAAA~) to support in attracting young trustees onto your board, produced with [#Iwill](https://clicks.eventbrite.com/f/a/a5pChiMg_SeV1FVwWVl7pw~~/AAQxAQA~/RgRj4i-OP0QZaHR0cHM6Ly93d3cuaXdpbGwub3JnLnVrL1cDc3BjQgph-Q78AGJ2mxA4Ui1saXp6aWUuY2xhcGhhbUBjb21tdW5pdHlmaXJzdHlvcmtzaGlyZS5vcmcudWtYBAAAAAA~)

4) Share the vacancies with us and we'll advertise them for you for free by filling in [this form.](https://clicks.eventbrite.com/f/a/lZoptEO8TsjObbarw11TTg~~/AAQxAQA~/RgRj4i-OP0QuaHR0cHM6Ly95b3VuZ3RydXN0ZWVzLnR5cGVmb3JtLmNvbS90by9xOFFEUlhrUVcDc3BjQgph-Q78AGJ2mxA4Ui1saXp6aWUuY2xhcGhhbUBjb21tdW5pdHlmaXJzdHlvcmtzaGlyZS5vcmcudWtYBAAAAAA~)

5) Listen to our [Deep Dive Podcast](https://clicks.eventbrite.com/f/a/vlFd2gO6d8XJCFvIOOcprQ~~/AAQxAQA~/RgRj4i-OP0Q0aHR0cHM6Ly9vcGVuLnNwb3RpZnkuY29tL3Nob3cvN0xPejhYZEFac2RkVGEzckdoam01RlcDc3BjQgph-Q78AGJ2mxA4Ui1saXp6aWUuY2xhcGhhbUBjb21tdW5pdHlmaXJzdHlvcmtzaGlyZS5vcmcudWtYBAAAAAA~) and check out the accompanying [blogs](https://clicks.eventbrite.com/f/a/hL0OO2YLXnby2pNAN6CLzw~~/AAQxAQA~/RgRj4i-OP0RKaHR0cHM6Ly95b3VuZ3RydXN0ZWVzbW92ZW1lbnQub3JnL2Jsb2cvZGVlcC1kaXZlLWhvdy10by1yZWFkLWJvYXJkLXBhcGVycy9XA3NwY0IKYfkO_ABidpsQOFItbGl6emllLmNsYXBoYW1AY29tbXVuaXR5Zmlyc3R5b3Jrc2hpcmUub3JnLnVrWAQAAAAA) on our website.

6) Also in the blog area of our website is a number of helpful [thought pieces](https://clicks.eventbrite.com/f/a/6yB9lVDWi0cqWjfqZ9EEsQ~~/AAQxAQA~/RgRj4i-OP0RTaHR0cHM6Ly95b3VuZ3RydXN0ZWVzbW92ZW1lbnQub3JnL2Jsb2cvY2hhcml0eS1ib2FyZC1kaXZlcnNpdHktd2hlbi1pdC1kb2VzbnQtd29yay9XA3NwY0IKYfkO_ABidpsQOFItbGl6emllLmNsYXBoYW1AY29tbXVuaXR5Zmlyc3R5b3Jrc2hpcmUub3JnLnVrWAQAAAAA) on board diversity for example.

7) Follow us on all our socials - [Twitter](https://clicks.eventbrite.com/f/a/XuNfirSi052HpHLIsvSaSg~~/AAQxAQA~/RgRj4i-OP0QhaHR0cHM6Ly90d2l0dGVyLmNvbS9Zb3VuZ1RydXN0ZWVzVwNzcGNCCmH5DvwAYnabEDhSLWxpenppZS5jbGFwaGFtQGNvbW11bml0eWZpcnN0eW9ya3NoaXJlLm9yZy51a1gEAAAAAA~~), [Instagram](https://clicks.eventbrite.com/f/a/4JQeWUefpiYEDLoi68s21g~~/AAQxAQA~/RgRj4i-OP0QwaHR0cHM6Ly93d3cuaW5zdGFncmFtLmNvbS95b3VuZ3RydXN0ZWVzbW92ZW1lbnQvVwNzcGNCCmH5DvwAYnabEDhSLWxpenppZS5jbGFwaGFtQGNvbW11bml0eWZpcnN0eW9ya3NoaXJlLm9yZy51a1gEAAAAAA~~), [Facebook](https://clicks.eventbrite.com/f/a/E5eeKW3zaKAQEo-YTJoX0Q~~/AAQxAQA~/RgRj4i-OP0QnaHR0cHM6Ly93d3cuZmFjZWJvb2suY29tL1lvdW5nVHJ1c3RlZXMvVwNzcGNCCmH5DvwAYnabEDhSLWxpenppZS5jbGFwaGFtQGNvbW11bml0eWZpcnN0eW9ya3NoaXJlLm9yZy51a1gEAAAAAA~~), [LinkedIn](https://clicks.eventbrite.com/f/a/jBA8fCEe67zS4J0jaVsdsA~~/AAQxAQA~/RgRj4i-OP0QwaHR0cHM6Ly93d3cubGlua2VkaW4uY29tL2NvbXBhbnkvMzA2NTI4NzYvYWRtaW4vVwNzcGNCCmH5DvwAYnabEDhSLWxpenppZS5jbGFwaGFtQGNvbW11bml0eWZpcnN0eW9ya3NoaXJlLm9yZy51a1gEAAAAAA~~)  and [YouTube](https://clicks.eventbrite.com/f/a/A-DlQTK-jKgm3DYR0v63dQ~~/AAQxAQA~/RgRj4i-OP0Q4aHR0cHM6Ly93d3cueW91dHViZS5jb20vY2hhbm5lbC9VQzdrbnh0YjloY2F6QVpXaFNwWEdJVlFXA3NwY0IKYfkO_ABidpsQOFItbGl6emllLmNsYXBoYW1AY29tbXVuaXR5Zmlyc3R5b3Jrc2hpcmUub3JnLnVrWAQAAAAA).

Come along to our [upcoming events](https://clicks.eventbrite.com/f/a/yvRW6O4ThFjK9-Rs-NAxPw~~/AAQxAQA~/RgRj4i-OP0RCaHR0cHM6Ly93d3cuZXZlbnRicml0ZS5jby51ay9vL3lvdW5nLXRydXN0ZWVzLW1vdmVtZW50LTMwNTYyNzExODIwVwNzcGNCCmH5DvwAYnabEDhSLWxpenppZS5jbGFwaGFtQGNvbW11bml0eWZpcnN0eW9ya3NoaXJlLm9yZy51a1gEAAAAAA~~).

1. [Beyond Suffrage: Transforming Board Cultures](https://clicks.eventbrite.com/f/a/-4Uk0fpcyv1PA-MLZZxprw~~/AAQxAQA~/RgRj4i-OP0QuaHR0cHM6Ly93d3cuc29jaWFscHJhY3RpY2VhY2FkZW15Lm9yZy90YmNndWlkZVcDc3BjQgph-Q78AGJ2mxA4Ui1saXp6aWUuY2xhcGhhbUBjb21tdW5pdHlmaXJzdHlvcmtzaGlyZS5vcmcudWtYBAAAAAA~) - A guide to support charities with young women of colour on board
2. [From Here to Diversity:](https://clicks.eventbrite.com/f/a/wO5KwPUtfCvBQQYHs9mtow~~/AAQxAQA~/RgRj4i-OP0QdaHR0cHM6Ly9hdHJkLmdyb3VwL2F0cmQtbmV3cy9XA3NwY0IKYfkO_ABidpsQOFItbGl6emllLmNsYXBoYW1AY29tbXVuaXR5Zmlyc3R5b3Jrc2hpcmUub3JnLnVrWAQAAAAA) A practical guide for recruiting Black and Asian charity Trustees
3. [Making an Inclusive and Diverse trustee board](https://clicks.eventbrite.com/f/a/2kCqPhLSJhDRpKqwZcbgrw~~/AAQxAQA~/RgRj4i-OP0RaaHR0cHM6Ly93d3cuY29tbXVuaXR5c291dGh3YXJrLm9yZy9ob3ctdG8tYmUtYW4tYWxseS1kZXNpZ25pbmctYm9hcmRzLWZvci1yYWNpYWwtZGl2ZXJzaXR5VwNzcGNCCmH5DvwAYnabEDhSLWxpenppZS5jbGFwaGFtQGNvbW11bml0eWZpcnN0eW9ya3NoaXJlLm9yZy51a1gEAAAAAA~~)
4. Keep an eye out on the [Trustees' Week website](https://clicks.eventbrite.com/f/a/aUSgLypKmBJbQu7AMk6aBw~~/AAQxAQA~/RgRj4i-OP0QZaHR0cHM6Ly90cnVzdGVlc3dlZWsub3JnL1cDc3BjQgph-Q78AGJ2mxA4Ui1saXp6aWUuY2xhcGhhbUBjb21tdW5pdHlmaXJzdHlvcmtzaGlyZS5vcmcudWtYBAAAAAA~) to get involved with the events from the 1st to the 5th of November.
5. [Trustee Toolkit mentioned by Panellist Dylan during the session](https://clicks.eventbrite.com/f/a/NKUGgBebbmh-jY27-vOblw~~/AAQxAQA~/RgRj4i-OP0RQaHR0cHM6Ly9lcnZhcy5vcmcudWsvdm9sdW50ZWVyaW5nL2luZm9ybWF0aW9uLWZvci1vcmdhbmlzYXRpb25zL3RydXN0ZWUtdG9vbGtpdC9XA3NwY0IKYfkO_ABidpsQOFItbGl6emllLmNsYXBoYW1AY29tbXVuaXR5Zmlyc3R5b3Jrc2hpcmUub3JnLnVrWAQAAAAA)
6. [Top tips on taking forward a shadowing programme](https://clicks.eventbrite.com/f/a/6M_abTA0G9o2zQRqccqYqQ~~/AAQxAQA~/RgRj4i-OP0SVaHR0cHM6Ly9zdGF0aWMxLnNxdWFyZXNwYWNlLmNvbS9zdGF0aWMvNWQ1NmE2YzcyYTVhZTYwMDAxZGFjYmY4L3QvNjFmMDAzNjQ2ZDRkNTg1NjcwNjcwODAzLzE2NDMxMTk0NjA3MzcvUnVubmluZythK1NoYWRvdytCb2FyZCtQcm9ncmFtbWUrKy0rRkFRUy5wZGZXA3NwY0IKYfkO_ABidpsQOFItbGl6emllLmNsYXBoYW1AY29tbXVuaXR5Zmlyc3R5b3Jrc2hpcmUub3JnLnVrWAQAAAAA)
7. [NCVO Trustee Training](https://clicks.eventbrite.com/f/a/iExZw2sTApzs_pJfWpgFRg~~/AAQxAQA~/RgRj4i-OP0RHaHR0cHM6Ly9ib29raW5nLm5jdm8ub3JnLnVrL3RyYWluaW5nL2NhdGVnb3JpZXMvZ292ZXJuYW5jZS1hbmQtdHJ1c3RlZXNXA3NwY0IKYfkO_ABidpsQOFItbGl6emllLmNsYXBoYW1AY29tbXVuaXR5Zmlyc3R5b3Jrc2hpcmUub3JnLnVrWAQAAAAA)
8. [Getting on Board - resources for aspiring trustees & charities recruiting](https://clicks.eventbrite.com/f/a/oCPfHtEsnQ2ElpU4zmYjnw~~/AAQxAQA~/RgRj4i-OP0Q_aHR0cHM6Ly93d3cuZ2V0dGluZ29uYm9hcmQub3JnL3dlYmluYXJzLWFuZC1ldmVudHMtZm9yLXRydXN0ZWVzVwNzcGNCCmH5DvwAYnabEDhSLWxpenppZS5jbGFwaGFtQGNvbW11bml0eWZpcnN0eW9ya3NoaXJlLm9yZy51a1gEAAAAAA~~)

**Young Trustees Movement**

hello@[youngtrusteesmovement.org/](https://clicks.eventbrite.com/f/a/a6f__0WJGwTzJrdz1c8Eiw~~/AAQxAQA~/RgRj4i-OP0QiaHR0cHM6Ly95b3VuZ3RydXN0ZWVzbW92ZW1lbnQub3JnL1cDc3BjQgph-Q78AGJ2mxA4Ui1saXp6aWUuY2xhcGhhbUBjb21tdW5pdHlmaXJzdHlvcmtzaGlyZS5vcmcudWtYBAAAAAA~)

[www.youngtrusteesmovement.org/](https://clicks.eventbrite.com/f/a/a6f__0WJGwTzJrdz1c8Eiw~~/AAQxAQA~/RgRj4i-OP0QiaHR0cHM6Ly95b3VuZ3RydXN0ZWVzbW92ZW1lbnQub3JnL1cDc3BjQgph-Q78AGJ2mxA4Ui1saXp6aWUuY2xhcGhhbUBjb21tdW5pdHlmaXJzdHlvcmtzaGlyZS5vcmcudWtYBAAAAAA~)

[@YoungTrustees](https://clicks.eventbrite.com/f/a/XuNfirSi052HpHLIsvSaSg~~/AAQxAQA~/RgRj4i-OP0QhaHR0cHM6Ly90d2l0dGVyLmNvbS9Zb3VuZ1RydXN0ZWVzVwNzcGNCCmH5DvwAYnabEDhSLWxpenppZS5jbGFwaGFtQGNvbW11bml0eWZpcnN0eW9ya3NoaXJlLm9yZy51a1gEAAAAAA~~)

We’ve pledged our commitment to the [Young Trustees Movement](https://clicks.eventbrite.com/f/a/SI9hk63YwR5U4OT0F-CX0A~~/AAQxAQA~/RgRj4i-OP0QwaHR0cHM6Ly95b3VuZ3RydXN0ZWVzbW92ZW1lbnQub3JnL21ha2UtYS1wbGVkZ2UvVwNzcGNCCmH5DvwAYnabEDhSLWxpenppZS5jbGFwaGFtQGNvbW11bml0eWZpcnN0eW9ya3NoaXJlLm9yZy51a1gEAAAAAA~~) - will you?