

Paper 1	Board Meeting Minutes
Author: GM	
16/10/18	
For information and agreement	
Actions	<ul style="list-style-type: none"> • Start a full recruitment exercise for a new CEO – 24th October (interview 3rd & 11th Dec) • GM will produce a recruitment pack (to be agreed by the board) • GM will inform staff, members and stakeholders next week • JBW to write to VAL to update them on CS's position and the board's decision to pause merger discussions (see Jacky's email to VAL's chair below) • GM to proceed with a bid for the Lambeth support contract
Attendees	<ul style="list-style-type: none"> • Matthew Guest (MG) • Jacky Bourke-White (JBW) - chair • Nicola Howard (NH) • Maisie Anderson (MA) (on telephone) • Ruth Driscoll (RD)
Staff in attendance	<ul style="list-style-type: none"> • Gordon McCullough (GM)
Apologies	<ul style="list-style-type: none"> • Khosi Manaka (KM) • Mark Parker (MP) • Michael Bukola (MB) • Karin Woodley (KW)

Agenda Item 1 – Welcome

JBW welcomed everyone and stated there were only two agenda items to discussion:

- Replacement of the CEO of Community Southwark: and,
- Merger with Voluntary Action Lewisham

Agenda Item 2 – Replacement of CEO of Community Southwark

GM laid out three options the board could follow for the replacement of the CEO role in Community Southwark. GM informed the board that his final day with Community Southwark would be 25th January 2019 (he has no leave to take).

Option 1: Interim: find an interim CEO for 6 months (conduct a fuller recruitment exercise later). This would have the advantage of being fast, no need for a full recruitment exercise, there would be no gap between GM leaving and an interim CEO being found and the merger with VAL could potentially proceed. The disadvantages of this approach would be that an interim who could be found now may not hang around until GM works his notice and it could potentially create further instability.

Option 2: Recruit: conduct a full recruitment exercise immediately. The advantages of this are to provide stability and give assurance to staff, members and other stakeholders. The disadvantages are there could be potential a gap in leadership (GM outlined the new leadership structure that is being implemented), and the salary may mean an up coming manager, rather than an experienced CEO, would be the most likely candidate.

Option 3: Internal: with Truly Johnston leaving the organisation and Deborah Hayman going on maternity leave there are no internal candidates.

Everyone agreed to proceed with Option 2. GM set out a potential timetable for this recruitment exercise:

Advert goes live:	24 th October (Guardian, etc)
Closes:	14 th November (noon)
Shortlisted candidates informed:	21 st November
First interview:	3 rd December
Second interview:	11 th December

The interview panel will be made up of Jacky and a representative from Southwark Council (to be confirmed). Ruth and Maisie volunteered to be part of the panel. GM stated he did not want to be part of the recruitment exercise but would make himself available for informal chats with potential candidates.

Action: GM to produce a recruitment pack and a revised job description which will be circulated to the board for agreement.

GM will tell staff and relevant stakeholders before the 24th October.

Agenda Item 3 – Merger with VAL

The discussion then moved on the potential merger with Voluntary Action Lewisham (VAL). GM updated the board that VAL, following their merger partner selection process, had selected Community Southwark as their preferred merger partner. In light of GM's news, the relatively risks of proceeding with the merger were discussed. One key element of the merger would be the future funding of VAL, with a grant application process starting in December. It has been articulated to Community Southwark that the bid would have to be a strong collaborative one with their [VAL] merger partner. The total grant pot available in Lewisham is being cut by £1million (approximately a third).

It was agreed there could be a risk for Community Southwark in terms of VAL not securing the funding, and the merger happening before the results of the funding were known (not until March). It was felt that with a new CEO coming in during a merger process could create further instability and Community Southwark should look to consolidate its position rather than entering a merger.

It was agreed that Jacky should contact the chair of VAL to let them know, that with the change in leadership at Community Southwark and the associated risks of a merger the board agreed to pause merger discussions and return to them in March (when the outcome of VAL's funding bid would be known).

Action: JBW to write to chair of VAL about Community Southwark's decision not to proceed with merger discussions.

There followed a discussion about the relative merits of bidding for the support contract in Lambeth. It was agreed that the level of risk associated with this opportunity (2 years funding at approx. £95k) are not significant and GM should proceed and submit a bid.

AOB

MG requested an update on the recruitment of new auditors. GM stated the process had started and is in line with the timetable discussed at the

Resources Sub-Committee.