



## Trustee Recruitment Pack – Lead Fundraiser

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### 1. Welcome

Thank you for your interest in becoming a Trustee – Lead Fundraiser for Starpic Project (SCIO). This pack provides:

- An overview of the charity and its mission
  - The three-year funding strategy summary
  - The OSCR-aligned Trustee Lead Fundraiser role description
  - How to apply
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### 2. About Starpic Project

Starpic Project is a Scottish Charitable Incorporated Organisation delivering. Our mission at STARPIC is to support young people and adults by breaking down barriers, developing confidence, supporting learning, and strengthening social wellbeing through inclusive community-based provision for all ages, genders, and neurodiversities.

We aim to create lasting positive impact in our community by providing opportunities, support, and innovative projects that empower individuals and strengthen local networks. As we grow, we are strengthening our Board with trustees who bring strategic expertise in fundraising and income generation.

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### 3. Funding Strategy Summary (2026–2029)

Vision:

To secure sustainable, diversified, and ethical funding to deliver long-term social impact.

#### Key Objectives:

- No single funder >30% of total income
- At least 40% multi-year funding
- Unrestricted income  $\geq$ 30% of turnover
- Build 3–6 months operating reserves
- Develop at least one earned income stream

#### Target Income Mix (Year 3):

- Grants & Trusts – 40%
- Public Sector – 20%
- Corporate Partnerships – 15%
- Community Fundraising – 10%
- Individual Giving – 10%
- Earned Income – 15%

#### Priorities:

- Major Scottish/UK grant funders (e.g., National Lottery Community Fund, Robertson Trust, Corra Foundation)
- Public sector partnerships (Scottish Government, NHS, local authorities)
- Corporate partners aligned with our mission
- Individual regular giving schemes



- Earned income pilot and scaling

**Monitoring & Impact:**

- Outcomes framework and KPI dashboard
- Beneficiary feedback and annual impact reports
- Quarterly funding pipeline review by Board

**Reserves & Risk:**

- Minimum 3 months operating costs, target 6 months
  - Diversified funding portfolio to reduce reliance
  - Rolling pipeline to manage cashflow
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#### **4. Trustee Lead Fundraiser Role (OSCR-aligned)**

Purpose: Provide board-level strategic oversight of fundraising, ensuring sustainability, compliance with Scottish charity law (OSCR), and ethical income generation.

**Key Responsibilities:**

- Guide the fundraising and income strategy
- Advise on grants, corporate partnerships, individual giving, and earned income
- Oversee funding pipeline and review major applications
- Support key funder relationships
- Ensure fundraising complies with OSCR guidance

**Person Specification:**

- Fundraising, business development, or corporate partnership experience
- Strategic thinking and ability to advise Board
- Commitment to Starpic Project mission and values
- Understanding of charity governance (training provided if needed)

**Time Commitment:**

- 4–8 Board meetings/year
- Quarterly fundraising oversight
- Occasional funder meetings/events
- Approx. 4–6 hours/month
- Voluntary, expenses reimbursed

Term: Typically 3 years, renewable, aligned with governing document

**Key Boundaries:**

- Governance role only, no operational responsibility
  - Must declare conflicts of interest
  - Supports staff and volunteers without directing daily fundraising
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#### **5. Why Join Us?**

- Help shape the financial future of a growing Scottish charity
  - Play a key role in ensuring sustainable, ethical funding
  - Contribute to meaningful social impact in your community
  - Develop trustee and governance experience
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## 6. How to Apply

Please submit:

1. A short expression of interest (1 page max)
2. CV or LinkedIn profile

**Send to:** [Trustee@StarpicProject.co.uk](mailto:Trustee@StarpicProject.co.uk)

**Deadline:** 20th March 2026

Informal conversations with the Chair are welcomed prior to application.

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## 7. Key Dates (Example)

<b>Activity</b>	<b>Date</b>
Application deadline	20th March 2026
Informal chats with Chair	2nd - 10th March 2026
Board Interview	Tues 24th March
Appointment starts	1st April 2026

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## 8. Diversity & Inclusion

Starpic Project is committed to equality, diversity, and inclusion. We actively encourage applications from underrepresented groups in charity governance.

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## 9. Contact

For queries, please contact:

Chris Cooney (Founder / Trustee)

Email: [Trustee@StarpicProject.co.uk](mailto:Trustee@StarpicProject.co.uk)