

Saint John of God Housing Association clg

Competency Framework for Board of Directors

Introduction

Saint John of God Housing Association (the SJOGHA) is a specialist provider of safe and secure social housing, primarily for people with intellectual disabilities or mental health difficulties. The SJOGHA is an Approved Housing Body and is registered as a company limited by guarantee with charitable status. It works closely with the Department of Housing, Local Government and Heritage and Local Authorities, and with Saint John of God Community Services which provides care packages to its tenants.

At the end of 2023, the Association had 186 houses and apartments (equivalent to 460 units), located in counties Dublin, Kildare, Wicklow, Meath, Louth and Kerry. The SJOGHA currently has nine Directors on the Board including the Chairperson. There is a full-time CEO and eight further staff members.

The Board has established four committees

- Finance, Audit and Risk;
- Governance;
- Development;
- Remuneration.

The Board is advised by the Company Secretary.

Goal

The goal of the Board of Directors is to ensure that SJOGHA is headed by an effective Board which is collectively responsible for the long-term success of the organisation. The Board and its committees aim to have the appropriate balance of skills, experience, independence and knowledge of the SJOGHA to enable them to discharge their respective duties and responsibilities effectively. The Board is committed to having formal, rigorous and transparent procedures for the appointment of new Directors and committee members whose work will then be in keeping with the mission, values and ethos of the Saint John of God Order and of benefit to the tenants of SJOGHA.



Competency Framework

As an entity the Board, with the assistance of its committees, should demonstrate the following competencies:

Knowledge

- Voluntary social housing
- Housing policy
- Intellectual disability
- Tenant welfare and management
- Financial and asset management
- Risk appraisal and management
- Legal experience with reference to asset management
- Advocacy
- Human resources
- Marketing and communications
- Organisational systems and development

Skills

- Financial and asset management
- Risk appraisal and management
- Legal experience with reference to asset management
- Tenant welfare and management
- Communication
- Leadership
- Strategic thinking

Mindset

- Ethical
- Committed to the aims and ethos of the Company in support of its tenants professional

Good Governance

- Responsibility and accountability
- Financial probity
- Independent thinking questioning



Competency Framework Expanded Strategy

The Board is responsible for setting the SJOGHA's strategic aims in line with its values and standards and for ensuring that the necessary financial and human resources are in place for the successful realisation of these strategic aims. Currently, the SJOGHA is developing a new strategic plan, to cover the period up to 2028. In light of this, the Board needs to be able to identify opportunities and threats to the functioning of the organisation. It also needs to demonstrate a broad range of views and perspectives, challenge orthodoxy and have the ability to propose creative innovations that may be pursued to the SJOGHA's benefit.

Governance

The Board should demonstrate a solid understanding of best practice in governance, particularly in social housing with a vulnerable population.

Communication

The Board should demonstrate transparency and openness and should be able to communicate its perspectives clearly and concisely.

Leadership

Board members should be able to inspire and motivate one another and should also demonstrate flexibility and adaptability with an ability to achieve compromise when necessary. The Board and its committees should demonstrate a willingness to work constructively and positively with the Chief Executive of the Company and, through her, the executive team tasked with implementing the Board's strategies.

Mindset

Ethical Board and committee members should demonstrate a commitment to the ethos and values of SJOGHA and its dedication to its tenants. The Board should always protect the interests of the tenants of the SJOGHA and ensure that their rights and wellbeing are prioritised in all activities.

Professional

The Board should maintain high standards of care and diligence and demonstrate honesty and integrity.

Good Governance

Board and committee members should demonstrate their commitment to the highest standards of governance, in the light of the Board's responsibilities arising under legislation



(in particular, the Companies Act 2014, Charities Act 2009, and the Housing (Regulation of Approved Housing Bodies) Act 2019) and the regulations issued by the Charities Regulator and the Approved Housing Bodies Regulatory Authority.

Responsibility and Accountability

Board members should have the time and commitment to attend meetings of the Board and accept their responsibilities as Directors of a charitable company under Irish law and as part of a governance structure under canon law.

Financial Probity

The Board should demonstrate a commitment to prudent financial management and accountability.

Appointment of Directors The Board should demonstrate a commitment to the renewal of its membership to ensure it has the necessary competence to carry out its responsibilities.

