

Annex 2

Board of Trustees

In accordance with section 3 of the Articles of Association, the Board is comprised of at least 8 and no more than 12 Trustees. These shall be:

1. Chair

1.1 The Chair will serve a single maximum term of 2 years. The Chair is normally required to have served a term as Vice-Chair immediately before becoming Chair but will still require LABBS Council to elect her to the post.

1.2 *Role Description*

- To chair meetings of the Board of Trustees and LABBS Council
- To regularly attend Board of Trustees and LABBS Council meetings
- To liaise and engage with LABBS Council on decisions relating to the Association as appropriate
- To represent Council by implementing its decisions and liaising diplomatically as required (including with other people and organisations)
- To act as figurehead and representative of LABBS as required
- To field general enquiries and make day to day management decisions
- To be an 'ex-officio' member of all Committees and Sub-committees of LABBS

1.3 As a mark of respect, a past chair of LABBS shall be made an Honorary member of the Association. They shall maintain the right to vote and hold office as an individual member of LABBS in line with the Articles of Association. They shall have the right to choose whether to pay LABBS Annual subscription.

2. Vice Chair

2.1 The Vice-Chair will serve a single maximum term of 2 years. The Vice-Chair is elected by majority of votes at LABBS Council after application, interview and recommendation of candidates by the Board of Trustees. The Vice Chair will normally graduate immediately to be Chair but will still require LABBS Council to elect her to the Chair post.

2.2 *Role Description*

- To deputise for all duties of the Chair in her absence
- To regularly attend Board of Trustees and LABBS Council meetings
- To liaise and engage with LABBS Council on decisions relating to the Association as appropriate
- To maintain and update the Articles of Association and Annexes to these Articles

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- To maintain and update the policies of the organisation
- To be a point of contact for GDPR/Data Protection matters
- To act as Verifier for DBS checks as required

3. Secretary

3.1 The Secretary will serve a term of up to 3 years which may be repeated twice (maximum period of office of no more than 9 years consecutively). The Secretary is elected by majority of votes at LABBS Council after application, interview and recommendation of candidates by the Board of Trustees.

3.2 *Role Description*

- To run the administration of LABBS and keep records of proceedings at meetings of the Board and LABBS Council
- To act as LABBS correspondent when required
- To regularly attend Board of Trustees and LABBS Council meetings
- To distribute communications to the Clubs
- To prepare and co-ordinate agendas and reports, as required, to the Board and Council including routine and constitutional matters
- To be responsible for the legal compliance with legal requirements for Charity status and Company Limited by Guarantee

4. Finance Director

4.1 The Finance Director will serve a term of up to 4 years which may be repeated twice (maximum period of office of no more than 12 years consecutively). The Finance Director is elected by majority of votes at LABBS Council after application, interview and recommendation of candidates by the Board of Trustees.

4.2 *Role Description*

- To regularly attend Board of Trustees and LABBS Council meetings
- To liaise and engage with LABBS Council on decisions relating to the Association as appropriate
- To keep books and manage money for LABBS in accordance with its approved policies and rules.
- To have oversight and ultimate responsibility for accounts kept by the Education & Judging Committee
- To have oversight and ultimate responsibility of accounts kept by the Convention Team

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- To monitor the income of membership fees received through the Membership Secretary
- To monitor income received through the shop and raffle
- To engage and instruct an accountant and auditor to act for LABBS
- To have an oversight of filing of proper records with Companies House and the Charity Commission to ensure that legal obligations are properly met
- To have oversight and ultimate responsibility for the accounts of the LABBS Youth Chorus

5. Membership Director

5.1 The Membership Director will serve a term of up to 3 years which may be repeated twice (maximum period of office of no more than 9 years consecutively). The Membership Director is elected by majority of votes at LABBS Council after application, interview and recommendation of candidates by the Board of Trustees.

5.2 Role Description

- To regularly attend Board of Trustees and LABBS Council meetings
- To liaise and engage with LABBS Council on decisions relating to the Association as appropriate
- To maintain a list of members and LABBS Directory
- To collect membership fees and account for them to the LABBS Finance Director
- To have overall responsibility for Clubs and their compliance with the Charitable Articles & Annexes of LABBS
- To coordinate LABBS Liaison Officers in their support for Clubs, liaising with them should problems arise
- To keep records of all gift aid subscribers

6. Communications Director

6.1 The Communications Director will serve a term of up to 3 years which may be repeated twice (maximum period of office of no more than 9 years consecutively). The Communication Director is elected by majority of votes at LABBS Council after application, interview and recommendation of candidates by the Board of Trustees.

6.2 Role Description

- To regularly attend Board of Trustees and LABBS Council meetings
- To liaise and engage with LABBS Council on decisions relating to the association as appropriate

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- To connect LABBS to the community, public and media through the activities within the marketing and communications strategy
- To liaise with the Events Director and organisers of third-party events
- To liaise with Clubs and support their activities
- To promote good relationships with other musical/choral associations and voluntary arts organisations, representing LABBS as required

7. Education Director

7.1 The Education Director will serve a term of up to 3 years which may be repeated once (maximum period of office 6 years consecutively). The Education Director is nominated by the Education & Judging Committee. This nomination is ratified by the Board of Trustees before being elected by majority of votes at LABBS Council. The Education Director must be recognised as holding the relevant Judging qualifications to hold the position.

7.2 *Role Description*

- To Chair the Education and Judging Committee
- To regularly attend Board of Trustees and LABBS Council meetings
- To liaise and engage with LABBS Council on decisions relating to the association as appropriate
- To be responsible to the Board and Council for training and qualification of LABBS judges
- To be responsible to the Board and Council for the education of LABBS members
- To have oversight of the Music Resources functions
- To be responsible to the Board and Council for achievement of the educational element of the charity's objects
- To be responsible through the Education & Judging Committee to the Board and Council for maintaining and publishing the LABBS Contest Rules
- To be responsible through the Education & Judging Committee to the Board and Council for running chorus and quartet competitions
- To be responsible for the creation of the strategy for members Education and the content of Educational events.

8. Events Director

8.1 The Events Director will serve a term of up to 3 years which may be repeated twice (maximum period of office of no more than 9 years consecutively). The Events

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Director is elected by a majority of votes at LABBS Council after application, interview and recommendation of candidates by the Board of Trustees.

8.2 *Role Description*

- To ensure that all events planned by LABBS achieve the strategic objectives of the Association and take place in a timely and effective manner.
- To Chair Convention Team meetings and provide Co-ordination between the Education & Judging and Convention Sub-Committees and ensure each event is planned and supported appropriately and to attend such meetings as required to perform these tasks.
- To oversee the financial management of LABBS events and ensure they are properly budgeted and financially managed.
- To regularly attend Board of Trustees and LABBS Council meetings
- To liaise and engage with LABBS Council on decisions relating to the association as appropriate
- To present a report on each previous year's activities to the Board.

9. Diversity and Inclusion Director

9.1 The Diversity and Inclusion Director will serve a term of up to 3 years which may be repeated twice (maximum period of office of no more than 9 years consecutively). The Diversity and Inclusion Director is elected by a majority of votes at LABBS Council after application, interview and recommendation of candidates by the Board of Trustees.

9.2 *Role description*

- Consult with the Board, and with Clubs, to identify ways in which LABBS can widen its appeal to a more diverse group of members.
- Work with the Marketing & Communications Director to ensure that our external profile and marketing is inclusive
- Identify ways in which LABBS can create a more inclusive culture.
- Collaborate with other barbershop organisations to open our hobby to wider and more diverse members and audiences
- To regularly attend Board of Trustees and LABBS Council meetings

10. Youth Director

10.1 The Youth Director will serve a term of up to 3 years which may be repeated once (maximum period of office of no more than 6 years consecutively). The Youth Director is elected by majority of votes at LABBS Council after

application, interview and recommendation of candidates by the Board of Trustees.

10.2 *Role Description*

- Develop a strategy for encouraging youth participation in LABBS
- Appoint musical directors for the Youth Choruses
- In consultation with the LABBS E & J, help to organise the youth Quartet competition
- Promote barbershop singing to University groups/local schools working with the Youth Co-ordinator
- Work with other organisations to develop the participation of young people in barbershop singing
- To regularly attend Board of Trustees and LABBS Council meetings

11. Immediate Past Chair

11.1 In line with Article 5.2, the Board of Trustees may co-opt the Immediate Past Chair as an additional Trustee. The Immediate Past Chair will serve a single maximum term of 1 year. The Immediate Past Chair is required to have served a term as Chair immediately before becoming Immediate Past Chair.

11.2 *Role Description*

- To support the incoming Chairman as appropriate
- To regularly attend Board of Trustees and LABBS Council meetings

12. Other Co-opted Trustees

Other Trustee Roles may be determined and agreed by the existing Board of Trustees as required (to a maximum of 12 trustees) at which point this document will be updated.

13. Additional responsibilities

These descriptions are not exhaustive, and other responsibilities may be taken on by members of the Board of Trustees as required for the running of the charity.

14. General

In order to involve as many Clubs as possible, there should be no more than two Trustees from one Club at any one time. In exceptional circumstances the Chair will have discretion to allow variation to this rule.

15. To note:

A Certificate will be required from the Disclosure and Barring Service for all incoming Trustees and at three-yearly intervals thereafter. The process will be facilitated by the LABBS Vice Chair.

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Names of Trustees will be held at Companies House and by the LABBS Accountant.

Potential applicants will be asked to declare that they have read two key guidance documents below and that there is no reason why they cannot take up the position as a Trustee of LABBS.

<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>

<https://www.gov.uk/running-a-limited-company>

- Established in December 2016.
- Reviewed and updated January 2019 by Nancy Philbin, LABBS Vice-Chair
- Reviewed and updated May 2020 by Natalie Feddon, LABBS Vice-Chair
- Reviewed and updated November 2022 by Sue Ranson LABBS Vice Chair
- Reviewed and updated November 2024 by Kate Middleton, LABBS Director
- Reviewed and updated March 2025 by Alys Galloway, LABBS Director
- Reviewed and updated June 2025 by Alys Galloway, LABBS Vice Chair