



Trustee Information Pack 2024

Message from our Chair

Thank you so much for your interest in volunteering as a Trustee for Moor Trees. Our volunteers are the beating heart of the charity and support our work in so many ways.

We are looking for more Trustees to support Moor Trees as we enter another grow phase, as our impact increases and as we prepare for our 25th anniversary next year. Trustees are responsible for the breadth of our work. We welcome applicants with a broad range of skills, we are particularly looking for people with skills, knowledge and connections in the fields of:

- Developing commercial income streams
- Expanding a high-quality volunteer base
- Environment, Social and Governance (ESG) frameworks
- Philanthropy sector (grant-making trusts, foundations and major donors including High Net Worth Individual Fundraising)

Moor Trees Board of Trustees (also referred to as the Council of Management) is accountable and responsible for the governance of the charity. The Trustees work closely with the Chair and Chief Executive to ensure the Board of Trustees fulfils its collective responsibilities, which include setting an overall strategic direction for the charity and ensuring effective implementation

This pack provides information about the role as well as about Moor Trees. For more information about us please do look at our website, Facebook or LinkedIn pages. If you want to apply please contact see the recruitment section at the end of this pack.

We look forward to hearing from you.

Jenny

Jenny Isaac, Chair of Trustees
Moor Trees



About Moor Trees



Volunteers planting at a site near to Widecombe in the Moor, February 2024

Moor Trees exists to restore native broadleaf woodland on Dartmoor in response to the climate and nature crises. We provide the local community with unrivalled access to locally sourced and grown broadleaved trees, carefully identified and selected to provide a diverse range of species ideally suited to planting in the South West of England. These are grown in our community tree nurseries, nurtured and tended by a growing team of engaged volunteers.

At the heart of our mission lies a powerful purpose: connecting communities, improving biodiversity, and combating climate change – the most urgent challenges of our time. Moor Trees are creating and expanding native broadleaf woodlands on Dartmoor, forming a mosaic of restored natural habitats through natural regeneration of native species, and helping to establish a network of community woodlands through planting trees.

Since 2000, our Devon charity has planted over 165,000 trees and currently provides the opportunity to over 250 volunteers each year, to reconnect to nature and enhance their wellbeing. Moor Trees is unique as we collect seeds of native broadleaved tree species from local sites, stratify, nurture and grow them for two to four years (depending on species) in our two community tree nurseries at Dartington and Broadley. These young trees or 'whips' are then planted by our volunteers to restore Dartmoor's lost temperate rainforest.



Our vision



Moor Trees' vision is for a wilder Dartmoor, shaped by natural processes as far as possible, with a mosaic of restored woodland, grassland, upland heath, blanket bog, mires and meadows, teeming with insects, birds and animals. Our vision includes increased woodland along the river valleys and more open woodland and scrub spreading up the hills, with good connectivity between wooded areas.

Our vision is to restore Dartmoor's woodlands by encouraging the natural regeneration of native species that is already taking place in some areas, and helping to establish a network of community woodlands, planting trees where necessary. By 2050, Moor Trees envisages a wilder, more natural Dartmoor, with native woodland and scrub covering around a third of the National Park alongside restored moorland habitats.

A revitalised Dartmoor, managed with semi-natural grazing and by local farmers and communities, for nature, for our planet and for people. We also believe that a wilder Dartmoor will be good for the local economy, improving existing livelihoods as well as creating new opportunities.

<https://moortrees.org/about-us/new-vision-for-dartmoor/>



Our work



At the core of Moor Trees, we are proud of our community engagement programme where we connect people with nature, empowering them to take an active role in its preservation. We operate two community tree nurseries, inviting everyone to join us on our mission. The charity organises seasonal volunteering opportunities as part of the annual cycle of tree production and woodland creation. This includes our Seed Gathering Programme in partnership with the Woodland Trust, our tree planting season working with local landowners to plant thousands of trees each winter and a summer timetable of citizen science to monitor woodland establishment and habitat creation. Each week on Tuesdays and Wednesdays throughout the year we are at our community tree nurseries.

Our community tree nurseries lead the way in the South West both in terms of our volume of production and expertise in growing local provenance trees. With up to 30 species growing at anyone time the nurseries are in the process of being fully optimised for production of between 80,000 to 100,000 trees at anyone time within the existing footprint. Our nurseries are UKISG and Plant Healthy Certified and we regularly host or contribute to knowledge exchange webinars as part of a growing network of community tree nurseries around the UK.

The Executive currently employs five permanent members of staff including a Chief Executive, Operations Manager, Fundraising Manager, Communications and Engagement Officer and Nursery Assistant. The charity also offers a small number of seasonal roles.

Our woodland creation programme is supported by a freelance Woodland Creation Advisor. We provide advice and guidance to landowners wishing to create native woodland and each year support a range of tree planting projects. This includes assisting landowners with applications to grant programmes such as the recently launched Plymouth and South Devon Community Forest. The charity also works with a range of larger landowners on Dartmoor including The Duchy of Cornwall, South West Water and Dartmoor National Park Authority on their woodland restoration and expansion programmes. With over 160,000 trees planted to date across 160 sites we have been able to support a wide range of schemes on Dartmoor and the surrounding areas.



Our impact

We aim to deliver significant benefits in the fight against climate change and biodiversity loss; woodlands that co-exist with farming, archaeology, and recreation, connecting people to nature and to their heritage. Some examples of the impact we want to achieve is:

Step-change in the area of native woodland planted through creation of new sites and regeneration and expansion of existing areas.

Increase in the sequestration of carbon on Dartmoor and improved biodiversity.

Greater awareness of the benefits and significance of temperate rainforests

Farm businesses more open to benefits of tree planting and choosing to increase the area of hedgerows and woodland on their land.

Our goals for 2024-25 outlined in our business plan are to:

- Increase the charity's profile and brand awareness to build our supporter base (and membership)
- Grow our income through partnerships, corporate engagement, regular giving and major donors
- Formalise partnerships with key stakeholders to support natural regeneration and woodland creation
- Optimise production of local provenance trees in our nurseries
- Increase our tree planting activities in terms of number of trees planted and area of land with a focus on habitat creation and establishment of healthy woodlands
- Increase volunteer engagement and improve retention
- Deliver improved efficiencies in systems, processes and data management and develop the team
- Ensure good governance



Income

Our annual income for 2022-2023 was £290K, almost 50% unrestricted. Our income is through fundraising, legacies and trusts and grants as well as our commercial arm of tree sales and woodland creation. In 2024/25 we are targeting £400K income. For further information about our finances, please see our 2022-2023 Annual Report at the Charity Commission.



Trustee Role Profile

Board Responsibilities

Moor Trees' Board of Trustees (also referred to as the Council of Management) is responsible for the management of the affairs of Moor Trees between annual general meetings. It conducts its business through properly regulated meetings and follows agreed processes and procedures. It demonstrates its accountability through the publication of appropriate reports to the members and funders, and where appropriate, regulatory bodies, in addition to reporting at the annual general meeting.

Trustee Role

We are looking for new Trustees to have a real passion for our work, a calling to take tangible action to address the interlinked climate and biodiversity crises. That said, passion alone isn't enough! We need Trustees who are committed to working successfully in collegiate environments, to listen and to think together and to be open to changing their position and accept other people's positions.

The Board of Trustees have overall responsibility for the governance of the charity. The Board currently has 7 members and meets every 4-8 weeks - depending on the needs of the business. We meet in South Brent and the meetings are typically 2-3 hours long.

The Trustees work closely with the Chair and Chief Executive to ensure the Board of Trustees fulfils its collective responsibilities, which include:

- Setting an overall strategic direction for Moor Trees following its stated purpose in the governing documents and ensuring effective implementation.
- Ensuring the financial stability of the organisation. This includes ensuring the charity's financial dealings are prudently and systematically accounted for, independently examined and are publicly available.
- Dedication to the charity's cause and objectives and willing to act as the charity's ambassador to external bodies, individuals, charities and companies.
- Safeguarding the good name and values of the organisation.
- Ensuring that the organisation complies with its governing document (i.e. memorandum and articles of association), charity law, company law and any other relevant legislation or regulations.



In addition to the above duties, each trustee may use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions. This may involve scrutinising board papers, leading discussions, focusing on key issues, providing advice and guidance on new initiatives, or other issues in which the trustee has special expertise. Trustees may:

- Participate in appointment panels, committees and/or occasional working groups dealing with specific aspects of the charity's management and development;
- Attend and participate in opportunities for training;
- Be required for board-level liaison with the independent examiner on specific issues such as the Independent Evaluation, SOFA and Annual Report of the Trustees.

We are particularly (but not exclusively) looking for candidates with expertise in:

- Developing commercial income streams
- Expanding a high-quality volunteer base
- Legal expertise
- Financial expertise
- Environment, Social and Governance (ESG) frameworks
- Philanthropy sector (grant-making trusts, foundations and major donors including High Net Worth Individual Fundraising)

Recruitment

- Please send your CV to our chair Jenny Isaac (jenny.isaac@moortrees.org). If you would like an informal conversation first, please email Jenny with a few times when you are available.
- The next step would be to attend an interview with the Chair, one or two trustees and the Chief Executive.
- Our preferred candidate(s) will then be invited to attend a Board meeting as an observer before being formally elected by our members and appointed at our AGM in September.

