



**ASPIRE**  
helping charities help

**ASPIRE** Foundation  
(Barbados) Inc.

Prospectus 2016



“Helping  
charities help is  
our business.”

ASPIRE Foundation (Barbados) Inc.

# ASPIRE Foundation (Barbados) Inc.

## helping charities help

### Hello!

ASPIRE Foundation (Barbados) Inc. is a Barbados registered non-profit established in 2015. Our purpose is to help charities, non-profits and social enterprises become more sustainable. Ultimately, we are working to help strengthen the local third sector, which includes diverse social purpose organisations meeting critical social needs.

### Who We Are

We are a growing community of people who want to help charitable work grow, thrive and truly transform our communities. Our team includes philanthropists, third sector professionals, business professionals, entrepreneurs, thinkers and creatives.

### What We Do

We're working with third sector leaders and business experts to develop our Charity Incubator Programme. It aims to help charities increase their chances of operating more effectively and secure resources like income and funding. The pilot was launched in January 2016 with our first cohort of charities.

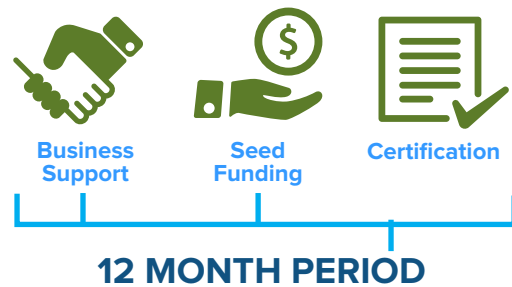




“We connect humanitarian organisations with the resources they need to thrive and transform our communities.”

# The Charity Incubator Programme

This programme aims to enable 8–10 charities annually to operate more effectively and be better equipped to secure resources, like funding, in the future.



Business support is delivered by expert teams of senior professionals, helping charities to become more effective in six key areas:

- Governance & Legal Compliance (Accountability/Transparency)
- Business Planning (Strategy)
- Finance & Accounting
- HR
- Fundraising
- Communications & Promotion



# How it works

## The Charities

The programme is open to local charities, as well as non-profits and social enterprises. We are keen to work with charities that have these qualities.



Human development priority areas include: Poverty alleviation (indigent, unemployed), The Disabled Community, Family, Children & Youth (especially the underprivileged), Arts, Culture & Heritage, Environmental sustainability, including food security, Social Entrepreneurship Development, Health (addictions, mental illnesses etc.), The Elderly Community (retirees, widows et cetera).

\* Please note a full listing of 2016 charities will be available at our website. Applications to the 2017 programme will soon be available.



### Innovative

Open to new ideas in their area of work



### High Potential

Have a capacity to deliver great work in their cause



### Values

Share a willingness for integrity, collaboration, inclusion & transparency



### Fresh

Work in challenging, unorthodox ways



### Registered

Registered in Barbados as a charity or non-profit



### Humanitarian

Working in one or more human development priority areas\*

# How it works

## The Standards

### Helping charities do a good thing right.

The Charity Incubator Programme is designed to help charities comply with the minimum governance requirements of the global third sector. These Standards, being developed in consultation with experts and local charities, are the foundation of our programme.



#### Standard 1 Sound Governance

The board meets its legal obligations, knows its role and acts with integrity.

**Essentials:** Documented governance structure, Compliance with governing documents



#### Standard 2 Business Planning

The mission of the organisation is aligned with well defined, annual business objectives.

**Essentials:** Business Plan for the next three years



#### Standard 3 Finance & Accounting

There are fundamental financial procedures in place, and the organisation meets all legal requirements in relation to managing and reporting on money and resources.

**Essentials:** Charity/Business Bank Account, Up-to-date Accounts Records/Recording System, Audited Financials

# How it works

## The Standards *continued*



### Standard 4 Leadership, Management & HR

The organisation has adequate leadership and has a commitment to the organisation's plans.

**Essentials:** Documented role descriptions and service agreements for staff and volunteers, Compliance with the Employment Rights Act



### Standard 5 Fundraising

Fundraising practices are ethical and in line with the organisation's mission, resources, and legal requirements.

**Essentials:** Documented fundraising strategy



### Standard 6 Communications & Promotion

The organisation has identified its stakeholders and key message(s) and can demonstrate its impact.

**Essentials:** Documented communications plan, Pitch deck to present to potential funders/donors

\*Key influences for the Standards include Excellence Programme's design and structure include Imagine Canada's Standards Programme, the UK PQASSO system, local research and peer reviews. Round two of peer reviews will begin later this year.





“ASPIRE Champions are a special community of business leaders who want to make a difference.”

# ASPIRE Champions

The Charity Incubator Programme is supported by our business teams and advisors—called ASPIRE Champions. They believe in the power of giving back, using their expertise, passion and networks to help inspire greater social impact in Barbados.

## How It Works

As an ASPIRE Champion, you can help charities in key ways. Join individually, or kick-start a truly valuable corporate social engagement programme by signing up your company and co-workers.



### Volunteer

Lend your business expertise to one or more of our chosen charities by participating as a business expert in the charity incubator programme.




### Mentor

Become a mentor to one of our incubator charities.



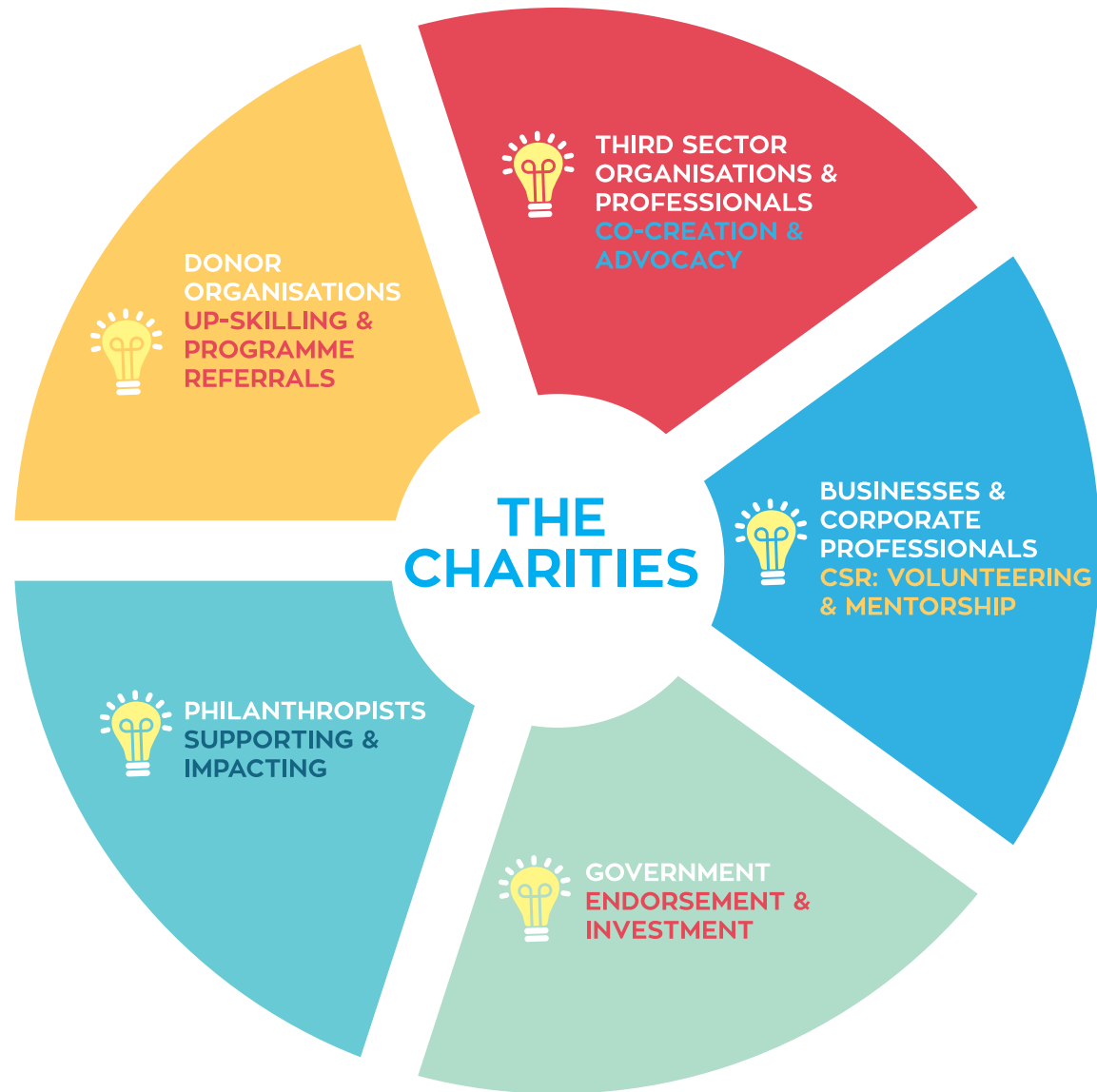
### Connect

Get to know other like-valued change-makers, share ideas and expand your network.

A tropical beach scene at sunset. The sky is a mix of blue and orange, with the sun low on the horizon. The ocean is a vibrant turquoise, and the sand is a warm, golden-brown. A large teal circle is overlaid on the center of the image, containing a quote in white text. The quote reads: "If you want to go fast, go alone. If you want to go far, go together." The background features a palm tree frond in the upper right corner and gentle waves washing onto the shore.

“If you want to go fast, go  
alone. If you want to go far,  
go together.”

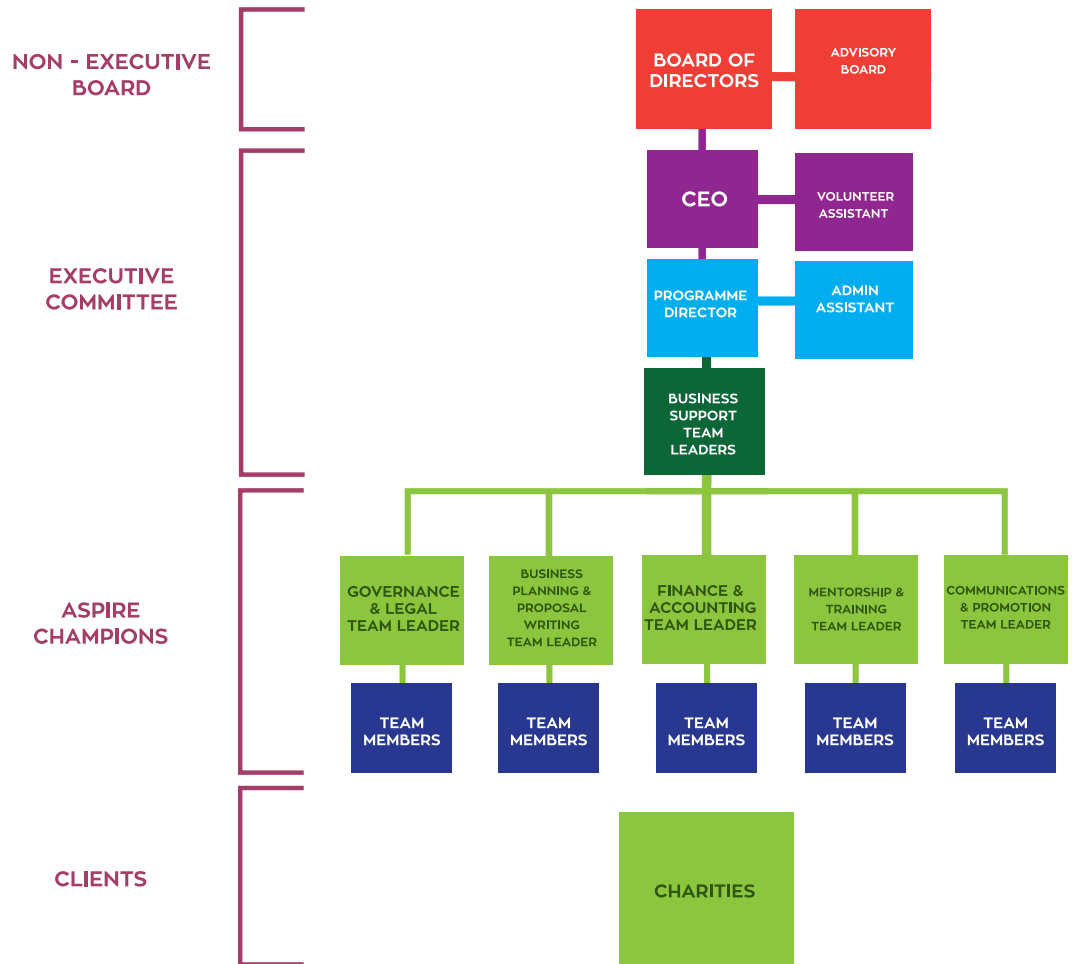
# Ideal Partners & Stakeholders



# Our Governance

ASPIRE is led by our founding trustees, charity advisors and the executive committee.

Crucially, the Board shares the common ambition to help charities become more sustainable and efficient, so that they can better achieve their charitable mission.



# Meet Our Team



**Peter N. Boos, FCA**  
Chairman & Founder  
Chairman Emeritus, EY Caribbean



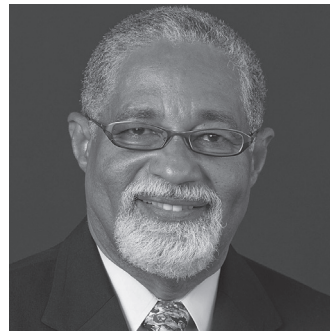
**Jania Geoghegan**  
Director & Founder  
Founder & Chairman, Madrinha Trust



**Christopher Holder**  
Director & Founder  
Chairman & Co-Founder,  
The Maria Holder Memorial Trust



**Mike Clare**  
Founder & Advisor  
Founding Chairman, The Clare  
Foundation



**Harold Hoyte**  
Advisor  
Chairman & Editor Emeritus, The  
Nation Publishing Company



**Senator Dr. Carol Lady Haynes**  
Advisor  
Chair, Caribbean Broadcast Media  
Partnership on HIV



**Onika E. Stewart**  
 Legal Advisor / Secretary  
 Partner, LEX Caribbean



**Amanda Haynes**  
 Programme Director  
 ASPIRE Foundation (Barbados) Inc.



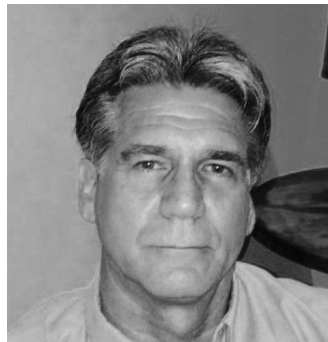
**K. A. Connie Smith-Young FCIS, TEP**  
 Governance & Legal Team Leader  
 Managing Director, Tricor Caribbean



**Gregory Hinkson, CGA**  
 Business Planning Team Leader  
 Principal Consultant and Managing  
 Director, SAMDOR Services Limited



**Christine Noel, FCA, MBA, CGA**  
 Finance & Accounting Team Leader  
 CEO, Smart Solutions



**Peter Hall**  
 Mentorship & Training Team Leader  
 (Leadership, HR & Fundraising)  
 Partner, LPD Hall & Associates



**Ron Johnson**  
 Communications & Promotion  
 Team Leader  
 Managing Director, Blueprint Creative Inc.

# Why ASPIRE Barbados?

**The average life of local charities and non-profits is typically short, less than 5 years, due to challenges of administration and funding. Our vision is to end this cycle.**

In October 2014, ASPIRE commissioned research into the Third Sector in Barbados. 100% of organisations surveyed reported challenges with funding, administration, board governance and public support. This is not a surprise to us that donate, volunteer or lead charities.

Often, many of these organisations are so strained trying to stay afloat that it is difficult to invest in the time and resources needed to become sustainable. Silos, duplications and a small pool of resources also restrict the effectiveness of local social purpose organisations.

There are routes to overcoming these challenges. This includes helping charities demonstrate their impact, assert their credibility, and develop long-term partnerships with like-valued corporate/private philanthropists. Our incubator programme is the first step of a challenging mission.

By 2020, ASPIRE Barbados can be an effective philanthropic hub for our local third sector. Our growing team and partners are equipped to help this happen. We believe that with consistent support over a sustained period of time, charities and non-profits with huge potential *can* flourish - unlocking a truly beautiful Barbados.





join us

Interested in getting involved?  
Contact us below!

ASPIRE Foundation (Barbados) Inc. is a registered non-profit company in Barbados, company number 35720.  
Email: [aspirebarbados@gmail.com](mailto:aspirebarbados@gmail.com) | Website: [www.aspirebarbados.org](http://www.aspirebarbados.org) | Phone: 1-246-286-6043

# We'd love to hear from you!

Name

Email Address

Subject

Message

**SUBMIT**