



2023 AGM: Members Briefing for
Election of Trustees
Saturday, 11 November 2023

The Memorandum and Articles of Association of the Scotland Malawi Partnership allows for a Board of up to 16 Trustees.

At present the Partnership has 15 Trustees:

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| 1. Heather Cubie (Chair) | 10. Rachel Philips |
| 2. Susan Dalgety* (Co-Vice Chair) | 11. Sally Rae |
| 3. Jeremy Bagg (Resigned September 2023) | 12. Gift Thompson* |
| 4. John Briggs* | 13. Judith Turbyne |
| 5. John Fanning** (Co-opted 23 April 2023) | 14. Douglas Young (Resigned September 2023) |
| 6. Blessings Kachale * | 15. Emma Wood |
| 7. Davie Luhanga | |
| 8. Tracy Morse | * Trustees standing down at the AGM |
| 9. Tione Mtalimanja* | ** Co-opted Trustee seeking election |

A term of office for a Trustee is three years, after which they must stand down but are welcome to stand for re-election should they wish.

At the 2023 AGM, three existing Trustees will have completed their three-year term of office: Susan Dalgety, Blessings Kachale and Tione Mtalimanja.

There are nine seats available for the Board at the AGM. We are delighted that Susan Dalgety and Blessings Kachale have chosen to stand for re-election to the Board.

Over recent weeks all members have been invited to stand for election, by e-mail in the bulletin on the website and on various social media channels.

Every year the Board reviews its current composition prior to the AGM, assessing what further skills, experience and expertise are required in the coming year, and the extent to which the current Board composition reflects the wider membership. Informed by this strategic review in 2022, the Board especially welcomed applications from those with experience and expertise in:

- Human Resources and employment
- Income generation

By the stated deadline, eight applications had been received, from: [Susan Dalgety](#), [Blessings Kachale](#), [John Wyllie](#), [Yonah Matemba](#), [Kevin Simpson](#), [Edward Duncan](#), [Barry Klaassen](#) and [John Fanning](#). (click on each name to see application below)

As the number of applicants standing for the Board is less than the number of vacant places, there will be no need for an election. The Board will seek the members' approval at the AGM that these candidates be accepted. It is proposed that [Susan Dalgety](#), [Blessings Kachale](#), [John Wyllie](#), [Yonah Matemba](#), [Kevin Simpson](#), [Edward Duncan](#), [Barry Klaassen](#) and [John Fanning](#) join the Board of Trustees.

www.scotland-malawipartnership.org

Address: Room 3/1, City Chambers, City of Edinburgh Council, High Street, Edinburgh, EH1 1YJ

Tel: 0131 529 3164 E mail: info@scotland-malawipartnership.org

A Scottish Charitable Incorporated Organisation (SCIO) (SC050781)

This document gives details on each of the prospective new and returning Trustees for members' information. All information has been provided by the applicants themselves.

Susan Dalgety

AREAS OF EXPERIENCE / ATTRIBUTES

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| <input checked="" type="checkbox"/> Health links | <input type="checkbox"/> * Income generation |
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| <input type="checkbox"/> Faith links | <input checked="" type="checkbox"/> Digital |
| <input checked="" type="checkbox"/> NGO activity | <input checked="" type="checkbox"/> Government/parliament engagement |
| <input type="checkbox"/> Community engagement | <input type="checkbox"/> Young People |
| <input type="checkbox"/> Government engagement | <input type="checkbox"/> Legal |
| <input type="checkbox"/> Diaspora engagement | <input type="checkbox"/> Climate Change |
| <input type="checkbox"/> Water / Agriculture links | <input type="checkbox"/> Private Sector |
| <input type="checkbox"/> Historical links | <input type="checkbox"/> Diaspora |
| <input type="checkbox"/> Cultural links | <input type="checkbox"/> Finance |
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| <input checked="" type="checkbox"/> Gender equality links | |
| <input checked="" type="checkbox"/> Governance links | |
| <input type="checkbox"/> Economic Development links | |
| <input type="checkbox"/> Other (<i>please specify</i>): | |



*** Those areas of expertise highlighted in bold are actively encouraged by the existing Board.**

In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. *Please specifically highlight if/how you meet one or more of the above stated Board priority areas:*

I have been involved with Malawi since 2005 in range of roles, from governance/gender adviser to author of a book about the country: The Spirit of Malawi. I am an advisor to the McConnell International Foundation, and am currently managing, with my Malawi colleagues, a scholarship scheme for 200 girls in rural community day secondary schools. I am also a trustee of 500 miles which provides a full P&O service in Kamuzu Central Hospital. I visit Malawi at least once a year and have many friends and colleagues there. As an experienced journalist with a background in government communications and a deep understanding of how both Scotland and Malawi work, I think I offer the board a unique perspective. I have just finished a 3-year term as a trustee (and co-vice-chair and newish member of the HR sub-committee) and would be honoured to serve again.

Those wishing to stand for election at the AGM should have a proposer and seconder from the membership. The office would be happy to help if you have any questions or need any assistance finding supporters.

Application supported by (must be an SMP member, name and e-mail): **Prof John Briggs**

Application seconded by (must be an SMP member, name and e-mail): **Dr Rachel Philips**

- I have read and understand the SMP 'Information Pack for Prospective Trustees'
- I can commit to attend up to 6 Board Meetings a year and the AGM. These are currently two hours on Tuesday evenings, are generally hybrid with in-person attendance in the City Chambers.

I am happy to commit the required time, resources and effort, as outlined in the Information Pack for Prospective Trustees, to supporting the work of the SMP.

I am aware this is an unpaid position.

I am not barred from serving on a UK Board.

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Blessings Kachale

AREAS OF EXPERIENCE / ATTRIBUTES

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In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. *Please specifically highlight if/how you meet one or more of the above stated Board priority areas:*

I have worked at a board member for a few organisations (Malawi Initiatives for National Development; TearFund and currently SMP). I have thorough understanding of the role of a board of trustee member as a governance body to oversee the work of the organisation, providing direction and accountability. I believe I bring this experience to the SMP board.

Those wishing to stand for election at the AGM should have a proposer and seconder from the membership. The office would be happy to help if you have any questions or need any assistance finding supporters.

Application supported by (must be an SMP member, name and e-mail): **Prof Heather Cubie**

Application seconded by (must be an SMP member, name and e-mail): **Dr Yonah Matemba**

I have read and understand the SMP 'Information Pack for Prospective Trustees'

- I can commit to attend up to 6 Board Meetings a year and the AGM. These are currently two hours on Tuesday evenings, are generally hybrid with in-person attendance in the City Chambers.
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John Fanning

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| <input type="checkbox"/> Governance links | |
| <input checked="" type="checkbox"/> Economic Development links | |
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In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. *Please specifically highlight if/how you meet one or more of the above stated Board priority areas:*

My main area of contribution would be in the governance of SMP and more specifically in the financial management of the entity. I am a chartered accountant with over 30 years experience in senior financial management and wider business leadership positions (Finance Director/Chief Financial Officer) in a range of businesses including large public sector organisations and medium to large sized charities.

I have been a member of the SMP's Audit & Finance Committee since 2012 and I was co-opted onto the SMP board earlier this year. I am so seeking election by the wider membership to the Board so I can continue to contribute.

My interest in Malawi goes back to 2011 and 2012 when I made two trips to Malawi to help a UK based but locally operated Microfinance organisation to both implement a new finance system and improve their wider finance processes. The three months that I spent in Malawi doing that work have given me an interest in the country and its ongoing efforts to improve life for all its citizens. I approached SMP in 2012 to ask what I might be able to assist the organisation's work and it was at that time invited to join the AFC

Those wishing to stand for election at the AGM should have a proposer and seconder from the membership. The office would be happy to help if you have any questions or need any assistance finding supporters.

Application supported by (must be an SMP member): **Claire Martin**

Application seconded by (must be an SMP member): **Prof John Briggs**

- I have read and understand the SMP 'Information Pack for Prospective Directors'
- I can commit to attend 6 Board Meetings a year and the AGM. These are currently two hours on Wednesday evenings, currently on Zoom but we look forward to moving to hybrid (with in-person meetings in Edinburgh).
- I am happy to commit the required time, resources and effort, as outlined in the Information Pack for Prospective Directors, to supporting the work of the SMP.
- I am aware this is an unpaid position.
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Edward Duncan

AREAS OF EXPERIENCE / ATTRIBUTES

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| <input checked="" type="checkbox"/> Health links | <input type="checkbox"/> * Income generation |
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In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. *Please specifically highlight if/how you meet one or more of the above stated Board priority areas:*

I lead a Medical Research Council and Arts and Humanities Research Council Global Challenge Malawi Research Partnership to reduce road traffic related trauma. We are working closely with colleagues in Malawi, with national organisations such as the Road Traffic Authority, the Traffic Police and Fire Service, and with local communities in Bangwe East and Domasi.

Those wishing to stand for election at the AGM should have a proposer and seconder from the membership. The office would be happy to help if you have any questions or need any assistance finding supporters.

Application supported by (must be an SMP member, name and e-mail): **Prof Tracy Morse**

Application seconded by (must be an SMP member, name and e-mail): **Prof Liz Grant**

- I have read and understand the SMP 'Information Pack for Prospective Trustees'
- I can commit to attend up to 6 Board Meetings a year and the AGM. These are currently two hours on Tuesday evenings, are generally hybrid with in-person attendance in the City Chambers.
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Barry Klaassen

AREAS OF EXPERIENCE / ATTRIBUTES

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In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. *Please specifically highlight if/how you meet one or more of the above stated Board priority areas:*

Have had a long interest in Malawi, its culture and people ever since a medical student elective there in 1987. Have been a member of SMP since 2010, active regular attendance and supporter at AGMs, meetings, workshops and Cross Party Group meetings. Have participated in youth conference at Hampden, the visit of the President of Malawi to SMP at city chambers, Visit of HRH Princess Royal to SMP. Fully uphold and support the principles of the SMP in word and action as these principles of dignified partnership are backbone of Scottish Emergency medicine -Malawi Project I have led from 2010 to present. I am also a Trustee of Scotland Malawi Anaesthesia project and have experience of being part of this charity board since 2008. Former Consultant in Emergency medicine NHS Tayside (retired 2020). Active involvement in developing the Emergency service in Tayside as 1 of the best performing in UK. Experience in whole range of HR roles including recruitment, managing poor performance and disciplinary procedures. Lead role in governance and performance of service. Now retain honorary Consultant and Senior Lecturer status. Since 2014 appointed Chief Medical Adviser to British Red Cross (2 days per week) advise on all clinical, medical and first aid matters including governance.

Represent BRC Nationally and Internationally on various groups and committees. Particular areas of involvement are crisis response to health inequalities, displacement and migration and BRC response to emergencies and First Aid standards.

I would bring valuable experience having held senior role in a major National and International NGO, experience of several different large Malawi projects including spin off projects supporting orphanages and enabling secondary education in Malawi. I also have executive level experience of HR, safeguarding (have advanced disclosure status) and board experience as a Trustee. The significance of our Malawi project work has been recognised by Global Health Award from UK College of Emergency medicine 2018, Humanitarian award from International Federation of Emergency Medicine 2019 and personally in the late Queen's Birthday Honours list award 2022 of an MBE for services to healthcare overseas.

Those wishing to stand for election at the AGM should have a proposer and seconder from the membership. The office would be happy to help if you have any questions or need any assistance finding supporters.

Application supported by (must be an SMP member, name and e-mail): **Prof Heather Cubie**

Application seconded by (must be an SMP member, name and e-mail): **Sam Riddell**

- I have read and understand the SMP 'Information Pack for Prospective Trustees'
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Yonah Matemba

AREAS OF EXPERIENCE / ATTRIBUTES

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In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. *Please specifically highlight if/how you meet one or more of the above stated Board priority areas:*

I have leadership abilities and over the years have led on a number of initiatives, including my professional/academic work where I have line management responsibilities. I have wider diaspora involvement in Scotland as co-founder of the Association of Malawians in Scotland (AMS) and its vice-chair and later chair from 2004 to 2018. Previously was SMP board member till 2012, and currently I am chair of the SMP's further and higher education forum. I am a trustee of the David Livingstone Birthplace Museum. I am an educationist and theologian trained in different countries including Malawi, Botswana, USA, Zimbabwe and Scotland. I research and publish on theology and education related issues. My current research interest is on decolonial and anti-racist approaches in the academy. I am co-editor for a number of peer-reviewed academic journals.

Those wishing to stand for election at the AGM should have a proposer and seconder from the membership. The office would be happy to help if you have any questions or need any assistance finding supporters.

Application supported by (must be an SMP member, name and e-mail): **Prof Heather Cubie**

Application seconded by (must be an SMP member, name and e-mail): **Prof Tracy Morse**

I have read and understand the SMP 'Information Pack for Prospective Trustees'

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John Wyllie

AREAS OF EXPERIENCE / ATTRIBUTES

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| <input type="checkbox"/> Gender equality links | |
| <input checked="" type="checkbox"/> Governance links | |
| <input type="checkbox"/> Economic Development links | |
| <input checked="" type="checkbox"/> Other (please specify): Protecting vulnerable groups and training | |



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In no more than 350 words please outline relevant previous experience and how you think you would add value to the Board of the SMP. *Please specifically highlight if/how you meet one or more of the above stated Board priority areas:*

Friends

Thank you for the opportunity to stand as a Board Member. I have been involved with International Development since 2013, with extensive work across Asia and Africa and am passionate about helping others to be the best they can be.

As Head of International Development and Innovation for Police Scotland I led on a variety of programmes including Malawi and Zambia, working across sectors and boundaries, including close working relationships with the SMP.

My experience includes sourcing funding for activities from SG, HMG and International donors including the World Bank, EU and UN bodies. I firmly believe that diversification of funding for SMP is critical to our ongoing work and believe with effort and focus that is achievable. Demonstrating

impact, building and developing effective relationships built on trust, openness and good will are hallmarks of how I approach such issues.

I believe my experience and credibility with bodies such as UN Women, UNICEF, ICRC, IJM and Governments can transfer to a Board role, meaning I can play a full part in helping achieve our vision if appointed.

Additionally having seen what works in other countries enables me to see potential solutions to problems and issues, helping build support for funding applications.

I have specific previous and current experience with Safeguarding and protecting vulnerable groups and have assisted both the SMP and SG with such matters, including training, helping to achieve good outcomes from difficult situations. I am currently Head of Safeguarding with the Scottish Episcopal Church, part of the worldwide Anglican Communion.

I have practical experience of managing HR processes including governance, recruitment, retention, grievance and recognition processes, working with independent scrutiny bodies, unions and staff associations.

I have experience at Board level and also as a Trustee with another smaller charity.

Of the many countries I have been fortunate to work in Malawi, and more importantly the people of Malawi, holds a special place in my heart, and I would very much welcome the chance to help with the vital work that SMP does along with our partners in the Malawi Scotland Partnership.

John

Those wishing to stand for election at the AGM should have a proposer and seconder from the membership. The office would be happy to help if you have any questions or need any assistance finding supporters.

Application supported by (must be an SMP member, name and e-mail): **Professor Heather Cubie MBE**

Application seconded by (must be an SMP member, name and e-mail): **Doctor Judith Turbyne**

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Kevin Simpson

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Third sector experience

CEO Scottish Crusaders, 6 years

CEO The Disability Community, 2 years

Head of Scotland, Mission Aviation Fellowship (MAF), 5 years

CEO Jewish Care Scotland, 3 years

CEO Malawi Fruits, 8 years

Board Experience

Urban Saints youth organisation, 2000-2006

Glasgow Simon Community, 2010 – 2012

Malawi fruits, 2011 – 2015 (Founder Trustee and then CEO since 2015)

Through all these roles I have gained experience in charity leadership and governance, both from a Trustee and a CEO perspective. This may make me well placed to provide support and encouragement to the CEO and help the all-important CEO/Board relationship.

I have particular interest and skills in vision building, strategic planning and income generation. I completed a Certificate in Fundraising Management with the Open University in 2009 and have been a Member of the Institute of Fundraisers ever since.

I spend 9 weeks per year in Malawi so tend to have up to date knowledge of changes in the country, particularly in relation to agriculture, renewable energy and economic development. Malawi Fruits is well known as a partnership organisation, working with a wide variety of partners across government, business, church and community in Malawi, and I have a good network of relationships, especially in the Northern Region. In Scotland, my network includes universities, companies, churches and Rotary Clubs – I am an Honorary Member of Perth Kinnoull Rotary Club.

I operate as a team player and do like to express my opinions at Board Meetings. I consider myself to be a good listener with a particular skill in distilling a discussion and suggesting approaches for a solution. I'm known for innovative and slightly unconventional thinking, but always able to articulate my case and help shape a corporate way forward.

Those wishing to stand for election at the AGM should have a proposer and seconder from the membership. The office would be happy to help if you have any questions or need any assistance finding supporters.

Application supported by (must be an SMP member, name and e-mail): **Emma Wood**

Application seconded by (must be an SMP member, name and e-mail): **Prof Heather Cubie**

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*usually in MW at time of AGM
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