Charity Leadership Afternoon: From Governance to Growth

Perth | 29th October 2026

We extend a warm welcome to all attendees of our Charity Leadership Afternoon, presented by **Sarah Brown Charity Law WS**, **Rathbones Investment Management** and **TrusteeConnect.**

Today's Programme.

2.00pm **Welcome**

Sessions

Fiona Gillespie – Rathbones Investment Management

Investing – key considerations for charities.

Mark Wilson - TrusteeConnect

Who's Around The Table? - Building Stronger Boards for a Changing World.

Sarah Brown - Sarah Brown Charity Law WS

Governance in 2026 – what's changed and what's not

3.05pm **Break/Networking**

3.20pm **Panel Session – Chaired by Sarah Brown**

Ricki McLaughlin

Tracey Bork

Elaine Alsop

4.30pm **Close**

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Today's Hosts

RATHBONES



Fiona Gillespie is Head of Charities Scotland at Rathbones Investment Management, leading the firm's work with charities, endowments, and foundations across the country. She has over 25 years' experience advising charities and managing investment portfolios to help meet their long-term financial and mission objectives.

Fiona is an active trustee across a range of organisations, including several grant-making charities. She is Chair of the Audit & Investment Committee at Medical Research Scotland and a former board member of Children's Hospices Across Scotland (CHAS).

She regularly delivers training for trustees—particularly within smaller, community-led charities—helping to demystify investment and strengthen governance. Fiona brings a practical, transparent, and values-led perspective to her work with the sector.

Fiona.Gillespie@rathbones.com Fiona Gillespie | LinkedIn

TrusteeConnect
Connect. Contribute. Change.



Mark Wilson is Co-Founder of TrusteeConnect, a platform that helps voluntary, community, and not-for-profit organisations find skilled professionals for their volunteer boards, while supporting those individuals through training and peer learning.

With an MBA and over 28 years in senior-level recruitment, Mark understands the challenges of attracting the right board members. He is Chair of Pilton Youth and Children's Project and has over 14 years' voluntary sector experience, including service on the Children's Panel.

mark@trustee-connect.com Mark Wilson | LinkedIn



Andrew Murphy is Co-Founder of TrusteeConnect, a platform helping charities and not-for-profit organisations connect with skilled professionals interested in trustee and board roles.

With a background in senior finance recruitment, Andrew has spent over 19 years helping organisations identify and engage senior talent. Through TrusteeConnect, he is focused on making board recruitment more accessible, proactive and skills-led, while encouraging more professionals to consider trusteeship as a meaningful way to contribute to the third sector.

andrew@trustee-connect.com Andrew Murphy | LinkedIn

Sarah Brown Charity Law WS

LEGAL • GOVERNANCE • TRAINING



Sarah Brown – Solicitor & Accredited Specialist in Charity Law, Sarah Brown Charity Law WS

Sarah is only one of only seven solicitors in Scotland accredited as a specialist in charity law by the Law Society of Scotland.

Sarah's career includes being a former partner at J & H Mitchell WS, where she latterly led the Charities and Communities department. Sarah is known for her expertise in setting up, modernising, and reorganising charity structures, providing clear and practical advice tailored to each charity's needs.

Sarah has built a significant portfolio of charity clients across various sectors and has extensive experience in charity governance. Sarah frequently delivers training sessions for charities, speaks at industry events, and leads webinars. She also serves on the Board of three charities and contributes to working parties on charity law issues.

sarah@sarahbrowncharitylaw.com Sarah Brown WS | LinkedIn

Today's Expert Panel



Tracey Bork is a Fellow of the CIPD (Chartered Institute of Personnel & Development) with over 25 years of HR experience gained across both the private, public and third sectors.

In 2023, Tracey left the corporate world, and her role as a People Director, to set up her own HR consultancy. She now works with a wide range of small and medium sized organisations across Scotland, including a number of charities, providing HR support and solutions tailored to her clients' needs.

Tracey has a wealth of knowledge across every aspect of the employee lifecycle – from employment contracts and policies, to people strategy, absence management, managing disability in the workplace, and performance matters. She understands that these areas can feel daunting, especially in the charity sector where resources are often stretched, and she is passionate about helping organisations navigate them in a positive, practical, and professional way.

Tracey is a trusted partner and sounding board to the organisations she works with. Her clients know they can be open and honest with her, and she always brings a friendly, approachable style to even the toughest conversations – a skill she honed during her years working with Scottish police forces!

Alongside her consultancy work, Tracey sits on the Board of Trustees of Seescape, a Fife-based charity, and is Vice President of Fife Women in Business.

Tracey Bork | LinkedIn



Elaine Alsop is a chartered accountant working solely with charities and other third sector organisations for 20 years. She advises small to medium-sized charities on a wide range of finance and governance issues, including annual reporting and independent examination. She particularly enjoys working closely with trustees to support them in meeting their responsibilities by making charity finance more accessible.

She is the co-author of the 6th edition Charity Treasurer's Handbook, published by the Directory of Social Change, and is currently working on its update due to the recent regulatory and accounting changes.

Elaine is a Fellow of the Association of Charity Independent Examiners, holds the ICAEW Diploma in Charity Accounting and has an MSc in Charity Resource Management. In addition to running her accountancy practice, Elaine is the finance manager of a local charity supporting children and a trustee of a women's charity.

Elaine Alsop | LinkedIn



Ricki McLaughlin is a chartered accountant who has spent over a decade working with charities and voluntary organisations. As the founder of Caerna - a web platform designed to help charities manage risk and compliance - he specialises in helping organisations improve their daily processes, meet regulatory requirements, and navigate uncertainty. By combining financial expertise with a data-led approach, he helps organisations see that understanding and preparing for potential risks is not a bureaucratic hurdle, but a powerful tool for making better decisions. Ultimately, charities that manage these risks well are more resilient and achieve a far greater impact for their beneficiaries.

Ricki McLaughlin | Linkedin

Useful Links

- OSCR – The Scottish Charity Regulator
- Scottish Governance Code for the Third Sector
- Volunteer Scotland - Volunteer resources
- Funding Scotland - funding search engine
- Good Moves – Third Sector recruitment including Trustees and volunteers
- SCVO – Resources and training
- Third Force News – Third Sector Magazine
- Fundraising Regulator – UK Fundraising Practice Code
- Charity Tax Group – Information on charity tax and reliefs
- Trustee Connect – Trustee recruitment
- GovernanceWiki - a free open resource for voluntary organisations and social enterprises operating in Scotland
- Charity Excellence - Find Funding, Free Help & Resources
- Disagreeing Well | About UCL
- risk-governance-for-charities_web.pdf

Cyber Security, Digital and AI

- Home | Third Sector Lab
- NCSC Small Charity Guide
- Cyber resilience – SCVO
- Third Sector - Cyber Scotland
- How to use generative AI responsibly - SCVO
- Charity Excellence - AI Ready For Charities
- Library of AI experiments - CAST
- Artificial intelligence | ICO