

Merging of our Minds....

An update for staff, volunteers, service users and stakeholders of Central Notts and Bassetlaw Minds

Central Notts Mind office - 01636 658044

Bassetlaw Mind Office – 01909 476075

Consultation process...

Thank you to all that took part in the merger consultation process with Ann Marie Ainger, there was a great deal of useful and positive input. During the process Ann Marie facilitated-

- The formulation of a working group (*including representation from both Minds*)
- Staff workshops
- Trustee Board workshops
- Service User focus groups
- Service user and volunteer questionnaires
- Stakeholder interviews
- Partner agencies questionnaires
- Financial review



Service User and Volunteer Feedback...

- Essential to keep both centres
- Do not lose ethos – friendly, welcoming, non judgemental
- Maintain current services
- No change in times and days of sessions
- Maintain contact with senior management
- Volunteers not expected to travel across the County
- The staff team must be retained
- The staff team must be happy with merger
- No one Mind should be dominant
- Local fundraising must be ringfenced
- Keeping services personal and meeting local need
- Ensure consistency
- Ensure communication on the process

Staff and Trustee Feedback...

Positives-

- Strengthen capacity and reputation
- Increase flexibility
- Increase staff skills
- Wider area to roll out flagship services
- Increase opportunity for partnership working
- Competitive for funding
- Increase professionalism
- Respond to change
- Easier to understand geographical boundary
- Assist with increases in demand
- Plug gaps in provision
- Increase cost effectiveness
- Engage businesses for training
- Encourage clients to mix with peers from further afield
- Easier to develop specialist services from a greater knowledge pool
- Higher profile and status
- Strong, united approach
- Joint fundraising
- Capacity to develop services for new client group
- Increase influence over commissioning and decision making
- Increase financial efficiencies

Concerns-

- The need to keep localised services
- May not increase income streams
- Need for staff to relocate
- Redundancies
- Loss of buildings
- Overstretching resources
- Communication issues
- Increased workload for staff
- Lack of succession planning



Feedback from Partner Organisations and Stakeholders...

	Definitely agree	Agree	Neither	Disagree	Definitely Disagree
	%	%	%	%	%
I think merger would make best use of both organisations resources and expertise	25	56	13	0	0
I think merger would give both organisations a stronger voice and strengthen its reputation	31	50	13	0	0
I think merger would result in a more sustainable organisation	19	63	13	0	0
I support the idea of Central Notts Mind and Bassetlaw Mind merging	25	63	6	0	0

Financial Review...

The review revealed that there is no reason why merger should not take place

- Both organisations have the same general insecurities that come with operating in this climate and are used to tackling this
- There are no historic financial issues to be aware of
- Politically the main funders are supportive
- Both have a common legal form – both charities and companies limited by guarantee
- Similar age – forming in the mid 1980s
- Each owns their own building
- There is a significant amount of goodwill between the organisations
- Both organisations face similar financial challenges in the future
- The financial procedures and policies are almost identical
- Both use Quickbooks bookkeeping
- Both organisations accounts are in good order
- Both share a CEO therefore the issue of leadership is straightforward
- The primary Funders (NCC and CCG) are positive about merger

A slow and gentle approach to merger is recommended

caPLUS
COMMUNITY ACCOUNTING

Merger Development Group...

Roger Stendell – Chair Central Notts Mind
Karen Lawson – Vice Chair Bassetlaw Mind
Paul Radin – Service User Representative
Nic Roberts and Nicola Whetton – Senior Management Team

If you have any questions, concerns or comments please contact Nic Roberts – 01909 476075



New name...

Vote within each centre for the new name

- Notts Mind Network
- Notts Mind
- Nottinghamshire Mind

