



Criteria for third sector organisations

Pilotlight Scotland invites applications at present from third sector organisations based in Glasgow and Edinburgh (*or* able to travel to central Glasgow or central Edinburgh for monthly meetings). Organisations should address human disadvantage within the local community and meet the following criteria:

- Employ at least 1 full-time member of staff.
- Have been operational for a minimum of 2 years.
- Have secured core funding for at least the next 6 months.
- Have a Board/Trustees who are willing to participate in the relationship with Pilotlight.
- Have an annual turnover of less than £3m.
- Be ready to take the next step in growing or developing the organisation.

Please also note:

- We usually work with the Chief Exec/Director (or equivalent role) within an organisation.
- We do not usually work with places who have only one source of funding.

We asked one of our Charity Directors if she would prefer to have £8000 cash instead of her 4 Pilotlighters; she said:

“Even if it was £80,000 I would still go for my team of Pilotlighters! The team give focus and drive to the organisation that money can’t buy; it’s about sharing skills and it’s brilliant, I’m really enjoying the process.”

Celine Sinclair, Director, The Yard

“The benefit of Pilotlight Scotland is it helps build sustainability for the longer term.”

Tracey Black, Director, The Jeely Piece

The benefits to charities and social enterprises.

Organisations benefit from the time, skills and expertise of our business members (‘Pilotlighters’), who are all at senior level.

What you get

- A professional Business Plan for the organisation; this is a very useful tool (for example when applying for funding).
- An ‘Action Plan’ detailing how the organisation will work towards financial sustainability and build capacity over the next 3-5 years.
- Support around evaluation, including tailored input about the best evaluation methods for your organisation.
- A team of 4 ‘Pilotlighters’ to work with your organisation, whose skills and expertise are matched to what you need.
- The opportunity to focus on particular areas of development for your organisation (eg finances, HR, legal, marketing, etc).

How it happens

- Each organisation has an assessment visit to ascertain that Pilotlight can add value.
- The team of Pilotlighters contribute their time and share their experience through a ‘coaching model’ delivered at monthly meetings over a 12-18 month period.
- Each organisation has a dedicated Project Manager who manages the relationship throughout (including planning, facilitating and recording all meetings) and acts as a constant point of contact for the Director/Chief Exec, ensuring that progress is being made and targets are being met.
- The team of Pilotlighters and the Project Manager can serve as ‘critical friends’ and ‘sounding boards’ for organisation leaders who may feel isolated in their role.

The Pilotlight process is not simply about producing a Business Plan – Pilotlight is about unpicking your whole organisation, and looking at its strategic direction.

FOR MORE INFO CONTACT:

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