



HARMONI

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BOARD RECRUITMENT PACK 2026

Harmoni 2019 trading as Harmoni. Company no. R0000316. Registered charity no. 101731. Formerly NIID.

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Our Legacy of Compassion



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Improving Quality of Life through Support and Care since 1878

harmoni.org.uk



Arriving at Cripples' Institute Workshops by Ambulance

Founded in 1878 as the Cripples Institute by the Mayor of Belfast, John Browne, and his brother Thomas, we began delivering charitable relief through the distribution of coal during a harsh winter in difficult economic times. Evolving from mission halls, the organisation was founded on practical Christian values and to this day is rooted in the belief that everyone matters. With many services over the years, the organisation has remained committed to delivering accommodation-based support and care to people who live with a disability or those who experience a societal disadvantage.

Known today as Harmoni, our longevity and heritage are the foundation for our adaptability. From the early years, children with physical disabilities were provided medical care, men and women experiencing homelessness were provided a place to live, employment, training, and a bed to lie in. Adults with a disability were supported and cared for and offered respite, training, and employment. Today, those same qualities underpin our Strickland's Care Village Supported Living facility with

33 properties based in Bangor and our emergency accommodation hostel for 59 men experiencing homelessness in Belfast.

Professionalism defines Harmoni's values-based approach. While our services each have their own regulated oversight, we hold ourselves to the highest standards, delivering quality person-centred, compassionate support and care to all. Our heritage provides a rich foundation upon which to build in these challenging times in our society, and, as you can see overleaf, it is our commitment that Harmoni will be able to do more of that which we are proficient in, for more of the people who need us.



Strickland's Care Village, Bangor



Utility Street Men's Hostel, Belfast

|| Introduction

Thank you for your interest in considering joining the Board of Director Trustees of Harmoni. We are one of the province's oldest charities with our history going back to Belfast in 1878.

Over the past 148 years much has changed about the charity. Founded originally as a means for individuals with a strong faith background to show their faith in a meaningful manner, today we are very much operating as a secular charitable organisation.

We believe in delivering compassionate support and care to people who live with a disability or a societal disadvantage. We do so using an accommodation-based support and care model in two distinct locations, to two distinct groups:

1: Stricklands Care Village: Providing supported living services to people who live with a disability to live a fulfilling life as independently as they are able with support and care delivery to match their needs. The service is based on a stunning 5-acre site in Bangor Co Down where we have 33 properties for people to enjoy life to the full.

2: Utility Street Men's Hostel: The service is based just off the Donegal Road in Belfast, and it delivers a 59-bed emergency accommodation hostel to men experiencing homelessness. The service is very much accommodation-based support with the aim of assisting the client move back to the tenancy of their choice, when the time is right.

Our charitable organisation has through careful planning and preparation over many years, arrived at a place where we have a new strategic plan entitled "Doing More for More". In essence, by doing more of what we are good at to more of the people who need our assistance.

In that plan we aim to increase the capacity of Stricklands Care Village by 40% with the addition of 14 new properties hopefully commencing in 2028.

In Belfast we have embarked on a new National Lottery Strengthening Communities funded project to help break men free from homelessness by empowering them and enabling them to take the steps necessary to return to independent living of their choice. As part of that project, we aim to create a Move On property facility where men can return to a short-term independent living arrangement to rebuild their confidence before moving on to new tenancies of their choosing.

Ultimately it is our aim to secure funding from the Loans to Acquire Move on Accommodation fund administered by the Department for Communities and become the landlord of choice for many of our clients currently unable to move on from Utility Street as the housing market externally has stalled.

As you read the coming pages, should you wish to have a further discussion we would be more than pleased to meet to provide further information.

Paul Archer
Chair

|| The current need

In June 2026 our longest service Trustee retires after 16 years. During this time, David McIlhagger filled all major roles on the Board from chairing the Board for 10 years to chairing the Finance and General Purposes Committee, Development Committee and Chairing the Board of a wholly owned property investment company.

Paul Archer joined in 2023 as our new Chair and has set about bolstering our Board with a wide range of subject matter expertise. This Board recruitment drive comes at a time of great development opportunity and activity, so we are seeking to increase the numbers on the Board to ensure we have the best possible guidance and oversight in these exciting yet challenging times.

Our articles permit 12 members on the Board of Director Trustees. In 2026 we are seeking 3 new Director Trustees to help guide the charity through these new opportunities.

In 2027 another long service Director Trustee retires so we will be seeking a further new Director Trustee at that point.

It is our desire to find new members:

- who are committed to helping people.
- who are committed to being a contributor to the discussions, ensuring we arrive at the best possible decisions for the benefit of the clients.
- with a new insight and viewpoint to help keep our thinking fresh and current.
- who are committed to preparing for those meetings, utilising the highly detailed information packs provided beforehand.
- who can commit to being present in the meetings.
- who thrive on seeing people with unique needs given the opportunity to live their own lives to the fullest extent they can.

Meetings

The Board has 4 meetings per annum, these usually last around 1.5 hours and are held in the Resource Centre, Bangor. Zoom options can be provided however we prefer in person as much as possible. Meetings commence at 3:30pm.

The Finance and General Purposes Committee meets one week prior to Board at 4:00pm in the Resource Centre.

The Development Committee meets as required and subject to future developments that schedule may change as the developments move from planning to a delivery stage.

Strategic Plan 2026 – 2030

Our Roadmap to Greater Impact

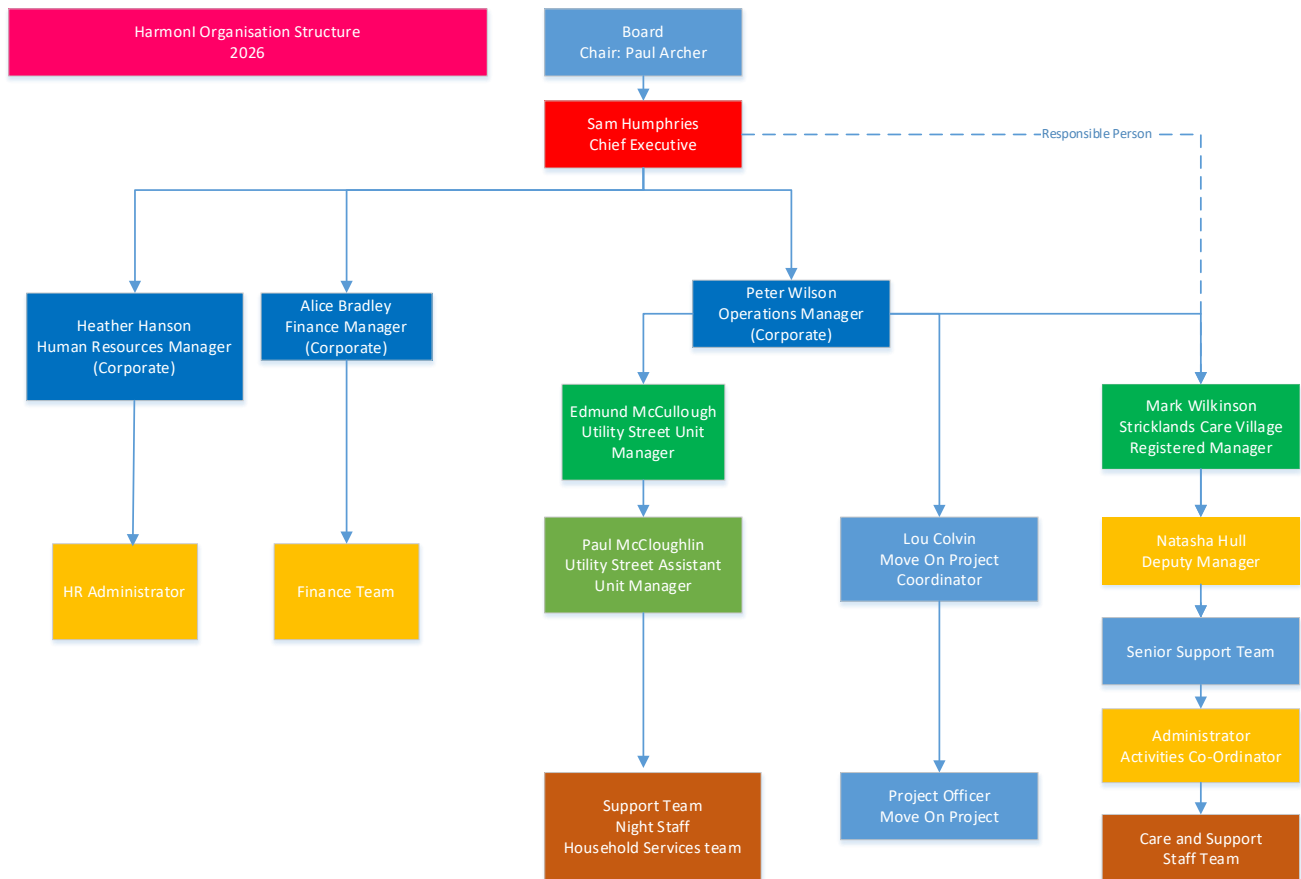


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|| How to apply

To apply, please complete an Expression of Interest form and submit it to

Sam.Humphries@harmoni.org.uk

For further information, please see our website:

[Harmoni](#)

|| Contact details

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