

Thomas Beale

Social Enterprise Advisor

tom@indigen.me.uk

www.indigen.me.uk

www.linkedin.com/in/deeplyamused/

0776 997 0909

Summary

I have supported social enterprise as a freelance consultant since 2010. At the heart of my work is supporting people to match their aspirations for social change with a business and financial strategy that supports rather than compromises their values. This brings the opportunity for change to be genuinely financially sustainable, outside of the constantly changing tides of funding priorities or government policy, and in turn this often improves our ability to offer what is actually needed and useful.

Key skills:

- business model generation, business and strategic planning, and use of various models including theory of change, business planning canvas and logical framework planning
- project coaching to individuals and groups to get new community projects and social enterprises off the ground
- financial forecasting and business modelling
- business financing, including grant funding advice / direct fund raising, debt finance and community shares
- development / establishment of governance and legal structures
- development of internal financial systems and management, monthly or annual reporting, budgeting. Experienced with Xero and Sage 50
- supporting businesses through financial crises and disputes

Although I am available for short-term consultancy, I tend to work at the edge of entrepreneurialism, often supporting clients over the long term, and may join the team as a Director or trustee. At times I have taken time out from client work to develop my own projects, including co-founding Bristol Energy Cooperative, now the UK's largest community energy company by installed capacity.

I am currently exploring a range of interests around homelessness responses and affordable / ecological housing, renewable energy, pensions and investment platforms to support social enterprise, and the potential for social enterprise to respond to the sell-off of statutory assets in the current age of austerity.

Current Clients

Ecomotive - Associate Consultant

February 2017 - Present

Ecomotive is an enabler of self-build and community-led housing. A worker's cooperative based in Bristol, it has been at the forefront of creating better, more affordable, sustainable and community-led housing for nearly 13 years, including involvement in the Ashley Vale self-build development and the new Bristol Community Land Trust. I am working with Ecomotive as an associate supporting external consultancy contracts across the UK, supporting Ecomotive's internal business planning and strategy, and supporting a range of new projects including a new self-build site in Bristol in 2017.

www.ecomotive.org

Portland Centre for Integrative Medicine - Financial Advisor to the Board

April 2017 - Present

The Portland Centre is a centre of excellence for Integrative Medicine (IM) that supports the transformation of healthcare. PCIM combine the best of conventional and complementary healthcare to deliver a holistic approach to health and wellbeing. I am supporting the board with business strategy and financial management, including participating in the development of new services for 2017.

www.portlandcentrehealthcare.co.uk

The Festival Energy Revolution - Trustee for Finance and Investments

August 2015 - Present

Energy Revolution is a response to climate change from the UK festivals and events industry. Energy Revolution enables the festival going public, suppliers and artists to make donations to balance their carbon impact, and are investing these funds in UK renewable energy projects to help directly reduce carbon emissions, and create an ever growing fund as a lasting legacy to support innovation, education and investment to make UK festivals truly sustainable. I have been supporting Energy Revolution since early 2015 to formulate a clear business plan, including fundraising, grant-making and investments strategies, company formation, and charity commission registration.

www.energy-revolution.org.uk

Rusty Squid Ltd - Non-exec Director

November 2013 - Present

Rusty Squid are a design studio creating bespoke arts robotics. Over the last few years Rusty Squid has brought to life a unique array of projects from tender robot-puppet hybrids, to empathic breathing lights, fantastical symbiotic prosthetics and intelligent responsive window displays. As a non-exec board member I support Rusty Squid with year end accounts, financial systems, business planning and strategy.

www.rustysquid.org.uk

Bristol Green Doors - Director

June 2010 - Present

Bristol Green Doors supports the retrofitting of local homes by allowing people to talk and listen to others who have made their homes fit for the future. Since 2005 we have run 5 city-wide events and engaged thousands of people in the challenges of reducing carbon emissions from the UK's housing stock. I have supported business planning and development, and fundraising.

www.bristolgreendoors.org

Previous clients

Clean Energy Prospector Ltd - Finance Manager

October 2016 - June 2017

CEPRO is a clean technology company founded to develop innovative smart energy solutions, and drive the growth of renewable heat and power generation. CEPRO develops and manages local microgrids in new housing developments, maximising the use and efficiency of renewable energy in homes. I am supporting CEPRO to develop robust business strategy and financial systems prior to the commercial roll out of the microgrid programme and a private equity call.

www.cepro.co.uk

APE Project CIC

January - April 2017

APE Project CIC is a local social enterprise running creative, adventurous play activities in Bristol. I am supporting APE to secure the Community Asset Transfer of the St Paul's Adventure Playground from Bristol City Council, creating a group business planning process for the board, and production of a full business plan and financial forecast.

www.apeproject.co.uk

Coexist Community Interest Company - Financial and Strategic Director

January 2012 - October 2016 (*4 years 10 months*)

Coexist CIC is a social enterprise running a large independent community hub in central Bristol. Over several years, I supported Coexist to develop a full business plan and theory of change, engaging the whole team and directors. I also significantly developed and expanded their book-keeping systems, including moving their accounts from Sage 50 to Xero, developed an annual budgeting cycle, monthly reporting, and helped secure around £400,000 in project funding.

www.hamiltonhouse.org

Connolly and Callaghan - Board Member with responsibility for Strategic Development

2010 - 2016 (*6 years*)

As a key member of the management team, I oversaw commercial strategy and development, and supported the board through an exceptionally challenging period from 2010-2014 following the property crash and global economic downturn in 2009. My work included:

- Developing a group wide business plan and advising on strategic development, including development of a new business specialising in commercial construction of straw bale eco-homes.
- Project management of a large legal dispute culminating in a £1.2 million settlement in our favour
- Led two rounds of refinancing, securing over £15m in debt finance
- Secured a 10-year £50 million tender with the local authority for provision for homeless emergency accommodation services
- Project managed the purchase of 2 subsidiary businesses

www.connollyandcallaghan.co.uk

Bristol Energy Co-operative - Co-founding Director

2010-2012 (*2 years*)

Bristol Energy Co-op was established to enable community led investment in renewable energy and support the transition to a low-carbon economy. I founded the project and developed a robust business and financial model based on community shares, and left the board following the successful first community share offer. Today BEC has a £10m balance sheet and is the UK's largest community energy company by installed capacity. I remain a shareholder.

Previous Employment

2QAB Community Interest Company - Director

April 2008 - April 2010 (*2 years 1 month*)

A start-up CIC supporting change in communities across the UK. With a particular focus in Bristol and surrounding areas.

Transition Bristol - Co-Founding Director

2008 - May 2009 (*1 year*)

Transition Bristol is a volunteer-led initiative that acts as a support and enabler for city-level resilience projects in Bristol. Bristol was the first city to respond to the challenge of peak oil through the international Transition movement.

The Scarman Trust - Development Worker

January 2006 - March 2008 (*2 years 3 months*)

Supporting grassroots community action; delivering a number of funding programmes including the DFES Community Champions programme; an ESF funded community learning grants pot; and the Big Boost, funding for 16-25 year olds to support community projects from the Big Lottery Fund.

Education

Institute of Leadership and Management

Level 5, Social Enterprise Support, 2010 - 2011

University of East Anglia

Master of Science (MSc), Environment and Development, 2004 - 2005

University of Leeds

Bachelor's degree, Sociology, 1999 - 2002 Grade: Distinction with Honours