

As an organisation, Greenbelt is currently seeking to appoint two trustees to its Board for an autumn 2021 start and a new Chair of the Board for an autumn 2022 start.

We are delighted you are interested in becoming a trustee or the Chair of Greenbelt. This recruitment pack outlines what Greenbelt is all about – our roots, ethos and vision. It tells you more about Greenbelt's past, present and future, and how we work – in what is an exciting chapter in the festival's journey, where not only are we growing, but also being more creative and ambitious, both in the physical and digital spaces. The pack also maps the responsibilities of Greenbelt trustees and the Chair.

We're looking for candidates with a wide range of experience from diverse settings.

For example: those with experience in **HR, strategy and organisational dynamics**; those with an understanding of **events/operations**; those with experience in **volunteer management** who can help connect us better with our huge volunteer community; those with experience and connections in the **Arts sector**; those with **safeguarding experience**.

We're looking for trustees and a Chair with passion, vision and time to serve on and lead the Board at this important stage in the life of Greenbelt.

And, in particular, we would also very much welcome applications from youth and/or ethnic minority candidates.

As current Chair, Steve Baker has led the Greenbelt Board for 6 years, and will be stepping down in the autumn of 2022. We want to gives ourselves the time to find the right successor to lead the Board which is why we're starting the Chair recruitment process also now, alongside our search for new trustees for the Board, with a view to having the new Chair join the board 6 months before the outgoing Chair departs for consistency and handover.

Steve has overseen the Board as the festival has settled into its new home at Boughton House, weathered the physical interruption that the pandemic brought in 2020, and been instrumental in Greenbelt setting up its community work hub shared office space in the URC building in Kings Cross.

If you are interested in considering these vital and exciting roles with Greenbelt at what is a moment of great opportunity for the festival, please read this recruitment pack for details of what the roles involve.

And if you have any specific questions, then please email us at trustee-application@greenbelt.org.uk

Andy Griffiths
Greenbelt Trustee and chair of G&N group

greenbelt.

PROCESS

If you think that one of these these roles are for you, please follow this link to complete our online application form where you will also be asked to submit an up to date copy of your CV.

www.greenbelt.org.uk/trustee-application

Closing date for applications is

Wednesday 7th July 2021

If you have any questions please email us at
trustee-application@greenbelt.org.uk

GREENBELT TRUSTEE GUIDANCE

Structure and Governance

Greenbelt is a charitable company limited by guarantee. The company's registration number is 01812893 and the charity registration number is 289372.

The Board of Trustees

The Greenbelt Board of Trustees consists of around 11 members. Terms of office run for three years and trustees are eligible to stand for up to two terms.

The Board meets three times a year from around 9:30am to 2:30pm on Saturdays at Greenbelt's office, and once for a weekend outside of London. In addition, trustees are expected to attend the Greenbelt Festival over the August Bank Holiday Weekend.

Management

The Managing Director and Creative Director lead a small staff team of eight, and are responsible for the leadership and development of the organisation in accordance with the strategy, policy and decisions of the Board of Trustees.

WHAT IS GREENBELT?

Engaged with culture, inspired by the arts, sustained by faith, we aspire to be an open, generous community re-imagining the Christian narrative for the present moment. Our mission is to create spaces, like festivals, where art, faith and justice collide. Where artistry and activism, spirituality and politics, faith and justice are held together.

This mission is primarily lived out annually, over the August Bank Holiday weekend, when we host a rich multi-arts festival programme of music, visual and performing arts, spirituality, comedy, talks and discussion. The diversity of content not only demonstrates our commitment to the arts, faith and justice, but also our underlying values of tolerance, dialogue and hope.

We do all we can to keep the festival as accessible as we can, offering a range of discounted and concession ticket deals as well as giving away tickets each year (through our Open Festival scheme) to people who otherwise would not be able to afford to go to Greenbelt – or any other festival. And we try to make a difference beyond the festival, through our campaigning activity and through Trust Greenbelt, which gives grants to quirky, entrepreneurial, risky community projects combining arts, faith and justice.

Our focus will always be on running a festival over August Bank Holiday weekend. But we are also open to hosting and collaborating on events around the country year-round that reflect the openness, bravery and creativity of the festival's community and its spirit. And, of course, we are increasingly committed to curating content for and being present in digital spaces as well.

SOMEWHERE TO BELIEVE IN

We were founded a long time ago by a bunch of misfits in a field. We're still in a field. And we're still somewhere that welcomes anyone and everyone.

We're somewhere artistry meets activism, where the political meets the practical. We're somewhere to come together once a year, where we're as likely to dream up a better world as we are to dance and debate, to pray and to party.

We're somewhere to be amazed and inspired. We've been down in the darkness with Bryony Kimmings and up on the highest mountain with Mavis Staples. We've protested and partied with Pussy Riot, and built Jerusalem with Billy Bragg.

We're part festival, part family. Some of us have been coming here our whole lives. Some of us are back after a break, and some are new to the party. Whether it's your first time or your 15th, you can expect a warm welcome.

We're somewhere the sacred meets the secular. We think there's a spark that kindles the time we spend together at Greenbelt, and we call it God (but you might call it the gin talking, and that's fine too).

We're somewhere it's OK to ask questions, because we think that's where all the interesting stuff happens, and we certainly don't pretend to have all the answers. The only thing you need to have faith in is the difference we can all make together.

We're Greenbelt.
We're somewhere to believe in.

greenbelt.
artistry × activism × belief

OUR VALUES

Our history is firmly rooted within a Christian tradition which is world-affirming, politically and culturally engaged. Ours is a belief that embraces instead of excludes. And, as such, the festival is an inter-generational celebration, inclusive and accepting of all, regardless of ethnicity, gender, sexuality, background or belief.

We stand for an inclusive and progressive Christian faith, which means we are committed to:

Transforming life for the common good

- working for justice
- challenging oppression
- listening to those with no voice and standing with people on the margins

Using our resources wisely and responsibly

- reducing our impact on the good earth
- trading and investing with people and communities in mind, not simply to maximise financial return
- celebrating the power of people to change history
- inspiring and resourcing each other to live lives marked by artistry, activism and spirituality

Putting people first

- igniting community which celebrates life
- welcoming all, regardless of ethnicity, gender, religion, sexuality, disability or background
- nurturing an empowered staff and volunteer body in a culture of openness, creativity, humility and accountability

Collaborating, conspiring and conversing

- partnering with like-minded individuals, groups and organisations to dream new dreams, and become more than the sum of our parts
- helping staff, volunteers, Angels and festivalgoers to re-imagine Greenbelt both as an annual festival and around the year
- modelling through creative friendship compelling approaches to art, activism and and spirituality in our time

Cherishing the journey as much as the destination

- questioning intolerance, greed, prejudice, fundamentalism and injustice
- exploring ideas, beliefs, stories and traditions, both those which challenge and those which affirm
- creating spaces to incubate new perspectives, celebrate curiosity and enrich our understanding through dialogue and diversity

You can find more information about the history, vision, mission and values of Greenbelt – along with information about our volunteers, Angels and partners on our website

www.greenbelt.org.uk/greenbelt-festival

www.greenbelt.org.uk/greenbelt-festival/who-we-are

www.greenbelt.org.uk/support

THE ROLE OF A TRUSTEE

Background

The term 'governance' refers to the way Greenbelt trustees work with staff, volunteers, our audience and other stakeholders to ensure Greenbelt is run effectively and succeeds in achieving all Greenbelt is set up to do.

Trustees are the people responsible for ensuring that Greenbelt has a clear strategy, that it remains true to its vision and that it complies with all necessary rules and legal obligations.

Principal duty of Greenbelt trustees

To provide excellent governance for Greenbelt through creative and strategic thinking, expert knowledge and advice.

While it is not compulsory and depending on your financial means, trustees are encouraged to become Greenbelt Angels, giving money regularly to the festival, which demonstrates their confidence in the organisation and allows them to encourage others to become Angels with integrity.

You are also encouraged to read about the general duties of a charity trustee which are available on the Charity Commission website. Search for the publication 'The Essential Trustee' at **www.gov.uk/government/organisations/charity-commission**

The duties of a Greenbelt trustee

To contribute actively to the Board of Trustees' role in giving strategic direction to the organisation, determining overall policy, defining goals, agreeing targets and evaluating performance against these targets. This includes:

- Helping us to make Greenbelt more diverse, appealing to a youthful audience
- Being an ambassador for Greenbelt, increasing its profile and building new partnerships in line with Greenbelt's strategy
- Protecting and managing the charity
- Ensuring the financial stability of Greenbelt
- Appointing senior managers to lead Greenbelt, monitoring their performance and, through them, providing an excellent working environment for the Greenbelt staff team
- Safeguarding the good name and ethos and values of Greenbelt
- Ensuring that Greenbelt complies with its governance, charity law, and any other relevant legislation or regulations
- Ensuring that Greenbelt pursues its objects as defined in its governance
- Ensuring Greenbelt applies its resources exclusively to pursue its charitable objectives
- In addition to the above duties, each Greenbelt trustee should use the specific skills, knowledge or experience they have to help the Board reach sound decisions.

PERSON SPECIFICATION

ALL TRUSTEES

This person specification sets out the qualities, skills and experience needed by a Greenbelt trustee. All trustees need certain qualities such as integrity and commitment. In terms of specific skills, it is acknowledged that not every trustee will have the full range of skills and experience required by the Board of Trustees as a whole.

Each Greenbelt trustee is expected to have:

- A commitment to, and understanding of, Greenbelt's mission, vision and values
- The ability to devote the necessary time and effort to meetings, and other duties
- Strategic vision
- Good, independent judgement
- Imagination and ability to think creatively
- A willingness to speak their mind
- A commitment to diversity and hearing minority voices
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- The ability to work effectively as a member of a team
- Trustees need to share Greenbelt's passion for arts, faith and justice

ROLE DESCRIPTION – CHAIR OF TRUSTEES

In addition to the duties carried out by all trustees, the Chair is expected to:

- Provide leadership for the Board of Trustees in their role of setting strategy and policy for Greenbelt
- Plan the annual cycle of Board meetings and set meeting agendas
- Chair and facilitate the Board meetings
- Monitor that decisions taken at Board meetings are implemented
- Represent the organisation at appropriate events, meetings or functions
- Act as a spokesperson for the organisation where appropriate
- Appraise the performance of, and provide support for, senior staff as appropriate
- Attend the Business and Finance sub-committee and other committees / working groups as appropriate

ADDITIONAL INFORMATION

Remuneration / benefits

Trustees are not paid but expenses are covered by Greenbelt in line with our expenses policy.

Declaration of interests

The declaring of interests by a Greenbelt trustee forms part of a wider code of behaviour expected of Greenbelt trustees in fulfilling their obligations towards Greenbelt.

One aspect of a Greenbelt trustee's duty is that they must not make a profit from the charity. If a Greenbelt trustee has a personal interest in a subject, that person should not be present at any discussion or vote on the matter. An example of this would be where a Greenbelt trustee (or their family) has a personal financial interest in the outcome of a contract decision. The trustee should declare this at the start of the meeting and absent themselves from the rest of the meeting.

There are occasions when the trustee has a less direct interest in the outcome of a decision. They may, for example, have an association or relationship with an organisation which is (or indeed might become) an applicant for Trust Greenbelt funds. They (or members of their family) may be a trustee of a charity, seeking a grant. In this case a declaration of interest would be required from the trustee at the start of the meeting, explaining their connection with the individual / organisation. The meeting may well decide that the person can remain present throughout the discussion and, depending on the degree of involvement, may even decide the person can vote. If, however, the person is more directly involved with the charity e.g. they (or members of their family) may be paid advisers to a charity; they may be allowed to remain present for the discussion but not be involved with the decision.

Declarations made at each meeting are included in the minutes of that meeting. The file of previous declarations is available to trustees for inspection upon request and at future meetings.

OUR STRATEGY
2018 - 2021

GROWING OUR AUDIENCE

YOUNG PEOPLE

- Work with youth gatekeepers and agencies e.g.YMCA
- Encourage exploration, questioning and fun in a safe and supportive environment
- Create spaces where young people can meet and hang out

YOUNG ADULTS

- Keep 18-25 ticket prices discounted
- Intentionally focus programme for this age group
- Create meet-up opportunities and maintain contact year-round

INCLUSION

- Programming and build to ensure justice inclusion around disability, ethnicity, accessibility, class, LGBTi and gender
- Monitor Greenbelt leadership to ensure representation
- Clearly communicate OPEN FESTIVAL scheme and affordable ticket offers

WIDER FAITH AUDIENCES

- Programme artists and thinkers from all faiths (and none)
- Programme for all faiths (and none)
- Develop and nurture partnerships with agencies like Amal, Living Islam, Limmud etc
- Make room for encounter, dialogue and learning

GREENBELT BEYOND THE FESTIVAL

Increase Greenbelt's reach and influence – building greater awareness of the festival and its content and vision outside of the festival field

ACTIVISM & CAMPAIGNING

GREENBELT AS CATALYST FOR CHANGE

FOUR KEY CAMPAIGNING & JUSTICE THEMES FOR 2018 – 2021

1. Environment / Climate / care for the living planet
2. UK Poverty, division and inequality
3. Migration – refugees, asylum seekers & IDPs
4. Israel-Palestine

- Make Greenbelt a hub for action and a place to nurture activists of all ages
- Measure change impact over time and collect stories about this
- Develop partnerships with organisations connected with our concerns

AUDIENCE AS PARTICIPANTS

- Stage big shared moments
- Choreograph unexpected moments – street-style / walkabout
- Programme plenty of hands-on opportunities – workshops and 'how to?' sessions

FINANCIAL SUSTAINABILITY

- Ensure a robustly managed and monitored financial regime
- Rebuild the festival's reserves (to £200k by 2020 and £350k by 2025)
- Value and invest in our volunteer community
- Continue to recruit, nurture and value our Angel givers





