



# CHAIR OF TRUSTEES RECRUITMENT

**greenbelt.**

## **Greenbelt Chair of Trustees Recruitment.**

Later this year Steve Baker, who has led the Greenbelt board with great vision and vigour since 2015, will be stepping down as Chair. The Festival Trustees are now looking for a new Chair to lead the organisation from this autumn as we embark on a new chapter in the Greenbelt story.

This is a vital and exciting role at a moment of great opportunity for Greenbelt. Festival audiences have been growing as we have followed a clear strategy which has chimed with Greenbelters and performers, and the organisation is in good financial standing. We are seeking someone with passion, vision and time to lead the board at this important stage in the life of our festival.

If you are interested in considering this role for Greenbelt, please read this Chair recruitment pack for details of what the role involves.

Ideally, our new Chair would join the board of trustees and be introduced at this summer's Festival, taking up the reins from Steve Baker when he retires from the role this autumn.

We are committed to celebrating inclusivity and diversity at the heart of Greenbelt and we recognise the importance of our board being made up of people from diverse backgrounds, with a wide range of skills, experiences and abilities. If you feel an affinity to the Festival and our values and think you may have the skills and experience we need from a Chair, we would love to receive an application from you.

### **Andy Griffiths**

Greenbelt Trustee and chair of Governance & Nominating sub-committee

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# PROCESS

If you think that this role is 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](http://www.greenbelt.org.uk/trustee-application)

**Closing date for applications is:**

**Friday 31st May 2022**

**Shortlisted applicants will be invited for interview – dates to be confirmed once applications have closed.**

**If you have any questions please email us at [trustee-application@greenbelt.org.uk](mailto:trustee-application@greenbelt.org.uk)**



# GREENBELT ORGANISATION

## 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 or 12 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 London 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.

**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](http://www.greenbelt.org.uk/greenbelt-festival)**

**[www.greenbelt.org.uk/greenbelt-festival/who-we-are](http://www.greenbelt.org.uk/greenbelt-festival/who-we-are)**

**[www.greenbelt.org.uk/support](http://www.greenbelt.org.uk/support)**

# 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 x activism x 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 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



# THE ROLE

## 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. This 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](http://www.gov.uk/government/organisations/charity-commission)

# PERSON SPECIFICATION

In addition to the following specification of characteristics and duties which apply to all Greenbelt trustees, the responsibilities and characteristics which apply to the role of the Chair are set out on pages 11 and 12.

## All Greenbelt Trustees

"Our history and values are firmly rooted within a Christian tradition which is world affirming, inclusive, politically and culturally engaged (see Values). All trustees are expected to understand and be committed to Greenbelt's mission, values and vision.

In addition, all trustees need certain qualities such as integrity and a commitment to make sufficient time to offer their skills and experience to serve in the Greenbelt Board of Trustees. Few, if any, trustees will have the full range of skills and experience required by the Board as a whole, which means that the contribution of each Board member is essential for the Board as a whole to function well.

Each Greenbelt trustee is expected to have:

- Understanding of and passion and commitment to 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 a trustee
- The ability to work effectively as a member of a team

The duties of every Greenbelt trustee include:

- Protecting and managing the charity
- Ensuring the financial stability of Greenbelt
- Ensuring there is a strategy and budget in place which applies

- Greenbelt's resources exclusively to pursue its charitable objectives
- Ensuring there is an effective senior management team in place to lead Greenbelt, setting and monitoring against appropriate targets and ensuring a work environment which positions the Greenbelt staff team to succeed
- Safeguarding the good name, ethos and values of Greenbelt
- Ensuring that Greenbelt complies with its governance, charity law and other relevant rules and regulations
- Being an ambassador for Greenbelt
- Bringing their specific skills, knowledge or experience they have to help the Board reach sound decisions.

### **Additional Chair duties, responsibilities and characteristics**

In addition to the duties carried out by all trustees, the Chair has the following additional responsibilities:

- Enable and lead the Board in fulfilling all its duties
- Plan an annual cycle of Board meetings and set meeting agendas in such a way as to enable the Board to focus on its key tasks
- Chair and facilitate Board meetings
- Set a Board environment and culture which gets all trustees involved in the Board's work
- Ensure that decisions taken by the Board are properly recorded, monitored and implemented
- Represent Greenbelt confidently and well as required at events, meetings or functions
- Establish an effective working relationship with senior management
- Appraise the performance of, and provide support for, senior staff as appropriate
- Ensure effective stewardship of Greenbelt's resources and management of financial risk (through attending the Business and Finance sub-committee)
- Ensure effective Board composition, induction, development and performance (through attending the Governance and Nominating sub-committee)
- Attend other committees/working groups as required

In order to perform these duties and responsibilities effectively, we expect that in addition to the general characteristics required in a trustee, a successful Chair applicant would need to demonstrate:

- That they will be able to commit sufficient time to discharge these responsibilities effectively.
- Senior management and other trustees will support the Chair in

carrying out these additional responsibilities, but considerable time will need to be invested by the Chair over and above what is required from most trustees. We estimate that the total time a Chair would need to invest over a year (not including attending Greenbelt Festival) is around 15 days (8 in Board and Committee meetings and around 7 days of preparation/follow up time), spread through the year

- The emotional intelligence and soft skills required to ensure that Board members gel well and work well together as a team and that Board members and senior management work together well as a team
- A positive entrepreneurial attitude
- The ability to influence and draw Board members towards decisive conclusions (without dominating)
- Integrity, courage and strength of character
- Experience of successfully chairing meetings





# 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.

