



## **PEOPLE UNITED CHAIR OF THE BOARD CANDIDATE INFORMATION: 2024**

Deadline for Expressions of Interest 1<sup>st</sup> November 2024

### **Introduction**

People United is looking to recruit a new Chair of the Board of Trustees following the 7-year tenure of Steve Moffitt which ended in July 2024.

This is an exciting time for People United as, under new Directorship, we deepen our local engagement, seek national and international partners and reposition ourselves as a learning organisation. As we develop our organisational culture, we are exploring new and radical governance models and are seeking a Chair to shape this process to ensure that our board and trustees offer a wide perspective of voices and experiences.

### **ABOUT PEOPLE UNITED**

People United (PU) is an award-winning arts charity. We are based in Canterbury and work in East Kent, making collaborative art where our communities are – anything from 1-1 encounters to large scale public art.

Our creative practice centres radical care: a deep, transformative care practice that challenges and goes beyond conventional notions of care. Radical care advocates for a more holistic, intersectional and systemic approach to care, recognising the interconnectedness of social, political, economic and environmental issues.

## **Our history**

Founded in 2006 by Tom Andrews, PU was established to 'create a kinder world' championing the movement of arts and creativity to elicit and support positive health and wellbeing, create deeper social connections, and encourage experimentation.

Underpinned by [3 pieces of research](#), PU's work evidenced that the arts could create the conditions for kindness to flourish.

### **From Kindness to Care....**

*'Instead of only acting as a force for self-preservation, care is about the survival of marginal communities because it is intimately connected to modern radical politics and activism. As Maria Puig de la Bellacasa notes, caring is "an ethically and politically charged practice."*

(Hobart and Kneese 2020)

Over the years the world changed, and the organisation and our practice responded. Kindness became Care and Care became Radical Care in a shift which recognises the complexity of the social, political, environmental and economic challenges we face.

### **Our positions**

#### **1. We are an arts organisation**

*We believe that everyone is an artist. That's why we want to make art with you, not for you.*

#### **2. Our work is human-centred**

*Our work is relational. We recognise the importance of being vulnerable and the effect that may have on the communities we work with. When appropriate we work with trauma conscious artists.*

#### **3. We make intentional choices**

*We pride ourselves on making bold, brave decisions about how we work and are not led by funding priorities or trends.*

#### **4. We facilitate active conversations**

*These conversations lead to partnerships, understanding, and build foundations for effective and lasting collaboration.*

#### **5. We learn and change**

*As a learning organisation we aim to create, acquire and transfer knowledge, enabling us to think holistically and systemically. Reflection and sharing within the creative sector and beyond are central to our practice.*

**6. We establish trust through slow relationship-building, working in solidarity with our local communities**

*We work with communities who are most affected by inequality, recognising power imbalances and, using our co-design methodology, strive for a more equal platform*

**7. We are mindful of our place and impact in the world.**

*We make collaborative art where our communities are (from people's homes to public spaces), working with what's already there*

**8. We acknowledge there is a climate crisis**

*We want to do more than produce policies; we are actively creating programmes and practice which lead to a net zero (link to policy / action plan)*

**9. We embrace the unknown**

*We see it as the gateway to openness, creating space for self-expression and a place to be more honest, joyful and celebratory.*

**10. We are building a positive legacy**

*What we leave behind matters; we have an ongoing commitment to create positive and lasting impact through the 'ripple effect' and cross sector working.*

People United is an Arts Council NPO organisation with confirmed funding in place from 2023-2026. We are also in receipt of multi-year funding from Paul Hamlyn Foundation and The Rayne Foundation, alongside other project funders.

**Our Team**

Full details of our team and trustees can be found [on our website](#)

People United is known and respected for its values-led approach and passion for social change, and all trustees are expected to share that commitment.

**Becoming our Chair**

The role of our Trustees is to provide governance to the organisation, ensuring that we achieve our ambitions, and undertake best practice in all areas of our business activities. This includes operating within a care-centred practice as part of our organisational culture.

The Chair provides strategic leadership to People United's Board of Trustees, ensuring that it governs the charity effectively, and delivers our programme in line with our positions and our business plan. Our Director reports directly to the Chair, and together they oversee the governance and financial management of the company, ensuring good practice in fulfilling its charitable aims and financial sustainability.

Our interim Chair is looking to stand down in December, so we are hoping to appoint as soon as possible to facilitate an appropriate handover.

The role includes:

- Supporting the development of the vision and mission of PU
- Line management of the Director
- Leading the board, ensuring that it fulfils its responsibilities for the governance and fiduciary accountability of the organisation in line with Charity Law.
- Supporting, planning and Chairing quarterly board meetings and annual Away Days.
- Enabling ongoing Trustee development, and ensuring that all members of the board are actively involved in decision making, and optimising the relationship between the board, staff, and other stakeholders.
- Acting as a spokesperson and figurehead for PU, when necessary, and advocating for our work and its impact.
- Supporting PU in its relationships with key funders, in particular Arts Council England.
- Maintaining an awareness of Arts Council's expectations of NPOs in relation to good governance. Actively engaging with and understanding Arts Council England's Investment Principles and Outcomes, setting and monitoring targets with PU's Director and Deputy Director.
- Attending public and stakeholder events in the region on behalf of PU.
- Providing leadership and pastoral support to PU staff, where suitable and necessary.

What we're looking for:

- Experience of being a trustee (you don't need to have been a Chair before).
- Ability to understand and contribute to financial reporting, supported by our current board and treasurer.
- A good understanding of and interest in PU's artistic practice, care-centred practice and our strategic purpose.
- A strong personal commitment to social justice, championing equality, diversity, inclusion, and belonging.
- An inclusive leadership style, being able to inspire and support everyone to participate on an equal footing.

- An ability to listen and engage effectively, being comfortable with challenge and debate, able to encourage that in others whilst fostering a collaborative and accountable board environment.
- An appetite for change and for shaping the organisation through a period of transition and exploration.
- An ability to champion PU's work in person, through personal networks, both locally and nationally.
- An ability to be responsive when advice, support or authorisation are needed.

A knowledge and understanding of, and networks within Kent.

The board meets at least four times a year, usually in the evening on weekdays. Board meetings are normally conducted online via video conferencing, however one board meeting a year will be in person, with an additional in-person Away Day. The minimum time commitment is likely to amount to 10 days for the Chair

As a Board Member you agree to the following:

- Attend meetings, in person or online.
- Be fully up to date with the business of the company.
- Be well prepared for each Board meeting.
- Offer timely feedback and responses when requested.
- Attend PU events, where possible.
- Advocate for the organisation where and when appropriate.
- Undertake a term of office for an initial period of three years.

### **Remunerations and Rewards**

By becoming a PU Trustee, you are supporting our small team to collaborate with communities in East Kent, enabling lasting impact in the region. We believe the role is rich and rewarding and offers significant professional development opportunities.

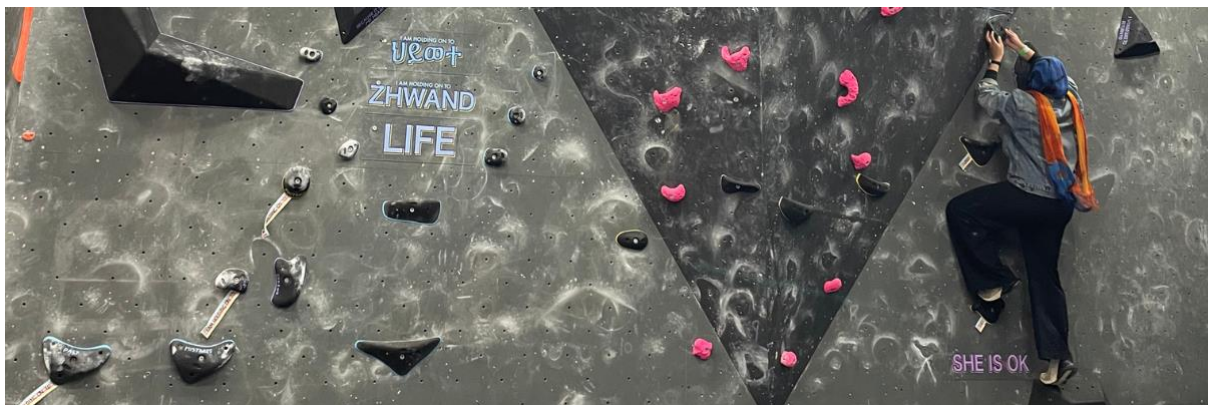
Our Trustees contribute their time as volunteers and therefore do not receive a fee. However, we provide reasonable expenses to cover all in person board meetings and Away Days.

If there are any barriers to you becoming Chair, we would welcome a conversation to discuss how we might mitigate these.

## HOW TO APPLY

If you would like to be part of this unique organisation please send a CV and supporting letter, or an audio or video file to [helen@peopleunited.org.uk](mailto:helen@peopleunited.org.uk) with Chair Recruitment in the subject line by 1<sup>st</sup> November 2024. If you have any other adjustment requirements or have any support needs please get in touch.

If you would like a confidential conversation with our Interim Chair, Emma or Jo our Director before applying please email [helen@peopleunited.org.uk](mailto:helen@peopleunited.org.uk)



We're grateful to the following funders who make our work possible:

