

A call for more trustees - information pack

Please note this pack is available as an audio description [here](#)



Would you like to make a difference to the lives of people in Barnsley through creativity?

If so, why not become a trustee of Creative Recovery?

For over 12 years Creative Recovery has been bringing people together over shared passions. This connection and being part of a vibrant, accepting community feels more important than ever right now.

We are a grassroots charity based in Barnsley that uses creativity to support mental health and recovery, boost well-being, build communities and bring about social change. We believe that we all hold creative potential and nurturing our creativity can keep us hopeful and well.

Learn more at www.creativerecovery.co.uk.

Why now?

As we grow as an organisation and make a home in a new community base, we are looking for more trustees to broaden the skills, knowledge and experience of our committed board of 4. We are at a point in the life of Creative Recovery when we wish to reflect and reimagine our work. We hope our new trustees will help us to refine our vision and direct us towards a more sustainable future embracing the many new opportunities that are currently emerging.

Our roots

The work of Creative Recovery started with a series of Arts for Health pilots beginning in 2010. The positive impact of this work grew into a community of people who expressed a strong wish for more creative interventions to support mental health and recovery. A not-for-profit group was set up in 2012 by 20 participants and supporters, taking a people led approach. The vision was to establish firm foundations for the development of new work to boost well-being, support recovery and look at broader social change. Creative Recovery became a CIO (Charitable Incorporated Organisation) in 2014.

People, particularly those with lived experience, are at the heart of everything we do whether it be participating in activities, supporting delivery or guiding the organisation. During its history, Creative Recovery has grown, contracted and grown again "weathering the storms" of austerity, funding cuts, the pandemic and the pressures of supporting a growing community. As co-founders Hayley Youell and Helen Boutle have historically provided the strategic direction for the organisation, identifying and developing new areas of work (in response to the needs and aspirations of the community). Between them, they manage all aspects of Creative Recovery's day-to-day delivery with support from the board of trustees. All employees (including a large team of artists and support staff) are contracted on a freelance basis.

Creative Recovery aims to deliver a weekly programme of activity and time-limited projects. The approach for Creative Recovery falls into six key strands:

- **Core programme:** Regular groups for people with mental health needs.
- **Projects and commissions.**
- **Wellbeing:** Community drop-ins (social and creative groups, UPLIFT events- boosting wellbeing for all).
- **Specialist work:** e.g acute psychiatric settings, hospitals, workplaces and prisons.
- **Advocacy and campaigns:** Raising awareness of mental health and recovery, within Barnsley, challenging stigmas and encouraging people to live fuller lives.
- **Volunteering and mentoring:** Creating opportunities for those wanting to give back or develop work experience or supporting participants to develop their confidence and experience.

At Creative Recovery, the word 'recovery' is defined as experiencing mental health/drug and alcohol issues and additionally 'recovering' from the emotional impact of difficult life experiences. The word recovery is used to denote the journey towards better health, moving towards improved functioning, connectedness, emotional resilience and living a full and purposeful life.

How does Creative Recovery operate?

Creative Recovery was incorporated as a Charitable Incorporated Organisation (CIO) in July 2014 using the Foundation model produced by the Charity Commission.

Its objects as set out in the CIO documentation are: "To promote social inclusion for the public benefit of preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society, by the provision of therapeutic, creative and social activities".

Within the objects socially excluded means "being excluded from society, or parts of society as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; physical or mental ill health; substance abuse or dependency including alcohol and drugs".

The Foundation model is for charities whose only voting members will be trustees – the small group of people who make all the key decisions. Each trustee is liable for a maximum of £1 if the organisation is wound up and the constitution sets out their functions, duties and limitations. The maximum number of trustees allowed is eight and the minimum is three – if it falls below this, the remaining trustees can only call a meeting to appoint new trustees. Every year one-third of trustees (or the nearest number of one-third) will retire at a meeting but they can be re-appointed.

The objects indicate trustees should be selected based on their skills, knowledge and experience relevant to the organisation. Trustees can retire or be removed if they put in writing their resignation, don't attend meetings for six months, if they die, if they become mentally or physically unable to be a trustee or are disqualified under the Charities Act. Decisions can be made by trustees at meetings, or in writing outside meetings, where everyone agrees to the decisions. The trustees can delegate decisions to committees, though these committees must have at least two members, one of whom needs to be a trustee. Decisions can't be made at meetings unless a quorum is present, that is two trustees or the number nearest to one-third of the total number of trustees – whichever is the greatest. Decisions are agreed on a majority decision with the chair having the casting vote. Meetings can be held in person, virtually or a combination of the two.



What are we looking for in trustees?

We are looking for up to four new trustees. Our four current trustees have a range of backgrounds, skills and experiences, but above all they:

- Have a desire to make a difference, contributing their skills, knowledge and experience to help the organisation achieve its objectives.
- Are empathetic, resilient and open.
- Listen to each other as well as to staff and community.
- Understand the stresses and strains of working within the voluntary / community sector and within a community of people experiencing mental health issues.
- Are champions and advocates for Creative Recovery, their pride in the organisation and being involved in it clearly shines through.

It is not necessary for you to have knowledge of the arts, mental health or recovery. It is also not necessary to be based in, or know Barnsley but you should be able to travel to regular trustee meetings.

From our review of the current skills and experiences of trustees, along with the priorities of Creative Recovery for the next few years, these are some of the skills we are looking for:

Desirable areas of expertise

- Finance / accountancy.
- Legal / procurement.
- Safeguarding.
- Inclusion and diversity.
- Lived experience.
- Strategic and networking.
- Human resources.
- Creative / critical thinker.
- Small charity management / Community development.

Sector specific – people who have direct experience in a range of sectors that we currently operate in and who may be able to provide specific knowledge, contacts and introductions.

- Community / Voluntary sector.
- Activism and social justice.
- Arts / culture.
- Health / Public health – at a senior level.
- Local authority – at a senior level.

This isn't a definitive list, even if you don't have the skills listed above but are still interested in becoming a trustee then we'd love to hear from you. What's important is that you understand Creative Recovery's aims and how you could support and grow the organisation further.

Eligibility

Trustees must be at least 18 years old.

You cannot act as a trustee if you are disqualified unless authorised to do so by a waiver from the Commission. The reasons for disqualification include:

- Having an unspent conviction for an offence involving dishonesty or deception (such as fraud).
- Being bankrupt, or entering into a formal arrangement (for example an individual voluntary arrangement) with a creditor.
- Removal as a company director or charity trustee because of wrongdoing.



What is expected of trustees?

The board of trustees is jointly and severally responsible for the overall governance and strategic direction of the charity, its financial health, the probity of its activities and developing the organisation's aims, objectives and goals in accordance with the governing document, legal and regulatory guidelines. All trustees should also be aware of, and understand, their individual and collective responsibilities, and should not be overly reliant on one or more individual trustees in any particular aspect of the governance of the charity.

There are six main duties:

1. Ensure the charity is carrying out its purposes for the public benefit.
2. Comply with the charity's governing document and the law.
3. Act in the charity's best interests.
4. Manage the charity's resources responsibly.
5. Act with reasonable care and skill.
6. Ensure the charity is accountable.

We generally hold trustee meetings every quarter and would hope that you attend as many as possible, the meetings are generally 90 minutes long. Additional meetings or subgroups are created relating to key work pieces or developments decided upon at trustee meetings. There would be some commitment between meetings, but we understand that everyone's time is precious.

We have a fairly low turnover of trustees, current trustees have been in that role between two and ten years, but all have been involved in the organisation for longer than they've been a trustee.

How to apply

If you would like to talk things through before sending your expression of interest please call Steph Cronin (Chair) on **07957 933 023**. If you need specific information feel free to email Helen or Hayley at **wearecreativerecovery@gmail.com**.

Please click [here](#) to complete a short Google Form and upload your CV, if you have one.

Alternatively, you can email your responses to the questions below, and send this along with your CV, if you have one to wearecreativerecovery@gmail.com

Accessibility is important to us. If you would like to discuss alternative application and interview process please get in touch. We can also accept your application in different formats, including video or audio recording, instead of written documents. Please record your responses and send with a CV (if you have one) to **wearecreativerecovery@gmail.com**.

Creative Recovery is committed to being an inclusive, diverse and representative organisation and community. We grew out of our lived experiences and a drive to address the inequalities and discrimination faced by people from communities who have been unheard and marginalised. We welcome applications from people identifying with any of the protected characteristics as defined in the in 2010 Equality Act, or from working class backgrounds.

Important dates and process

Applications open: Friday 24 February

Deadline for applications: 5pm, Friday 24 March

We will acknowledge all applications and be in touch as soon as possible after the deadline.

Interviews: To be arranged with short-listed candidates in April 2023. This will be a conversation with a small group of trustees, staff members and a participant representative.

After the interview, selected trustees will be invited to observe at a trustee meeting before making their final decision to become a Creative Recovery trustee.

We look forward to hearing from you. Together we can do great things.

Questions on the [Google Form](#)

- **Name**
- **Where are you based?**
- **What difference could you make to Creative Recovery?**
Think about the skills or experiences you feel you have that you could bring to help make a difference to the organisation (500 words max)
- **Why are interested in becoming a trustee of Creative Recovery?**
You may want to talk about connections you may have with Barnsley, a special interest in issues relating to mental health, that you are a creative person, that you want to help others, or anything else (500 words max)

As described in our information pack, there are some desirable skills and experiences we are looking for to support our existing board.

Please highlight any that are relevant to you.

Areas of expertise and specific skills – to help the running of the organisation in terms of policy and practice or administration

- Finance / accountancy
- Legal / procurement
- Safeguarding
- Inclusion and diversity
- Lived experience
- Strategic and networking
- Human resources
- Creative / critical thinker
- Small charity management / Community development

Sector specific – do you have direct experience in a sector that Creative Recovery currently operates in and may be able to provide specific knowledge, contacts and introductions?

- Community / Voluntary sector
- Activism and social justice
- Arts / culture
- Health / Public health – at a senior level
- Local authority – at a senior level
- Please share more additional information that you feel is relevant in relation to your specific skills and experiences

Thank you for your interest in working with us at Creative Recovery.