
Trustee Recruitment Pack



2021

Mid Pennine Arts

mpa

Introduction

Who are we looking for?

Mid Pennine Arts is looking for up to three new trustees who share our values and passion for art and creativity. Most importantly, we're looking for people who believe art can be a powerful agent for change.

We are looking for people who have the relevant skills and/or lived experiences; who have passion and can bring fresh perspectives to the team, and who have a connection to and understanding of the community of Pennine Lancashire.

Please don't be put off if you have not got previous Board experience. Our existing Trustees and staff team will offer support. The most important thing we are looking for are people who can bring their energy, commitment and different lived experiences to our team and to our strategic thinking.



If this sounds like you, please get in touch.

“Look anywhere around the cultural scene in Pennine Lancashire and you will find seasoned arts professionals who started their career, or developed their skills, or just got a taste for arts work at Mid Pennine Arts. Over the years it has nurtured a whole community of creative professionals who now enrich our cultural scene. It's a veritable talent factory!”



About Mid Pennine Arts

Mid Pennine Arts brings art, people and places together.

We commission ambitious, original work that is unique to some very special places and connects directly with people.

MPA projects challenge artists, enrich our communities and sometimes change lives.

Our projects interrogate and celebrate what is unique about our area, our heritage and our communities.

MPA is the commissioning agency based in Pennine Lancashire and developing projects across Lancashire and beyond. We

commission high quality creative work through a variety of collaborations and in response to the distinctive contexts of our natural, built and social environments. Our projects examine what is unique about our area, our heritage and our communities. We aim to originate exciting creative work that has lasting impact for participants, audiences and our project partners.

We believe in the transformative power of art. We work in some of the poorest communities in the UK, but we deliver ambitious, challenging work that has won national and international awards and achieves profound and lasting social and economic outcomes.

Our local context is all important, informing new work that brings new life and new audiences to magical heritage sites and struggling high streets alike. From ancient manors to obsolete railways, from derelict mills to windswept moorland, Mid Pennine Arts applies that transformative power to the living heritage of our region, giving national and international artists the opportunity to work within one of the most exciting contexts in Europe.

With five decades of commissioning experience, MPA's longevity is testament to the soundness of our vision and the integrity of a philosophy rooted in the belief that art can play a major role in developing, nurturing and completing sustainable communities.

Mid Pennine Arts is a social enterprise, a not for profit company limited by guarantee and a registered charity. We are governed by a volunteer Trustee Board. We adopted this new structure in 2012, having previously been an unincorporated charity since 1966.

You can read about our current programmes of work on our [website](#). Or take a look at our work in action by viewing a showcase of our films on our [Vimeo channel](#).

Our Values

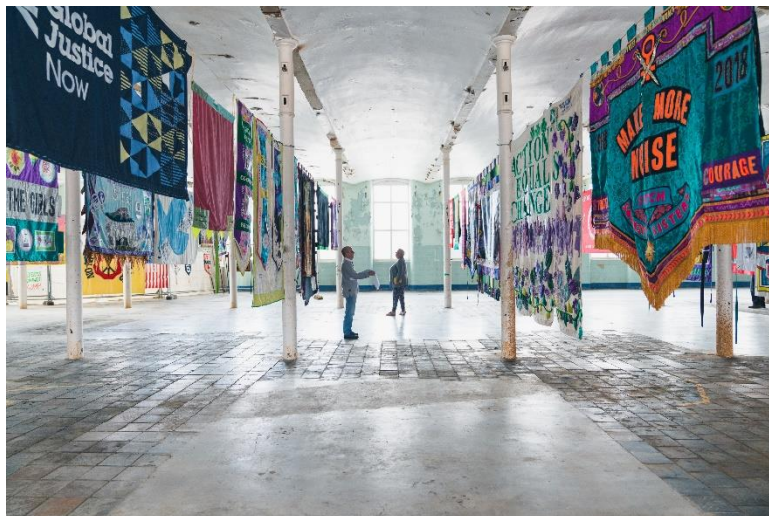
Aims

- Commission new and original work of high quality that is distinctive to our local contexts.
- Engage growing numbers of people as audiences, participants in and collaborators for our work.
- Devise rich learning opportunities for young people and adults to explore the work, their responses to it and their own creative potential.
- Use the contemporary arts to explore shared heritage and culture, and make some special places a bit more special.



Vision

- A unique creative organisation that is important regionally, visible nationally and connected internationally.
- Creating work of high international standard that is bespoke, distinctive and unique to our local contexts.
- Rooted in Pennine Lancashire but able to work across the county, the wider NW and into Pennine Yorkshire.
- Making a key contribution to the future of Lancashire and its emergence as an increasingly distinctive cultural destination.
- Celebrating a rich organisational history and looking forward, working towards to an important future role.



Our Board

Steph Hawke (Chair): Steph had her first experience of Mid Pennine Arts on a school work placement in 1993. She has a background in heritage education having worked for the National Coal Mining Museum and as a teacher before completing a PhD in heritage studies in 2011. She joined MPA in 2010 as a member of the Creative Learning team, becoming Creative Learning Manager. When in 2013 Steph took up a new role with Curious Minds, she joined the MPA Board. She is now Head of Fundraising for Curious Minds and Chair of the MPA Board.

“MPA has brought vibrancy, colour and texture to Pennine Lancashire for over 50 years contributing to our unique place-identity; who doesn’t love the Singing Ringing Tree? MPA makes me proud to live in Burnley”.

Steph has presented her PhD research internationally in Quebec, Venezuela, Portugal and Sweden and in 2016 ran the London Marathon to raise funds for Mid Pennine Arts.

Amber Corns: Burnley based Amber joined the Board in 2020 and brought with her a wealth of private sector and business experience having worked for blue chip companies, and more recently in the prominent role of Brand Manager for Burnley, supporting and growing the hugely successful Bondholders. This has given her a strong business network across East Lancashire, which continues to develop in her current role as PR Director at Burnley-based Scott Dawson Advertising.

“I’ve been a huge fan of MPA’s work for years, and was lucky enough to work closely with them in my Burnley role. I’m delighted to have become a Trustee, and look forward to bringing my passion and enthusiasm to their great work.”

Andy Macnae: Based in Rossendale Andy has been an MPA board member for around 10 years now and served six as chair. Andy has extensive commercial and management experience and indeed was first involved with MPA as an advisor supporting changes to the organisation’s governance and legal status. Andy has also been a Rossendale Borough Councillor since 2011 where he has held several cabinet positions. He therefore brings an in-depth understanding of the public sector landscape and local development strategies. Andy also has several other regional and national board roles, including being a trustee of CyclingUK, and so has valuable governance and organisational development experience.

“MPA has been involved in delivering many great projects which I see and enjoy almost every day, with the Singing Ringing Tree being right on our doorstep. That practical aspect, with MPA producing real and tangible impacts, is why I remain excited to be involved”

Claire Tymon: Claire is an independent Cultural Producer specialising in long-term approaches to creative placemaking and community wealth building. Claire was the Visual Art Officer at MPA from 2003-2006 and considers the MPA team as part of her family. Claire is based in the Peak District and

is currently undertaking a PhD by Practice at Sheffield School of Architecture, exploring the role of the maker in placemaking.

Fareda Khan: Fareda is an independent art curator specialising in contemporary South Asian visual culture. Formerly a Theatre Producer for Rasa Productions Ltd and also Head of Special Projects at Manchester Museums and Galleries Partnership, she has been selected for the Clore Leadership and other leadership programmes. A lifelong champion of equality and diversity in arts practice, Fareda has written and edited numerous contemporary art publications and has presented at international conferences including the Colombo Biennial. She has curated awarded-winning exhibitions and programmes in the public domain and in museums and galleries across the UK and in South Asia. Outdoor site-specific interventions include the *Rusholme Project* for MIF with Rashid Rana and Subodh Gupta, as well as a Tour de France commission for Yorkshire Festival with Imran Qureshi in collaboration with MPA.

Fareda was co-founder of the specialist contemporary art agency Shisha, and is a Fellow of the Royal Society of Arts, but also a proud Lancashire Lass and a committed trustee for Mid Pennine Arts.

Peter Kenyon: Peter has been involved with MPA since he came to live in Burnley in 1967, firstly as event attendee and for a long time as a member of the Trustee Board.

“I was a member of Burnley Borough Council for over 20 years, culminating in being the Executive Member for Finance & Personnel. I was a close friend of Alan Daiches who was the council’s Director for the arts and theatre, and through him became a member of Burnley Youth Theatre’s board. Mid Pennine Arts has hugely stimulated the arts scene in Burnley and East Lancashire and made this town a much better place to live. Long may it continue.”

Role of the Trustee

The Board of Trustees provides guidance, determines MPA’s strategic direction and exercises overall control of the charity’s financial affairs. The day-to-day running of the organisation is undertaken by the staff team, overseen by the Board. As a Company Limited by Guarantee and a registered Charity, MPA’s trustees have duties under both company and charity law. Your main duties as a trustee would be:

- The governance of MPA in line with our charitable purpose.
- Managing the charity’s resources responsibly.
- Bringing ideas and expertise to the governance of MPA.
- Providing guidance, challenge and support to the MPA team.
- Acting as a champion and advocate for MPA.
- Supporting MPA’s fundraising activities, building and maintaining relationships with key partners and stakeholders where appropriate.

- Preparing for and attending board meetings (normally three per year) plus ad-hoc planning sessions or sub-groups as appropriate (usually no more than three per year). Currently our Board meetings are on Thursdays at 4pm via Zoom. We may revert back to in-person meetings in the future at our base in Burnley, however we will keep the option of attending via Zoom available.
- Taking an active part in discussions and decision-making.
- Attending MPA events where possible.
- Acting with care and skill and in the charity's best interests.

An MPA Trustee Should Have

- A belief in, knowledge of, and passion for MPA's work.
- Ambition to improve and grow the charity, increasing its positive impact.
- Honesty and integrity.
- The ability to think creatively.
- The courage to challenge constructively.
- A passion for the arts and creativity.
- Good judgement and decision making skills.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of being a Company Director and a charity Trustee. (You can find information about that [HERE](#).)
- A willingness to collaborate and act as a member of a team.
- A demonstrable commitment to equal opportunities, diversity and inclusion.
- It is desirable, although not essential, to have a connection to and understanding of Pennine Lancashire and its communities (although you do not need to live here).

What Are We Looking For?

We would like to hear from anyone who thinks that they:

- Have the knowledge, expertise and enthusiasm to contribute to MPA's current work and development.
- Could champion our work and bring a fresh perspective to the current MPA Board.

We are particularly keen to hear from individuals with skills/experience in the following areas (but please don't let this put you off if you don't have these but feel you meet the two criteria above):

- Finance skills – particularly an understanding of charity accounting and financial management.
- Fundraising – particularly arts, heritage and community funding.



- Professional arts/cultural sector experience.
- Community engagement experience.
- Arts in education experience.

We recognise that our current Board would be strengthened if we had more diverse voices at the table. Our aim is to have a Board which is diverse and representative of the communities that we work with. Therefore we positively encourage people from all backgrounds to apply. We welcome applications from anyone regardless of their disability status, ethnicity, heritage, gender, sexuality and socio-economic background.

We also particularly welcome applications from people under 30. You do need to be at least 18, but we are not expecting a young trustee to represent all young people, you will be there to bring diversity of perspective. We want any younger trustees to have a genuine interest in the arts and the work we do but expertise and experience are not essential, just the will and capacity to engage fully and learn in the role.



How To Apply

If you are curious and want to know more you can set up an informal chat with the Chair of the Board, Steph Hawke, or our Creative Director, Nick Hunt. Please email Melanie Diggle (Finance & Admin Director) at melanie@midpenninearts.org.uk who will set this up.

If you know you want to apply then we would like you to tell us about yourself and explain why you would like to join MPA's Board of Trustees. Please get in touch and let us know the following:

- Tell us about yourself, what experience you bring and why you want to become involved with the team at MPA. Remember, lived experience can be just as valuable as professional experience.
- Tell us why you are interested in supporting MPA's work through volunteering as a Trustee.

- Tell us what you hope to gain from this role and being part of the MPA team. We really want to hear how working with us can benefit you too.

We want to hear from you in whatever way feels most appropriate for you, provided that it is in a form that is easy to share amongst the Trustees. All applications will be reviewed and considered on the content, not the format. There are some suggestions below:



- An email, letter or statement (no more than 2 pages of A4 please). In addition you can send your CV, but we'd rather hear about why you think this role is right for you and what you'll bring to it, so please don't send a CV on its own.
- A video or sound file (no longer than 3 minutes please). The best way to send this to us is via a We Transfer link. [We Transfer](#) is a free online platform that makes it easier to send and receive large files.

Please send your application to melanie@midpenninearts.org.uk with 'Board of Trustees Application' as the subject line. Once we receive your application we will send you a Diversity Monitoring Form to complete. This in no way affects your application and will be kept separate from it.

Shortlisted applicants will have the opportunity to meet (digitally) with members of the MPA team and Board of Trustees. If selected, candidates will have the chance for further informal chats and the opportunity to attend a Board meeting as a guest before deciding if they wish to proceed.

Timescales

- Deadline for applications: 31 December 2021.
- Conversations with shortlisted applicants will take place throughout January 2022.

All applications will be treated confidentially, by submitting an application you agree to it being shared with our core team and Board for the purposes of selection. You can read our Privacy Policy [here](#).

Thank you for your interest. We look forward to hearing from you!

