



Call for New Chair and Trustees

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Crescent Arts is looking for a new Chair and a number of Trustees to lead the organisation through the next three years or more, working closely with other Trustees and the Creative Team to support the delivery and development of its plans.

We are also looking for two / three new Trustees, people who enjoy working as part of a supportive but rigorous team, who are passionate about the arts and the power they have to change lives. Ideally you will know our work and the contemporary visual arts sector that Crescent Arts is part of. However, if you have not seen the work and are interested in using your skills and experience to support the arts, we are keen to hear from you. We are welcoming of new voices who feel they can constructively challenge us and the way we work, and we are keen to find people who may not have considered becoming a Trustee before.

We believe that Crescent Arts will be a stronger company with the support of Trustees who value and embody difference, diversity of background and lived experience. We are committed to providing equal opportunities for everyone regardless of their background. We acknowledge that people from certain backgrounds are under-represented in the arts, and we are committed to doing what we can to address this. We are particularly keen to receive applications from those who identify as global ethnic majority, d/Deaf or disabled (including 'invisible' disabilities or neurodiversity such as autism and dyslexia), as being LGBTQ+, and people who identify as working class now or in the past.

As part of our aim to support emerging practitioners and arts workers to develop experience and skills, we encourage younger individuals to apply to become a Trustee. We can provide mentoring to develop your experience of governance. Crescent Arts is based in Scarborough, and an important focus of the organisation's work is engaging with communities in the Borough. Crescent Arts is also committed to developing work and relationships regionally, in the North, nationally and internationally. The increasing adoption and availability of technologies that support remote working, make it possible to welcome interest from prospective Trustees who may not have a local, physical base, but who are interested in supporting the work of the organisation.

We are looking for individuals who can bring skills, knowledge and experience in Finance; Legal; IT/ Digital; Business Growth, Property Development and Management; Communications / PR; work with children and young people; climate and social justice.

Being a Trustee

As a Trustee of Crescent Arts, you will use your experience to help it achieve its full potential as a key, strategic contemporary visual arts organisation in North Yorkshire, within the context of Arts Council England's (ACE) Let's Create strategic framework.

This involves:

- Ensuring good governance and management to sustain the organisation's financial stability and statutory compliance.
 - Using your experience and knowledge to contribute to discussions and decision-making on relevant issues.
 - Developing strategic plans and policies. – Meeting our obligations as an ACE National Portfolio Organisation (NPO).
 - Supporting the organisation's fundraising campaigns as appropriate.
- The Trustees meet four times a year, usually during the evening on weekdays. Once a year we hold an in-person staff/Trustees Away Day for everyone to get together to address a training need, delve deeper into aspects of the organisation's future plans, and chat informally. Trustee meeting papers are sent out approximately a week in advance. From April 2023, we will be monitoring our progress against targets set out in our NPO funding agreement.

Your commitments

As a Trustee you agree to:

- Attend meetings, in person or online.
- Be fully up to date with the business of the organisation.
- Be well prepared for each Trustee meeting.
- Offer timely feedback and responses when requested
- Attend exhibition and events where possible.
- Advocate for the organisation where and when appropriate.

The organisation

Crescent Arts was founded in 1979, by and for visual artists in Scarborough, to provide studios, production facilities and professional development opportunities, while generating public and community participation through exhibitions and ‘hands- on’ creative activities. It has initiated major partnerships and produced events with international impact including The Art Party Conference 2013, with the renowned artist Bob and Roberta Smith R.A.; curating Helen Sear’s work for Wales at the 56th Venice Biennale in 2015; developing a partnership with Forestry England to develop its arts strategy and commission new work by Helen Sear as the first artist-in-residence at Dalby Forest in 2017/18.

At the beginning of 2020, Trustees initiated a comprehensive organisational review, examining our capacity to deliver contemporary visual arts of the highest standard, with an increasing focus on developing creative partnerships, and applying a greater emphasis on issues of equity and social justice, and addressing the climate and ecological crisis.

This resulted in a revised vision and mission, and an original statement of Crescent Arts’ organisational values, which underpin the ongoing development of our organisational structure and artistic programme:

Vision

Crescent Arts, is a vibrant creative hub rooted in Scarborough: responding to the need for equity and social justice by nurturing diverse artistic talent, connecting people to art and artists, making contemporary visual arts publicly accessible through meaningful participation and enjoyment, and working to address the climate crisis and support climate justice.

Mission

To advance understanding and engagement with contemporary visual art by establishing and maintaining a creative hub in Scarborough, providing exhibitions of art, workshops, professional development for artists, talks and events for the benefit of the public.

Values

- Anti-racist
- Committed to being a learning organisation
- Invested in the well-being of artists and our communities
- Prioritising the development of contemporary visual arts and artists
- Working to address the climate and ecological crisis and support climate justice

Crescent Arts has relocated to Woodend Creative Workspace from our long-term home in the basement of Scarborough Art Gallery, and we are curating the exhibitions programme in the galleries there. We have delivered a programme of new commissions, professional development for artists, and strategic networking between visual arts organisations on the East and West coasts in the North, through an evolving partnership with Scarborough Museums and Galleries Trust (SMG).

Also, in partnership with SMG, Crescent Arts has worked with Cross Lane Hospital to develop a resource rooted in creativity that can aid in improving wellbeing. Both partnership programmes are about to start their second phases. New initiatives such as The Queer Infoshop, Sandbox trailing of new ideas, and Warm Spaces, and collaborations with students from Scarborough Sixth Form College and Blueberry Academy have been shaped by working in a more community focused and nimble way, responsive to nurturing creative artistic talent and supporting critical conversation and work.

In light of the significant changes the organisation has undergone, and the new underpinning for its work, Crescent Arts is reviewing its resourcing and organisational structure to support best its vision and mission. It is an exciting time to join the organisation and help shape the next phase of Crescent Arts' development.



The people

Our Creative Team

- Adrian Friedli – Director
- Joel Hague – Curator
- Hannah Sprague – Operations Assistant

Trustees

- Dr James Boaden – Co-Chair - lecturer in Modern and Contemporary Art at University of York, based in Scarborough
- Victoria Burns – Co-Chair - National Coordinator for Culture Declares Climate and Ecological Emergency, and freelance consultant, based in London
- Sam Metz – artist and curator, based in Hull
- Dr Jade Montserrat – tutor on the MFA programme, Ruskin School of Art, University of Oxford and artist, based in Scarborough
- Nii Obodai – photographer and founder of Nuku Studios, based in Ghana



Next steps

If you are interested in becoming a Trustee please email Adrian Friedli, Director director@crescentarts.co.uk with an expression of interest (up to two sides of A4) telling us what you can contribute as a Chair or Trustee, why you would like to join, and what you would like to get out of the opportunity. You can also apply using a video or audio file. If there are any other adjustments, we can make to facilitate your expression of interest, please get in touch with Adrian.

Closing date for expressions of interest is 5pm on Friday 16th June 2023.

Chair of Trustees – Role description

The Chair provides strategic leadership to Crescent Arts' Management Committee, ensuring that it governs the charity effectively, in service of its vision and mission. They guide the Management Committee to work together well, working inclusively as a team to provide support and challenge to the Creative Team. They oversee the governance and financial management of the organisation, and to achieve good practice in fulfilling its charitable aims and financial sustainability.

Chair's duties

- Lead the Management Committee in ensuring that it fulfils its responsibilities for the governance of the organisation.
- Support Management Committee development including recruitment, induction, and retention of suitably skilled and committed Trustees.
- Optimise the relationship between the Management Committee, staff, and other stakeholders.
- Plan and chair Management Committee meetings, AGM, and Away Day with the Director.
- Act as a spokesperson and figurehead for Crescent Arts when necessary

What we are looking for...

(Essential skills, experience, and aptitudes)

- Experience of being a trustee (you do not need to have been a Chair before).
- A keen sense of Crescent Arts' strategic purpose.
- An inclusive leadership style: able to inspire and support everyone to participate on an equal footing.
- Ability to listen and engage effectively, comfortable with challenge and debate, able to encourage that in others whilst fostering a collaborative board environment.

- Champion Crescent Arts' work in person, through personal networks, social media, and other channels.
- A strong personal commitment to equality, diversity, inclusion, and belonging.
- Ability to be responsive when advice, support or authorisation is needed.
- Ability to understand and contribute to financial reporting.

The role of Chair requires a greater time commitment than other Trustees. In addition to the meetings set out overleaf, the Chair may spend 1–2 days per month supporting strategic planning, recruitment, governance, and reporting, and the flexibility to respond swiftly to occasional ad hoc issues.

Responsibilities of Trustees

- Champion Crescent Arts' vision, mission, values, and activities.
- Approve, monitor, implement, and evaluate operational strategies and policies.
- Examine Crescent Arts' financial plans and budgets, monitor and evaluate their progress.
- Ensure that key risks are identified, monitored, and controlled effectively. Review and approve Crescent Arts' financial statements.
- Support the effective and efficient administration of the organisation.
- Provide support and challenge to the Creative Team with regard to individual well-being as well as operational efficiency.
- Contribute to regular reviews of Crescent Arts' governance.
- Attend Trustee meetings, adequately prepared to contribute to discussions. Use independent judgment, acting legally and in good faith to promote and protect Crescent Arts' interests, to the exclusion of their own personal and/or any third-party interests.
- Keep abreast of changes in the local and national arts and culture sector, attending Crescent Arts events where possible.
- Attend training and provide information relevant to Crescent Arts' policies and development.
- Ensure that Crescent Arts fulfils its statutory obligations including, but not restricted to; Health and Safety, Safeguarding, Data Protection, Equal Opportunities.
- Contribute to Crescent Arts' environmental goals, supporting the company to agree and meet its targets.

Skills and qualities of all Trustees

- Willingness and ability to understand and accept their responsibilities and liabilities as Trustees and to act in the best interests of the organisation.
- Ability to think creatively and strategically, exercise good, independent judgement and work effectively as a board member.

- Effective communication skills and willingness to participate actively in discussion.
- A strong personal commitment to equity, diversity and inclusion.
- Enthusiasm and commitment for our vision, mission, and values.
- Commitment to Nolan’s seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

Terms of office

- Trustees are appointed for a term of three years, at which point they may make themselves available for a further term of three years, subject to agreement of the Management Committee, after which time they must stand down for a period of at least 12 months before being considered for reappointment should that be of interest.
- This is a voluntary position, but reasonable expenses such as travel incurred in undertaking the role will be reimbursed.

Time commitment

- Attend the quarterly Management Committee meetings; four annually, including the Annual General Meeting, either remotely or in Scarborough.
- Attending an annual Away Day and training sessions as agreed.
- Membership of subcommittees / task and finish groups as appointed.
- Meetings with staff / freelancers / other Trustees on specific issues.

Useful links for prospective trustees

The Essential Trustee: What you Need to Know. The Charity Commission

<https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>

The Hallmarks of an Effective Charity. The Charity Commission

<https://www.gov.uk/government/publications/the-hallmarks-of-an-effective-charity-cc10>

Conflicts of Interest: A Guide for Trustees

<https://www.gov.uk/government/publications/conflicts-of-interest-a-guide-for-charityTrustees-cc29>