



**Trustee
Recruitment
Pack**

EAST ST ARTS

Hello

We are so pleased that you are interested in becoming a Trustee with East Street Arts. If you don't already know us - East Street Arts are a creative social enterprise and charity. We create space for making art, social events and learning opportunities to make our cities better places to live and work.

Our work can be seen on buildings, the high street and in neighbourhoods. We are here to support artists as we believe they have the talent, energy, ideas and determination to change our worlds.

Founded by two artists 25 years ago, we continue to be led by Karen Watson and Jon Wakeman as Artistic Directors. Emma Beverley joined as a Co-Director in 2019. Our board is led by Nicola Greenan as Chair, who worked with us for 8 years as a Director before becoming Lead for Cultural Partnerships at Bradford City Council. The team is made up of 15 people working across a diverse range of programmes and projects.

This is an opportunity for someone who wants to play a significant part in the progress of a thriving, dynamic and creative company based in Leeds and working nationally and internationally.

We are looking for new Trustees who care about artists, supporting communities, developing a city's infrastructure and believe that care and equity should sit at the heart of everything we do. There are particular skill sets we need, which are included in this pack, but this is not a set of restrictions. We are looking for people who can help us continue to grow our reach, influence and impact.

East Street Arts always work with an entrepreneurial spirit, which means we like to do things differently, take risks and change our minds! We aren't afraid to fail and will always put supporting artists in creating quality programmes at the forefront of all our decision making.

We encourage applications from those with less visibility in governance and leadership positions. And specifically welcome applications from LGBTQIA+, Disabled and Black, Asian and Minority Ethnic candidates. Self-definition is at the sole discretion of the applicant.

We are happy to make reasonable adjustments to our recruitment process, interviews and of course the way we work to adapt to the needs of any Trustee experiencing access barriers.

If you're interested in becoming a Trustee, but aren't sure if its for you, you are welcome to contact us for an informal conversation. We can tell you a bit about what its like to be a Trustee, and you can ask any questions you need to before committing to applying.

We can't wait to hear from you.

Nicola Greenan, Chair

COME
AND
JOIN US

Our starting point will always be artists, as we believe they have the talent, energy, ideas and determination to make our towns and cities better places to live and work.



Who we are

Purpose – Why are we here?

Twenty five years ago, two artists set out to change the lack of infrastructure available for artists living and working in Leeds – an economically thriving city. Inspired by the ethos within self-organising communities their energy and values created East Street Arts: a home for artists, travellers and neighbours.

A generation later, the scale and urgency of what we are facing feels imminently more precarious than before. Challenging us to reconsider what we need to do now in order to prepare the next generation.

Through our experience of working across place, art, enterprise and hospitality we recognise the conflicting role that the arts has taken in 'socially engaged' work. We want to reassess that role, look for alternative approaches to being a good neighbour and face the challenge of being a conduit between growth, inclusivity and people head on.

We believe our purpose is rooted in the urgent need to ensure better livelihoods for artists and our neighbours.

Our starting point will always be artists, as we believe they have the talent, energy, ideas and determination to make our towns and cities better places to live and work. To do this, we will ask ourselves three questions framed around these spearheads: change, power and livelihood

Change: How do we place artists, young people and neighbours to be in a position to effect change in the places they live and work?

Power: How can we intervene in the power of hierarchies, subjective judgements and the distribution of wealth?

Livelihood: What role could artists take in the development of a city that doesn't displace the people who live and work there?

We will investigate these questions through the lens of engagement and education, the environment, public space and regeneration.

We are invested in the process. Nurturing practice and ideas that grow and feed the rest

of the sector / country / world. We like to put ourselves outside of our comfort zone.

In all of our work we aim to address issues of economic and commercial decline in towns and cities, develop research and knowledge for the sector, and support others to think differently about models and ethics of working.

But, we try not to take ourselves too seriously!

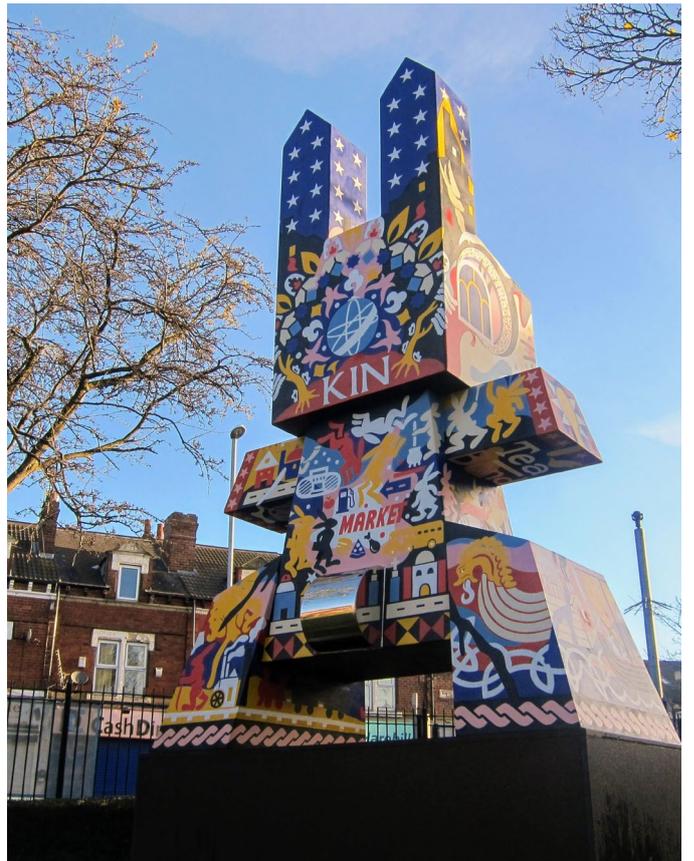
Vision – What do we want to see?

More artists and citizens as decision makers in charge of their lives. Harnessing the talent, energy, ideas and determination of artists to change our worlds through questioning where wealth and power are distributed.

Mission – How are we going to this?

Through our interventions in art, education, environment, public space and regeneration we will work towards securing better livelihoods for artists and our neighbours. In all of our work we aim to address issues of economic and commercial decline in towns and cities, develop research and knowledge for the sector, and support others to think differently about models and ethics of working.

We believe our purpose is rooted in the urgent need to ensure better livelihoods for artists and our neighbours.



Our Board of Trustees

Nicola Greenan, Chair

Raised in Seacroft, Nic's routes have been firmly connected to Leeds and its huge potential and approach to creating opportunities for people from all backgrounds. Nic studied Arts Management at Leeds University and spent her career working across creative industries and social enterprises. In 2009, she set up LS14 Trust. In 2014, she took up the role as External Relationships Director of East Street Arts. In 2016 she was appointed Chair of Engagement for Leeds 2023 and in 2017 was awarded Yorkshire Woman of the Year for her contribution to the creative sector. In 2018, Nicola was appointed to the LEP board as sector lead for Culture and Inclusive Growth. Recently, she joined Bradford City Council as Lead for Cultural Partnerships.

Andrew Gillam

Andrew is a Chartered Surveyor and Member of the Chartered Institute of Building with over 35 years' experience in property development, investment and asset management including acquisitions and disposals. Andrew has provided property advice to a number of organisations from SMEs to FTSE companies and international conglomerates as well as Registered Providers of Social Housing and a number of government agencies. Andrew is currently the Head of Property at Leeds Teaching Hospitals NHS Trust who are about to embark on a £650m redevelopment of the Leeds General Infirmary to provide a new hospital for adult health services and a new home for the Leeds Children's Hospital. Andrew is a keen supporter of the Arts and a regular visitor to many arts venues including the Royal Academy of Arts in London.

Bhavisha Kukadia-Moran

Bhavisha is an arts fundraising and philanthropy specialist with experience across all charitable and business development areas. She has national and local experience with galleries such as New Art Exchange, Nottingham; the South Bank Centre, London; the Arts Council Collection and Opera North, Leeds. Bhavisha is a graduate of Leeds School of Fine Art, History of Art and Cultural Studies.



Clare Price

Clare is an Arts and Education consultant with over 30 years of experience working as an artist, lecturer, strategic manager and as a trainer and producer for schools and the cultural sector. She is a highly experienced facilitator and has led extensive programmes of professional development for school leaders, teachers and artists. Over the last 10 years, Clare has delivered a range of events, training and support for schools, teachers and arts organisations across four continents.

Craig Burrow

Craig is a Chartered Surveyor with over 20 years experience in commercial property across Yorkshire. Following 13 years leading Bruntwood's activity in Leeds, Craig has recently joined Town Centre Securities PLC as Development Director where he will oversee bringing forward a mixed use development pipeline in excess of £600 million Gross Development Value including the 3.5 acre Whitehall Riverside project in Leeds and the 12.5 acre Piccadilly Basin scheme in Manchester. Craig is also Chair of the Yorkshire Property Charitable Trust and committee member of two very successful Leeds based annual charity fundraising events.

Gillian Holding

Gillian originally qualified as a lawyer and practiced in London and Paris as a commercial and competition law specialist, before taking partnership in a corporate Leeds-based firm. After several years, she changed career to study Fine Art and graduated from Leeds Metropolitan University in 2009 with first class honors and the Historical and Critical Studies Prize. She is a studio member with East Street Arts, and has exhibited at juried festivals and group shows in the UK, Italy and the US.

Jeremy Wilson

Jeremy is a Chartered Accountant with over 25 years experience acting as Finance Directors to a number of SMEs. Assisting them to meet their growth aspirations through dedicated support and assistance with all matters finance related. He is Director of The UK Finance Director Limited.

Nick Dyson

Nick is a Partner and Head of Commercial Property at Blacks. With over 17 years' experience, Nick brings a pragmatic and personal touch to advising property investors, developers and occupiers as well as funders on acquiring, developing, selling, letting and charging property. Nick is also a Trustee with Sinai Synagogue, and takes a keen interest in contributing to the wider community with both of his Trustee roles.



Who we are looking for?

Values

With northern roots and an international reach, we believe artists have the power to change the world and have worked tirelessly since the early 90s to create the infrastructure they need to do so.

To continue to be relevant and needed, we believe in being:

Punk – questioning the norm

Brave – taking calculated risks

Generous – sharing our learning

Hospitable – everyone is welcome

Holistic – everything is related

We believe these values need to be held at board level in order for them to be at the heart of what we do.

Experience we are seeking

As well as hard skills, we recognise the value that life experience brings to an effective Board of Trustees. With that in mind we are seeking applications from people who:

- Live in Beeston, Chapeltown, Burmantofts, Mabgate or Lincoln Green
- Work in science or engineering, particularly in sustainability and climate change
- Practice as an artist
- Are councillors or public representatives
- Identify as LGBTQIA+
- Work with sanctuary seekers
- Understand good governance
- Work in charitable finance or accountancy
- Work within or with planning and regeneration
- Understand audience development
- Are campaigners / lobbyists
- Work in education and learning
- Understand visioning and strategy

If you identify with one or more of these areas we would love to hear from you. Being an active board member at East Street Arts means you want to be part of a team, seek good conversations, can act as an ambassador and understand its not only about attending board meetings.



O

ur Mission

To support artists to create work and experiences that bring lasting change to our everyday lives, we do this by supporting artists' creative needs, wellbeing and prosperity and by providing an environment that nurtures creative exploration and collaboration for audience.

Working alongside local artists, Louise Atkinson and Victoria Korichansk, banners were designed by the children of Harwell's Primary schools, Harwell, Houghton and Bunknole, alongside local community groups and the Chapletown Centre. The designs are based on themes such as cohesion and recycling, taking inspiration from Jon's work, and can now be engaged by members at Harwell's Lane.

E

arning & Education

East Street Arts have been commissioned by Leeds City Council and The Chapletown Centre to create a public artwork and series of banners, for Harwell, Leeds, Metheringham and Strain Toller. Jon Korichansk, has been commissioned to design and produce a large scale public artwork to be situated in the

Children & Young Peoples' Activities

Under *The Owls* is a new music and live art biannual festival aimed at teenagers, initiated by East Street Arts and Leeds Beckett University.

The aim of the project is to create a free festival for young people in the city that offers challenging programming and encourages participation alongside established artists and local talent.

The first event took place in July 2015, with over 2,000 13-19 year olds filling Millennium Square to enjoy live music, live art performances, BMX & skate tracks, an arts & craft market and food & drink stalls.

In exploring ways to support the growth of cultural leaders and creating space for young people to produce, perform and lead has led us to set up ThinkLeeds2023: a group of 4 young people, selected from varying backgrounds across Leeds, to be part of a journey in how we understand and programme young peoples' activity.

As parts of Leeds' bid for European Capital of Culture, we took the ThinkLeeds2023 group to visit Aarhus in Denmark who are hosting European Capital of Culture in 2017.

Working with Hammons property development, we negotiated use of 130 Vicar Lane; a street level, former shop unit in the centre of Leeds. The space, which has been renovated through a partnership with Leeds College of Building, Leeds Robert McAlpine, now houses a project and the newly formed Leeds Print Workshop. This is a crucial space to work with large scale developers to make space for after, developments.

130 Vicar Lane is a substantial achievement in our portfolio and will provide a prominent space in the centre for artists to bring their work and practice to a new audience. 130 Vicar Lane will be a much needed, and the first, city centre print workshop in Leeds.

Delivered one to one, 200 tailored sessions with artists and art professionals

4 Placements made into 4 Employees

& 1223 volunteer hours

Jiem & Mary

Lille-based artists, Jiem and Mary, spent a month in Leeds in February 2016 as part of ExSports: a European partnership between the UK, France and Belgium, exploring the relationship between arts and sports.

Inspired by the role and importance of football, citizens of Leeds and visitors to the city have since been able to enjoy murals created by the duo, known as *Wanderlust*; embellishing the city's walls with the strong, and locally well-known, messages 'Marching On Together' and 'United We Stand'.

"This is the kind of perfect place for us, because of the city and because of the people. We are really amazed by the work you do there: how you federate and connect people in the city. Meeting people like you really gives strength and faith in our artist lives. Everything is possible."

East Street Arts is registered charity number 1077401

EAST ST ARTS

East Street Arts: Annual Report

CCXXV · CCXXVI

2015 - 2016

Our Vision

IMPACT THROUGH ART

Chapletown Commissions over 3500 Artists Supported

2,000 young people filled Millennium Square at Under The Owls

Setting ourselves the challenge and commitment of creating a locally rooted space in Chapletown in 2009 has led to an extraordinary journey for the organisation. With a focus on commissioning, a series of projects developed in relation to Chapletown; its people, sites and communities. Union 105 is now accepted and welcomed as a key space in Chapletown and is an incredible example of, and approach to, long-term, grassroots, challenging and quality arts programming becoming part of the norm in that community.

One of this year's key projects, *NativityHub*, examined the birthing experiences of women living in the local area. L57 and L58, lead by artist and independent midwife, Claire Barbotte. Claire worked with local groups and individuals to gain an understanding of generational and cultural attitudes towards maternity, looking at similarity and difference, choice, control, personal narratives and social constructs around pregnancy, birth and early parenting. 38 events and workshops were held throughout the project, hosting 81 individuals, 1 in 3 coming back more than once.

Introduction

In 2015/2016 East Street Arts has challenged, provoked and delivered a plethora of activity which has been widespread and noticed beyond our own sector and network. We are continually changing and responding to global fluctuations and stimulating the way in which the role of the artist is integral to impacting our every day lives. Working in studios, homes, streets, commercial properties, playgrounds and unloved places ensures the organisation continues to stimulate dialogue, never getting comfy or complacent, but challenging our role and listening to what's going on beyond the art world.

Our staff members continue to develop our commitment to investing in future cultural leaders can be intense and time consuming, but also highly rewarding. Some great achievements are emerging such as *Hondaritz Fraga* being awarded a PhD and showing her work in Manchester City Gallery and *Barabhy Festival*, Lydia Catterall being awarded a Seebbed bursary and Lotte Shaw completing the 12 month highly competitive leadership programme managed by Engage.

We are establishing an East Street Arts' community and have enjoyed spending the last over 20 years getting to know its potential and its role. We are beginning to develop, harness and grow a wider, more diverse community creating a powerful and influential voice that stretches across the UK and further afield into Europe.

On reflection it feels like 2016 has been a year dominated by international connections, events and relationships. Whatever the outcome of Brexit, we were resolute in our commitment to continuing our work internationally. We recognise that our international links provide inspiration and learning but also help us to empathise and create diverse opportunities.

We have delivered and supported a range of football and bike focused projects through our Creative Europe programme. EXSPORTS, with partners in Lille and Ghent. Lille artists, Jiem and Mary, reminded us that Leeds United slogans could also be seen as a city's call to arms as 'Marching On Together' and 'United We Stand' appeared on hoardings and gates during the year that Leeds prepares a bid for European Capital of Culture 2023.

We welcomed two artists from Bilbao, Spain, in exchange for three UK members working in Bilbao and Poca Gallery. Artists Residencies offer vital time, space and resources to develop new ideas and work. Playing with notions of the urban decay, graphic and symbols in city centres, and found objects, all the artists will be together again for a group show in Leeds in the autumn, 2016. Our projects with Bilbao and Santander are ongoing and part of our long term investment in partnerships and artists across Europe.



Our recent project, *Art Hostel*, opened its doors in February to its first guests: 30 students from Germany, Belgium, Slovenia, Italy and Glasgow. Our friend and long-term collaborator, Kamiel Verschuren, from Rotterdam was also a special guest as co-designer of the beds.

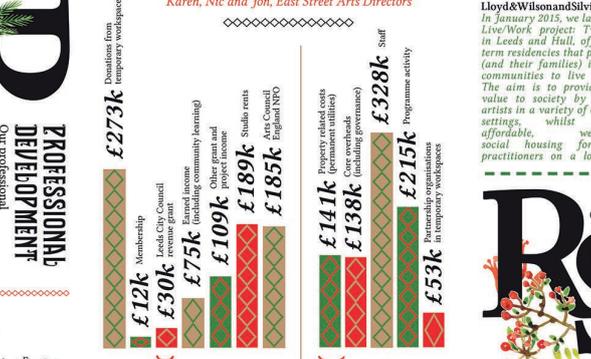
The Art Hostel is a unique venue where artists have been commissioned to create the rooms, beds and ongoing events. It was developed partly in response to the need for a space to host our visitors to Leeds in a creative and social environment.

Since we opened we have had visitors from all over the world, adding to Leeds' aim to be a destination city.

Our European connections will continue and grow despite this summer's vote for the UK to leave the EU. We continue to challenge the role we play in society. Don't be fooled into thinking that this is not predetermined and off the cuff, because it most definitely is not. We mobilise people into places that disrupts the everyday. This needs to be seen and recognised, which is why, for the first time, we decided that an annual report is a timely thing to do.

We want to celebrate the huge amount of activities, developments, and achievements that have happened here in Leeds, and beyond, with the amazing artists and partners we work with and also help you to understand and start to piece together why East Street Arts does what it does day to day.

We hope you enjoy the highlights we have selected



Income Expenditure

To hear our story from look at this table that one Workman, gave this year as part of Dean's 'Art in Place' event series: the beginning, take a of the founders, Jon Workman, gave this year as part of Dean's 'Art in Place' event series:

vimeo.com/154057198

ARTS COUNCIL ENGLAND

Esmée Fairbairn

Leeds CITY COUNCIL

"EDUCATIONAL INTERVENTIONS ARE A FORM OF ACQUAPTURE THAT WILL ALLOW THE SENSITIVE PLACES IN OUR SOCIETY TO EMERGE AND THE BLOCKED RELATIONAL ENERGIES FLOW AGAIN. IN OTHER WORDS, WE HAVE TO FIND A DIFFERENT WAY TO USE EXISTING AND NEW CULTURAL CAPITAL"

JEANNE VAN HANSELIAK, ARTIST

M

embership

Artist and long-term East Street Arts member, Rebecca Appleby, spent a month in residence in Patrick Studios Project Space in August 2015, using the time as an opportunity to be entirely experimental and work on a much larger scale. Her residency included mentoring from sector professionals and a bursary to develop the best Newcomer Award at Ceramic Art London and has delivered workshops at the newly opened Centre of Ceramic Arts (CoCA).

25 Partner Organisations occupying and animating 100 Temporary Spaces across the uk

60 Hidden Artists

A

After years of playing host to national and international visitors, this is the year our vision of opening Leeds' first ever social enterprise hotel became a reality!

Supported by Bauman Lyons Architects and Key Fund, Art Hostel houses 34 beds and two event spaces right in the heart of Kirkgate, the oldest street in Leeds. The space has been uniquely designed and realised through 18 paid, artist commissions. So far we have also enjoyed bread making classes, technology seminars, a new mural in the reception by French artists Jiem and Mary and a range of public and private meetings and discussions.

ART HOSTEL

Take the tour, attend an event or book a room via the website: arthostel.org.uk

Studios

Creating an active community for artists through studios and workshops, involving artists at all stages of their career and working across all disciplines, is a fundamental part of what we do.

We've had a year of remarkable growth, with 200 tailored sessions, 4 placements made into 4 employees and 1223 volunteer hours. The space where we work is a constantly evolving one, and we're excited to see what the future holds. We're committed to providing a space where artists can thrive, and we're proud to be part of a community that's making a difference in Leeds.

Capital

Developments

Supported by Arts Council England, £120,000 was raised and spent on refurbishing our HQ, Patrick Studios; transforming the core of the building into a state of the art, multi-use space for staff, studio holders and members of the organisation. The building now hosts a co-working space, new education space, communal kitchen and carbon footprint-reducing solar panels.

"Impressed to see huge amounts of innovation and enterprise pouring out of Patrick Studios in Leeds."

Darren Henley, Chief Executive of Arts Council England

Research Symposium

Hidden Artists Project

Between April and November 2015, we met and worked with over 60 artists based in West Yorkshire who had not previously shown work in Leeds.

Working alongside Thompson Brand Partners and artist, Marion Harrison, we created 'Untitled #2' the third in a series of publications commissioned by Leeds City Council in the run up to the British Art Show. 5,000 copies of the publication were distributed across Leeds, featuring six of the newly discovered artists, followed by an exhibition of their work at Patrick Studios. A gathering of all 60 artists hosted workshops responding to questions about career development, exhibition opportunities and having an online presence.

Why not visit us online? eaststreetarts.org.uk & @eaststreetarts

The Role of a Trustee

As a member of the Board of Trustees, you will be committed to ensuring the strategic oversight of the charity's decision making, sustainability and good governance. You'll do this by bringing skills, knowledge, experience and objectivity on:

- Developing and fulfilling the charity's aims and objectives and ensuring that suitable records are in place
- Constructively challenging and contributing to the development of the strategy of the charity, including setting goals and targets
- Helping to develop and implement our values and standards
- Ensuring proper investment and scrutiny of the charity's funds
- Supporting the Directors and monitoring their performance

Trustees have ultimate responsibility for directing the affairs of the charity, and ensuring it is solvent, well-run and delivering the charitable outcomes for the benefit of the public. Trustees must ensure that they carry out their charity's purposes for the public benefit, and act only in their charity's interests.

There is further guidance available on the Charity Commission website, including an essential 'What You Need To Know As A Trustee' guidance pack: bit.ly/trustees-guide

Positions available on the Board

As well as looking for a wide range of new Trustees, we also have two positions available on the Board for specific responsibilities:

Treasurer

The Treasurer helps trustees carry out their financial responsibilities. They do this by:

- Working with the Finance Manager and Directors to present financial reports to the Board in a format that helps the Board understand the charity's financial position.
- Advising the board on how to carry out its financial responsibilities.
- Liaising with professional advisors.
- Overseeing the preparation and scrutiny of annual accounts.
- Chairing the Finance Sub Group.

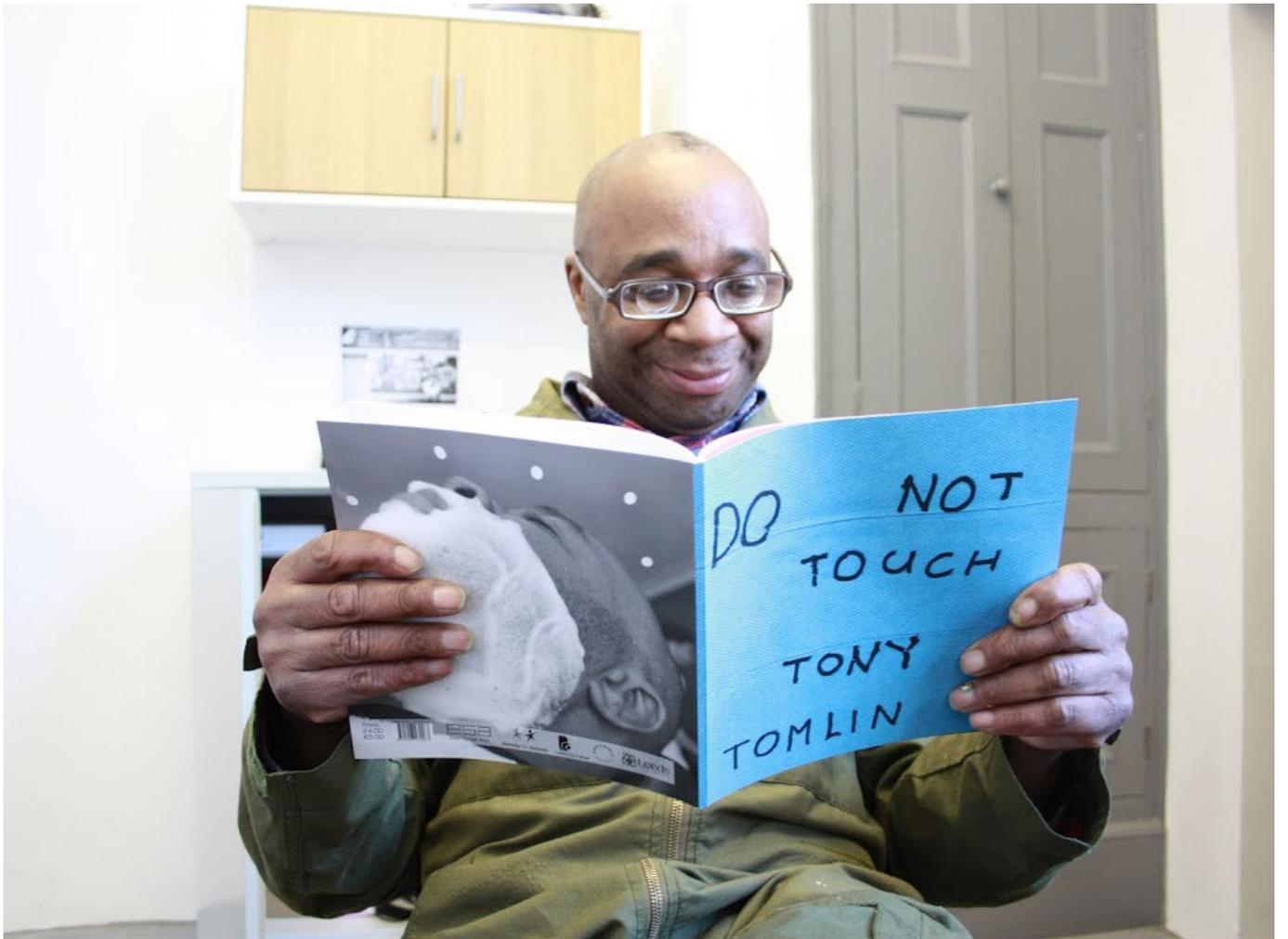
Vice Chair

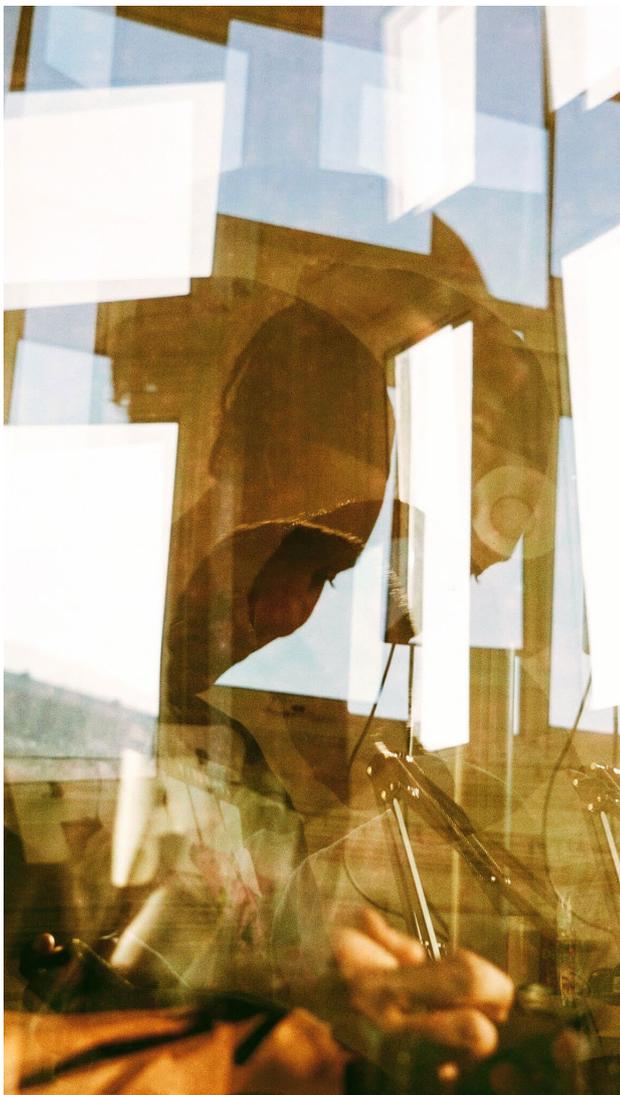
The Vice-Chair supports the Chair of the Board of Trustees to prepare and facilitate the Board meetings. They do this by:

- Working with the Chair, Directors and Company Secretary to prepare the Agenda.
- Act as deputy for the Chair by taking on the Chair's role when the Chair is absent.
- Support the Trustees to understand their legal obligations and responsibilities.
- Supporting the Chair to supervise the Directors.
- Supporting the development of the Board and ensuring its decisions are implemented.

The Vice-Chair will also be the 'Chair Designate' and will take over the current Chair's role in the future. They will receive the appropriate induction and training to do so.

Trustees have ultimate responsibility for directing the affairs of the charity, and ensuring it is solvent, well-run and delivering the charitable outcomes for the benefit of the public.





Terms of Appointment

Trustees are normally appointed for a minimum of 3 years, and may be reappointed to serve up to a maximum of 6 years. Trustees are not paid a salary, fee or any other remuneration or benefit by the Charity, except for reasonable out-of-pocket expenses.

All Trustees must declare any conflicts of interest where those interests impact a Trustee's duty to act solely in the interests of the Charity and conform to the Code of Conduct.

Commitment

We have four board meetings a year, every three months, usually based out of our main office in Leeds. Most Trustees commit to up to the equivalent of 10 days per year to directly support the charities activities including:

- Preparation for board meetings
- Attendance at board meetings (4 meetings per year)
- Sitting on strategic sub-groups (approx x 4 meetings per year)
- Board Away Days (at least x 1 per year)
- Attending our events and activities
- Supporting delivery of specific projects where skillsets are missing through advice and relationship building
- Networking and advocating on behalf of the company
- Providing 1-2-1 support for the Directors and Senior team.

Our Trustees are part of our wider community of staff, artists and audiences. We understand that as a voluntary role your availability will need to be considered and would welcome a conversation regarding time commitments and how we can make being a Trustee accessible for you.

How to apply

Pre application

If you are interested and would value an informal conversation about becoming a Trustee, we would love to hear from you.

Please contact Emma Beverley at:
emma.beverley@esamail.org.uk

Submitting an expression of interest

Please send your application by:
12pm on 30 October 2020.

If you would like to submit before the deadline, we may follow up with you earlier.

In your application please outline:

- Why you want to become an East Street Arts Trustee
- What experience you may bring to the Board of Trustees
- Your name, contact details and confirmation that you have the capacity to commit to becoming a Trustee.
- Whether you are interested in taking up one of the roles as Treasurer or Vice Chair.

Please send us no more than 2 pages, including your relevant experience.

You can also make your application by voice recording, video or another format that might better suit your access needs. For recordings or videos, please make sure this is no longer than five minutes long and sent in an easily downloadable format.

If you need any support making your application, please let us know and we will do what we can to support you.

Meeting

After you have submitted your application, we will follow up with you to arrange a meeting with either a Director or member of the Board if it is shortlisted. During this meeting, we will ask questions about your application and be able to respond to any questions you may have for us.

Observing

After the meeting, should we all wish to progress, we will invite you to an upcoming Board meeting as an Observer. This meeting will either be:

25 November 2020, 6pm - 8pm

27 January 2021, 6pm - 8pm (AGM)

Following your attendance at one of these meetings, we will follow up with you to confirm whether the Board and you would like to confirm your position as a Trustee. This will be formalised at the next Board meeting.

We look forward to hearing from you.



EAST ST ARTS

making space for artists

registered charity 1077401

eaststreetarts.org.uk

@eaststreetarts



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

arts@leeds

