

TRUSTEE RECRUITMENT PACK



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OVERVIEW

Museum of Homelessness is at an exciting stage in its development and we are looking for new trustees to join our board and support our transition to the next phase.

This is an opportunity to shape and nurture a 21st century museum with community at its heart. In the last 5 years, a vibrant and wonderful community has come together around the idea of a Museum of Homelessness.

This community has developed excellent governance; democratic organisational processes; a strong reputation; groundbreaking creative and collecting activity; a fantastic range of partners and a safe financial foundation. We are now creating a new three-year plan and it looks like this will be a step-change period as we settle into our new home in Finsbury Park.

WHAT WE NEED

Having carried out a governance audit, we want to appoint a number of trustees through 2024. We are looking for people with the following experience and knowledge

If you could contribute one or more of these experiences/skill and knowledge sets and you would like help MoH grow mindfully, please read on...

STRATEGIC FINANCE

DIGITAL & MARKETING

REVENUE FUNDRAISING AND COMMERCIAL EXPERIENCE

PROGRESSIVE MUSEUM/CULTURAL PRACTICE

UNDERSTANDINGS OF TRAUMA AND MENTAL HEALTH

EXPERIENCE OF HOMELESSNESS

homelessness
1800 - 2019 **arrc** English (2019) **arrc** Case-Insensitive Smoothing **arrow_drop_down**

POTTED HISTORY

WHO WE ARE AND WHERE WE HAVE COME FROM



Search in Google Books

We became a registered charity (1164091) in October 2015, and since that time have developed numerous projects anchored around an amazing community of people working to make change. In 2019, we inherited the Bureau of Investigative Journalism's award winning Dying Homeless Project and we were named as Big Issue Top 100 UK Changemakers in 2019 and 2020. We were also awarded the Award for Civic Arts Organisations by Calouste Gulbenkian Foundation and our last production (Secret Museum), won the 2022 best temporary exhibition at the Museum and Heritage Awards.



21ST CENTURY MUSEUM



Crew and friends at the opening of Truths of the Last 10 Years at the Outside Project Community Centre, 2019

In our organisation we aim to: take care of each other; collect tomorrow's history; fight injustice and make content that educates on homelessness. Since 2015, MoH community has curated and produced unforgettable artistic work in mainstream galleries (Tate, Manchester Art Gallery) through to squats, railway stations and community centres. In 2018 we piloted a campaign training school for people who are homeless. We comment regularly on homelessness and housing in the press, as an independent voice.



21ST CENTURY MUSEUM



COVID19 Homeless Taskforce; May 2020t

In March 2020 we redirected all organisational resources to responding to the pandemic, working across London and forming the COVID-19 Homeless Taskforce with partners, the Outside Project, Streets Kitchen and the Simon Community. During this time we also developed our national Dying Homeless Project carrying our work to remember people who have died homeless around the UK and campaign for change,



In April 2021 the charity became an employer. The community worked with the Board of Trustees to design the employment policies including a flat pay structure for all employees and freelancers at National Average Wage.

In June 2023, we signed a 10-year lease for Manor House Lodge, a run down community asset in Finsbury Park. The move to the lodge was supported a year earlier by fundraising efforts to secure multi-year grants to make the transition. This has included funding from Paul Hamlyn Foundation, the Linbury Trust, Arts Council England, CIRCE, Oak Foundation, CSDS, the People's Postcode Lottery and the Sarah Jane Leigh Charitable Trust.

OUR ORGANISATION TODAY

“The Museum of Homelessness is remarkable because it offers individuals facing profound social exclusion access to practical support and a positive lived experience community – both people and a physical space – in a setting that celebrates creativity and activism.”

Dr Jess Harris, Homelessness Research Programme, King’s College London





We moved onto site in September 2023 and we have been focusing on our community for the first 6 months, reversing the usual stakeholder strategies for museums.

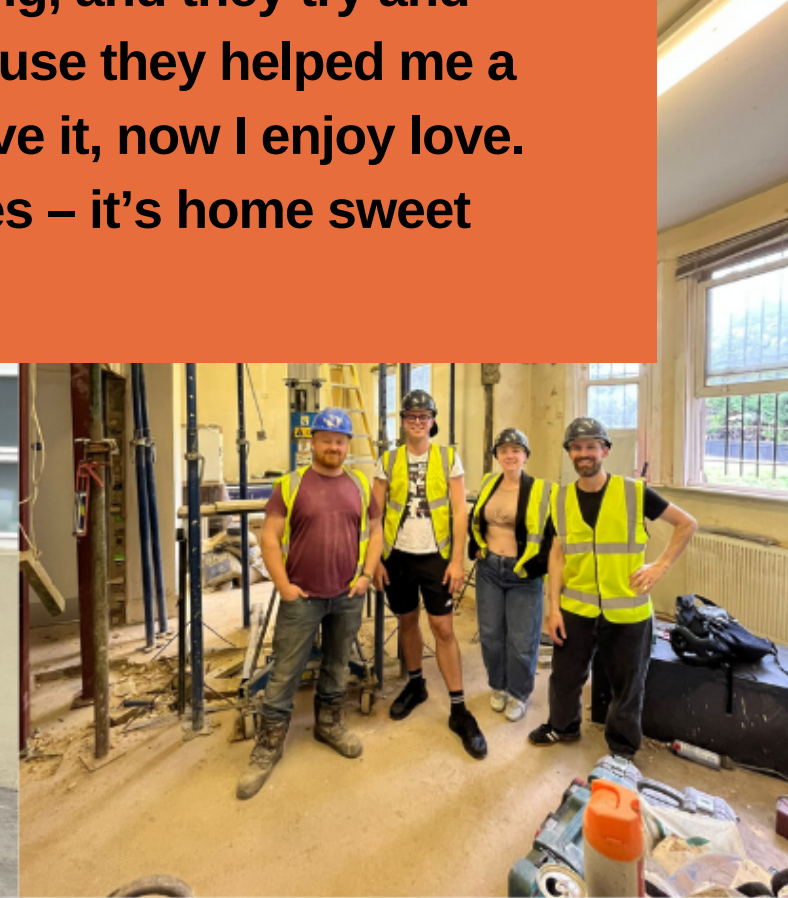
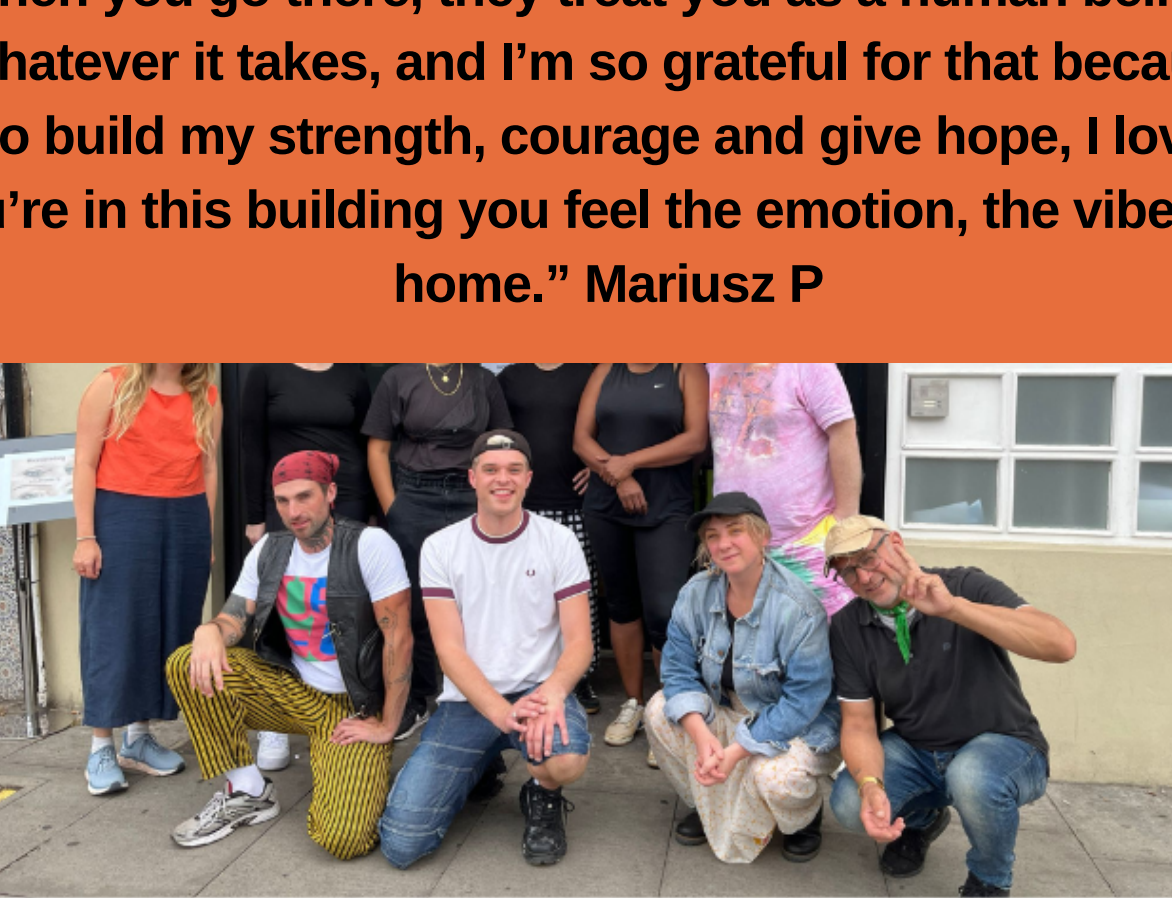
The museum will open to the public in late May 2024 and we have co-produced all the details of the museum, from the objects we have, the way we tell stories through to the type of flooring and design of the kitchen. Everything has been chosen and developed by people with experience of homelessness.

This is not a typical museum. People won't experience spacious galleries or lots of labels. Instead, they will be invited into an intimate and immersive glimpse into our world, with stories, connection and creativity at its heart.

OUR ORGANISATION TODAY



“When you are on the streets you forget about positivity, you’re surrounded by negative thoughts, you forget about everything in real life, like love, the good emotions, and the MoH show you that. When you go there, they treat you as a human being, and they try and support you with whatever it takes, and I’m so grateful for that because they helped me a lot. It’s helping me to build my strength, courage and give hope, I love it, now I enjoy love. Believe me, if you’re in this building you feel the emotion, the vibes – it’s home sweet home.” Mariusz P



WANT TO
APPLY?

NEXT STEPS



send your application to
adam@museumofhomelessness.org

Please read the information on the role of trustees and the trustees job description and person specification.

Then, to apply please send us a statement telling us:

1. Why you want to be a trustee for MoH
2. What you can bring to MoH experience /knowledge wise
3. What you think you will get from being involved
4. How this fits in to what you are doing at the moment

Your statement can either be in word, in the body of an email or it can be a short film/voice recording. During this process, we will be looking at how people meet the skills/experience we've identified and also how they meet the job description and person specification (included in the final pages of this pack). Applications should be emailed to adam@museumofhomelessness.org

IMPORTANT DATES

1. Application deadline - 01 March
2. Interviews - 08 March
3. Attend one board meeting in either June or September 2024
4. New Trustees take up role in 2024, we would like to stagger the start dates across this financial year.

HOW TO
APPLY

ACCESS & INCLUSION



We want to be an inclusive museum. Museum of Homelessness actively works to interrogate and dismantle unequal power structures in society. We don't always get things right, but we keep learning as we go and we always try our best. Our work is powerful because it is honest and it is shaped by people who have experienced all kinds of inequality.

Together, we believe that to fight homelessness and poverty we must simultaneously fight all other forms of marginalisation. If this statement and purpose resonates with you due to your experiences and/or identities, we would particularly love to see an application from you.

NB You are not expected to disclose your experiences as part of the application or as part of your work with MoH.

IF THIS RECRUITMENT PROCESS
IS NOT INCLUSIVE FOR YOU, GET
IN TOUCH AND WE WILL FIND A
WAY THAT WORKS

ROLE OF TRUSTEES



The following information will help you get an understanding of the role and responsibilities of our trustees. Please do not hesitate to contact our Chair of Trustees, Sharon Heal (sharon@museumsassociation.org) if you want to discuss this further.

It's important to read the Charity Commission Guide – The Essential Trustee – What You Need to Know.

A copy can be viewed on line at

<http://www.charitycommission.gov.uk/publications/cc3.asp>

LEGAL DUTIES



Charities have 'objects' that guide what they can legally do. The objects are the basis of the legal powers that the trustees uphold for the charity and for wider society.

The objects of Museum of Homelessness are, for the public benefit:

1. TO ADVANCE EDUCATION AND UNDERTAKE RESEARCH ON HOMELESSNESS, INCLUDING ITS HISTORY, CAUSES, AND IMPACT, IN PARTICULAR BUT NOT EXCLUSIVELY BY THE PROVISION OF A MUSEUM ON HOMELESSNESS;
2. TO RELIEVE THE NEEDS OF HOMELESS PEOPLE AND OTHERS WHO ARE SOCIALLY EXCLUDED IN ENGLAND AND WALES, IN PARTICULAR BUT NOT EXCLUSIVELY BY THE PROVISION OF EDUCATION, TRAINING, GRANTS AND ACCOMMODATION.

TRUSTEE JOB DESCRIPTION

·To ensure that the organisation complies with the terms of its governing document (MoH constitution) complies with charity law, and any other relevant legislation or regulations and to ensure that the MoH pursues its objectives as defined in its governing document.



·To ensure MoH pursues its objectives as defined in its governing document.

·To contribute actively to the board of trustees' role by giving strategic direction to the organisation, contributing to setting overall policy, defining goals, setting targets and evaluating performance against agreed targets.

·To recognise the role of MoH as a community, listen to external feedback and ensure that decisions are made taking into account the wishes and creative direction set by the core group and the advisors.

TRUSTEE JOB DESCRIPTION



- To safeguard the values of the organisation and its reputation and advocate for the charity where appropriate
- To declare any conflict of interest while carrying out the duties of a trustee
- In addition to the above statutory duties of all trustees, each trustee should use any specific knowledge or experience they have to help the board of trustees reach sound decisions. This will involve scrutinising papers, leading discussions, focusing on key issues, and providing advice and guidance requested by the board on new initiatives, or other issues relevant to the area of, the organization's work in which the trustee has special expertise
- To abide by all legally binding documents produced by the organisation in ensuring equality of opportunity for all involved
- To contribute to ensuring the short- and long-term financial stability of the organisation by reviewing accounts and contributing to fundraising goals.

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TRUSTEE JOB DESCRIPTION



- To ensure that the organisation is properly insured against all reasonable liabilities and complies with its duties in this area
- To appoint and support the employees and monitor their performance
- To attend meetings, and to read papers in advance of meetings and also attend any other relevant meetings where appropriate.
- To participate in other tasks as arise from time to time, such as interviewing new staff, helping with fundraising
- To keep informed about the activities of the organisation and wider issues which affect its work including the relevant worlds of the museum and homelessness sectors.

VALUES AND PERSON SPEC



Museum of Homelessness is a community first and foremost. Our shared values flow from this simple fact. All decision-making and activity must be in the interests of: community members working towards the objectives of the museum; people who are homeless; and of the wider public who benefit from access to the museum. Each prospective trustee should be aware of and happy to uphold MoH's values which are:

**OPEN, SELF-AWARE, EMPATHETIC,
RESPECTFUL, QUESTIONING, SPIRITED.**

VALUES AND PERSON SPEC



In addition to upholding the values, trustees should also have:

Good independent judgement and the ability to understand and respect the views of others

An ability to think creatively

A belief in the transformative power of arts and heritage

A commitment to improving the lives of people who are homeless by challenging injustice and by promoting wider understandings about homelessness

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MoH crew at an induction day in August 2023

Willingness to speak their mind

An ability to work effectively as a member of a team