

## Trustee Recruitment Pack

Voices Welcome is a registered charity (1173490) that creates singing opportunities with refugee communities in the UK.

**Our vision:** a society where refugees feel welcome and connected

**Our mission:** we work in partnership to create singing opportunities with refugee communities in the UK. By singing together we can improve wellbeing, reduce social isolation and empower local communities to connect and support each other

**Our approach:** there is a widely recognised body of research evidencing the benefits of singing in a community choirs. However, many refugees are unlikely to consider joining established groups due to barriers of inclusion. Voices Welcome overcomes these barriers by working in partnership with existing refugee support organisations and establishing regular singing groups in these centres.

Our approach is to create inclusive, safe and welcoming singing opportunities for refugees, and Voices Welcome achieves this by:

- Working with established and trusted refugee support organisations and partners
- Ensuring our singing sessions have no cost for participants or expectations that they need regular attendance
- Teaching songs that use the call and response method with no need for written materials or musical knowledge
- Including songs from around the world and in different languages
- Ensuring participants can share songs from their own countries and cultures
- Providing participants with the chance to regularly feedback and help develop and create the sessions
- Ensuring our sessions create a sense of escapism, there is no stress, pressure, or expectation, simply space to express creativity
- Offering opportunities for local choir members to join our singing sessions to bring people from the local community together
- Ensuring our sessions are always focused on a sense of enjoyment

### Where we're at

So far we have:

- Registered as a charity (1173490) and developed strategic plans.
- Set up our first singing group in Southwark in collaboration with a local partner Southwark Day Centre for Asylum Seekers (SDCAS)
- Been awarded just under £10,000 funding from the Big Lottery which is funding our first choir
- Recruited a loyal group of volunteers who provide support at choir sessions.
- Raised further funds from runners who completed the recent Royal Parks Half Marathon.

- Developed our brand with a website (voiceswelcome.org) and social media presence (@VoicesWelcomeUK)

In the next 12 months we will:

- Secure funding to continue our current choir and help us plan to start a new one
- Continue to evaluate our first choir and discover what works best.
- Continue to develop and review policies, website and organisational management systems

We are currently a team of 3 trustees (Ben Saffell, Xenia Davis and Bernard Scaife) and we're now looking to recruit another enthusiastic, reliable and proactive trustee to join our existing team and help to develop our exciting organisation further.

### **What we're looking for**

The key role of the trustees is to oversee the strategic direction of the charity as we look to establish choirs and find funding. However, as we don't have any staff yet the trustee role is also quite hands-on - for example, contributing to policy development and administration. This particular role will concentrate on helping us to formulate and win funding bids. Our ideal trustee will have experience of any or all of the following:

- Fundraising including the creation and management of bids - especially to trusts and foundations
- Ability to understand budgets and present these to potential funders
- Experience of being a trustee
- Lived experience of being a refugee

However, please don't be put off applying if you don't have any of these - most importantly we're looking for someone who will be proactive and ready to get stuck in. We are currently based in Southwark and we need someone who is able to attend regular (monthly, approx) meetings which happen on a weekday evening from 6:30-8pm. Some of these could be via Skype, but it would be helpful if the majority are face to face. Outside of meetings we anticipate trustees needing 2 hours per week (approx) to complete the practical work of running the charity.

### **Trustee eligibility**

All trustees must meet [Charity Commission eligibility criteria](#).

If you want to find out more about being a charity trustee, read the Charity Commission guidance [The Essential Trustee](#).

### **How to apply**

Interested? Brilliant!

Please send a copy of your CV, along with a brief statement (200-300 words) explaining why you're interested and what you can bring to the role, to:

info@voiceswelcome.org.uk by **25/Nov/2019**

Applicants with the relevant skills and experience will be invited to meet the existing trustees on 4th Dec 2019.

If you'd like to discuss the role in more detail, contact Xenia, Ben or Bernard on info@voiceswelcome.org.uk. We're happy to arrange a call with you if you'd prefer to speak to us.

### **Our Values**

**Collaboration:** We recognise the importance of collaboration and work in partnership with singers, refugee service providers and donors to strengthen the support offered to refugees.

**Empowerment:** Our participants contribute to creating and developing their singing sessions to build positive experiences, gain confidence and bring people together.

**Inclusion:** Our singing groups create a relaxed and non-pressurised environment, whether participants want to join in or just listen, we reduce barriers so everyone can take part.

**Sustainability:** Our singing sessions strengthen and complement existing refugee services and build long-term community connections between participants and volunteers.