

Trinity Community Arts

Call for new trustees – March 2021

Help us to move forward with positivity and strength

TRINITY:

Trinity Community Arts Ltd
Registered Charity No. 1144770
Registered Company No. 4372577



"Never have the Arts been more important than now, in these peculiar times. Singing, dancing, painting, drama, poetry -people are reaching out to all the art forms for nourishment, comfort, entertainment & wisdom. We mustn't starve our imaginations & Trinity has a part to play in refreshing & delighting its followers. I'm thrilled to be one of them."

Miriam Margolyes OBE, Trinity Patron

Chair's welcome

Trinity has demonstrated immense resilience over the last nine months and continued to deliver a blended creative offer and community engagement programme for people of all ages and backgrounds - as audiences, participants and artists.

Having carefully navigated many of the challenges of COVID-19, we are looking forward to a future that can safely revive our much-loved live programme and further build on our work supporting and empowering communities – ensuring we deliver against our vision and champion **Creative Expression for All**.

Our Board of Trustees is highly engaged and embraces a good range of expertise. While individual trustees take on various responsibilities, we pride ourselves in acting collectively in the best interests of the Charity.

We are proud of the diversity of our Board, and are always keen to hear from new voices, those with legal, fiscal, HR and commercial expertise, and those with experience as educators and performers.

Glyn Everett
Chair of Trustees, Trinity

Background

Since its construction between 1829-1832 Trinity has been on a journey.

At the peak of its life as a church, it had a congregation of over 2,500 worshippers. A changing cultural landscape saw it deconsecrated and bought by the African Caribbean community in 1976. This was to be its beginning as a community and cultural hub, changing hands several times before reopening once more in 2004.

Over the last 10+ years, Trinity has strengthened its team and practices, solidified our relationships with the community and cemented our position as part of the city's cultural ecology. We have safeguarded the building's fabric and continued to build a strong organisation, growing in capacity and confidence to empower communities through arts in pursuit of our vision: **creative expression for all**.

Now, as a multi-disciplinary grassroots hub, we play a pivotal role in providing cultural opportunity in one of the most ethnically and economically diverse areas nationally –working with communities to shape a much-needed participatory arts offer that is impactful and relevant. In 19/20 we worked with over 200 cross-sector partners to deliver 110 events for 62,110 people.

Our position

The global pandemic saw Trinity closing to the public in March. With this came the loss of our trading income, which we rely on to cover core costs.

We secured emergency-grant support from Power to Change, Social Enterprise Support Fund, Arts Council England (ACE), Children in Need and the Quartet Community Foundation. We accessed available Government schemes, including furlough, whilst retaining capacity to deliver projects and keep the building secure.

Support given during this period of uncertainty has been vital to our continuation. A further £329k awarded from the DCMS Cultural Recovery Fund ensured we would remain solvent and sustain provision throughout this crisis.

Though the future is still uncertain, we are confident in the skills of our Board and staff – as well as in the love felt across the community from people who hold Trinity close to their hearts – to be able see through this next phase in our journey, whatever this brings.

Covid-19 response

COVID-19 has meant the loss of loved ones, fear and uncertainty, and an overriding sense of precariousness and vulnerability.

We continued to compliment health and community services combating these challenges, focusing our resources and efforts to support communities in our own small creative way; blending high quality arts and cultural provision with bottom-up community engagement and a flexible, responsive approach.

With emergency funding we quickly adapted to meet the needs of target communities often under-represented in traditional arts participation; supported freelancers and artists to develop new work; and delivered a curated Live & Streamed Programme responding to changing needs/behaviours that successfully engaged new audiences.

Whilst Trinity has continued to be responsive and adaptive, the crisis has accelerated our aspirations to transition from primarily a 'venue-for-hire' to a proactive programmer of diverse arts, and to further test our methodology of democratic, people-focused programming, which we will embed across our 21-22 Business Plan.

A snapshot ...

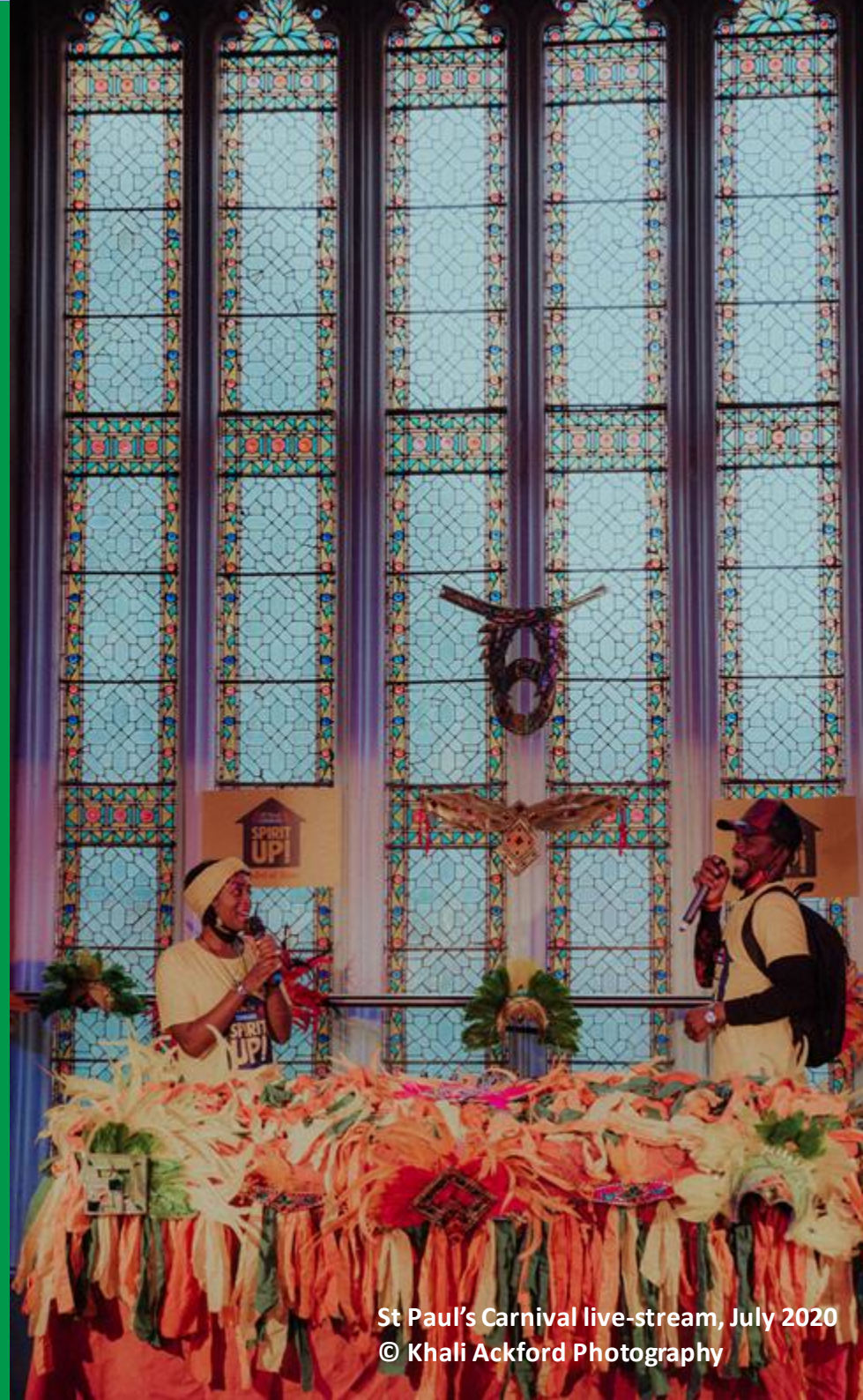
11 socially-distanced, Covid-Secure gigs as part of 'Trinity Presents: Garden Sessions', bringing live-music to 1,728 people.

Trinity Online, playing a key role as part of the city's Bristol Arts Channel; a city-wide collaboration commissioning under-represented artists. This included a Disabled Artist co-commission with Cambridge Junction

Regular dance-classes, as well as free and subsidised rehearsal space for artists and even socially-distanced weddings.

72 children and young people took part in Summer activities in our Community Garden.

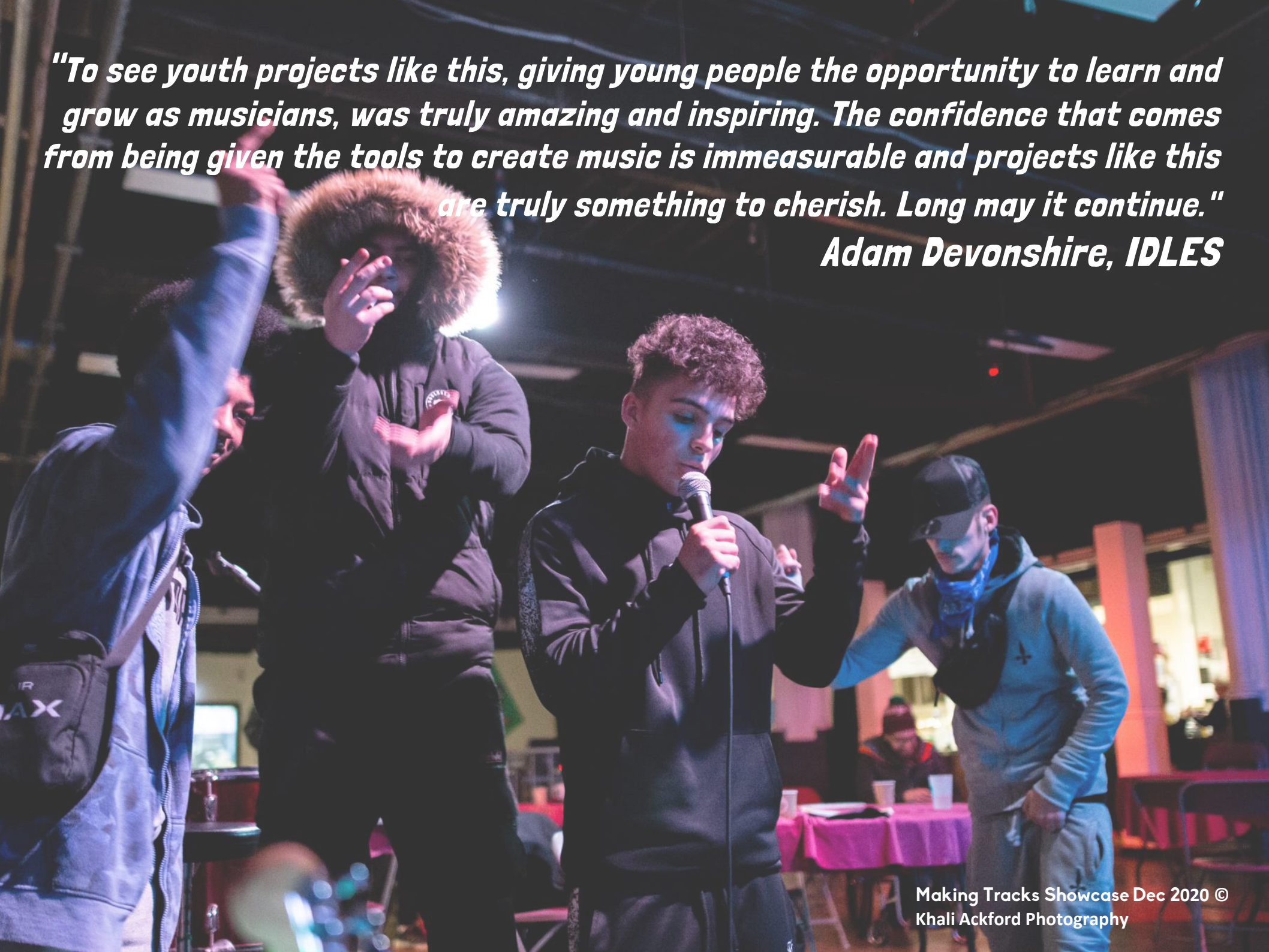
Youth music provision online, delivering 1-2-1 music training to 16 young people.



St Paul's Carnival live-stream, July 2020
© Khali Ackford Photography

"To see youth projects like this, giving young people the opportunity to learn and grow as musicians, was truly amazing and inspiring. The confidence that comes from being given the tools to create music is immeasurable and projects like this are truly something to cherish. Long may it continue."

Adam Devonshire, IDLES



The role

These are uncertain times for the creative industry, and we need our Trustees to help us move forward with positivity and strength.

We are recruiting new Trustees to join our Board and provide support and guidance to the Charity.

You will play a key part in helping us to renew and rebuild to secure our long-term ability to deliver. You will help us look at things differently, grasp new opportunities and make our vision a reality.

We are looking for candidates who can show creative thinking, independent judgement, strategic vision and a demonstrable commitment to equal opportunities, inclusivity and diversity - to work as part of a team and act as an ambassador.



About you

As a multi-disciplinary grassroots hub, with a strong track record of bridging arts and communities, we are committed to creating a Board which represents the people and communities we serve.

As a Board Member, you will use your skills, knowledge and experience to work collaboratively with Trinity's Senior Management Team to achieve the highest standards of performance. We are particularly looking for Trustees with experience to share in:

1. Social impact

2. Finance

3. Community engagement

- **We welcome applications from anyone** regardless of age, disability, ethnicity, heritage, sexuality, gender and socio-economic background. We are committed to inclusive working practices so during the application process we commit to:
 - Pay for childcare (or other caring obligations) to enable you to attend interviews
 - Pay for your travel costs to attend interviews where these take place in personMake any reasonable adjustments that would assist you e.g BSL interpreter, providing this document in an accessible Word format\
- Guaranteeing an interview for disabled candidates who meet minimum requirements

“As a multi-disciplinary grassroots hub, with a strong track record of bridging arts and communities, we are uniquely positioned to respond to the needs of our community and develop our business model to enable creative expression for all - providing cultural engagement opportunities for underserved groups and exploring our role in helping to tackle isolation and loneliness.”

Emma, Trinity CEO

Terms & Expectations

You will share responsibility for the general control and oversight of the administration of the Charity, ensuring we fulfil our charitable objectives; achieve the highest standards of conduct and integrity; and that we operate effectively, transparently and are accountable to stakeholders.

- Board meetings are held four times per year plus an Annual General Meeting and yearly awayday. You are expected to attend all meetings and key dates
- Trustees are appointed for an initial term of three years and may be reappointed for a further period of three years
- Trustee roles are voluntary and not paid, but reasonable expenses can be reimbursed
- In addition to their collective responsibilities as a Board of Trustees, individual Board members provide occasional specialist expertise when/where relevant

New Trustees will be given a full induction over the first six months with Trintiy staff and fully supported into the Trustee role.

All reasonable steps will be taken to accommodate personal circumstances including the use of technology where Trustees cannot attend face-to-face meetings.

Application process

The deadline for applications is Monday 5th April at 10.00. Please feel free to submit your application in an alternative format such as a video if you wish.

Please send a CV and covering letter (no longer than two pages) outlining your experience and interest in joining the Board. Applications should be sent to info@trinitybristol.org.uk with 'Trustee Opportunity' in the subject line.

As part of the application process, you will be asked to complete an Equal Opportunities Monitoring Form. This will be kept separate from your application and will not be seen by the recruitment panel or form any part of the assessment of your application. You will also be asked to confirm that you are eligible to act as a Trustee of a charity.

If you have any access needs or there are any barriers, please let us know this in your application, or if you would like to discuss any of this prior to applying then please email info@trinitybristol.org.uk

Shortlisted candidates will be invited to an interview over Zoom with members of the Board of Trustees and Senior Team during the week commencing 19th April.

[Click here to watch the highlights of the Garden Party in 2019](#)



[Click to watch the highlights of the Garden Sessions in 2020](#)



[Click here to watch a short film celebrating dance at Trinity](#)



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