

Trustee Recruitment 2023

Introduction

Re-Vision is a small charity based in Queen's Park, London, founded in 1988. We run professionally accredited part-time courses for adults to train as Counsellors and Psychotherapists. We are also proud of our Low Cost Counselling Service which provides a valuable service to local people. Students, staff and graduates are all part of a thriving community which comes together in person and online for formal and informal conversations and events.



Re-Vision's approach is spiritual and soulful in the widest sense - not allied to any religion but open to the unknown, the wider than personal, and personal transformation. The approach is creative and contemporary, combining a transpersonal and soulful perspective with clinical excellence. We work with the challenges that arise using intuition and imagination, alongside thinking and feeling and we value flexibility and a willingness to hold uncertainty. We hold awareness of issues of power and oppression and the awareness of ecological crisis as a soul emergency.

Our mission is to change people's quality of life – to catalyse psychological, social and spiritual transformation. We accomplish this through our combination of clinical excellence and soulful care in our counselling and psychotherapy training, public courses and affordable counselling. We aim to provide greater accessibility to counselling and psychotherapy by embracing difference both within the Re-Vision community and in our relations with the public.

For further details on the training and activities delivered please visit www.re-vision.org.uk.

The Board of Trustees

The Board of Trustees is responsible for the overall governance of Re-Vision, ensuring Re-Vision operates effectively, is viable as a business, is well managed and has clear aims, priorities and procedures. They seek to reflect the values of Re-Vision in the way they carry out their work. The operational model within Re-Vision values consultation, cooperation and a collegial approach. This is reflected in the management structure of the organisation and close working of the Trustees with the Training Director and Joint Business Directors, who jointly fulfil the function of CEO of Re-Vision.

Re-Vision's Values

The bringing together of spiritual values with sound clinical skills is central to Re-Vision's mission. Openness, honesty, clarity, beauty and tolerance are values that Re-Vision is committed to putting into practice. The essence of our identity as a community is to embody care, integrity and meaning-making, both in our work with individuals and in our efforts to reach out and have an influence on the larger society.

- We recognise that counselling and therapy function within a social, ecological and political context that can be forgotten in the consulting room
- We seek to honour external world reality alongside psychological reality
- We temper high ideals with knowledge of the shadow side of the human psyche and the need for grounded practice
- We try to model what we teach and be open to re-vision ourselves in the light of new perspectives and feedback.

Our Commitment to Diversity & Inclusion

Re-Vision recognises the complexity of addressing issues of difference and embraces the potential therein as an opportunity for growth and for effecting world soul. We respect and celebrate all of our individual differences, giving a place to the joys and the wounding. We acknowledge that each life story informs our experience in the world.

We are committed to actively engaging in raising the level of awareness and attention given to all aspects of discrimination, oppression and disadvantage, in particular with respect to the way that difference impacts on the journey of an individual. These realities require sensitive attention.



We understand the need to develop awareness and sensitivity to the invisible nature and effects of discrimination. Implicit in this is the need to pay attention to context and power relationships with others.

We are committed to coming into relationship with the opportunity to learn about and understand the impact of the unique qualities of each oppression. In order to address these issues, Re-Vision is committed to giving consistent attention to raising consciousness within the community as a whole. We also recognise that discriminatory attitudes exist in the collective conscious and unconscious. These differences manifest in institutional oppression. We believe discriminatory and oppressive practices are a reality in the world and inevitably become integrated into the culture of organisations. Re-Vision knows this is true and is committed to continually working for positive change within its own ethos and practice. We support individuals to challenge discriminatory practice and behaviour within the organisation.

The staff team at Re-Vision has been and continues to be actively engaged in reviewing the training. We are committed to expanding all resources to reflect our diverse society. We appreciate that the organisation has already grown in this respect and we recognise the journey continues. Re-Vision will actively oppose discrimination in our employment policies, in the provision of services and the procurement of services from other providers. Re-Vision will endeavour to recruit staff, volunteers, students and trustees who reflect the diversity of culture and experience in the UK.



About The Role

Each Trustee brings their own experiences and expertise to the organisation. This may lead to involvement in particular pieces of work, or supporting the Directors, Re-Vision Management Group or the Training and Ethic Committee. For all trustee roles, the following responsibilities and duties apply:

- Ensure that Re-Vision functions within the legal and regulatory framework of the sectors in which it operates and in line with the governing document.
- Ensure the effective and efficient administration of the charity and its resources.
- Ensure that Re-Vision is carrying out its purpose for the public benefit.
- Support the Organisation to operate in a way that reflects its values
- Maintain sound financial management of the charity's assets and resources, ensuring expenditure is in line with Re-Vision's objects.
- Contribute to the risk management of Re-Vision.
- Interview, appoint and support the Directors as joint Chief Executives
- Work closely with the Directors to ensure the organisation continues to have clear plans and priorities.
- Demonstrate commitment by attending Board meetings 4-6 times a year, Including an AGM, appropriate sub- committees of the Board, meetings with Directors and where possible a residential event

Further information about Re-Vision can be found on our '[Work With Re-Vision](#)' website page including Re-Vision Mission Statement, Re-Vision Ethos August 2022, Revision Structure 2022, Re-Vision Model of Mind, Re-Vision History 1988 – 2021, Re-Vision Code of Practice, Re-Vision Community Forum Brief and Environmental Sustainability Climate Change guidelines.

Recruitment Process

We are currently looking to recruit Trustees with experience in:

- Finance and financial strategies- able to contribute to scrutiny of financial information, understand accounts and budgets.
- Diversity and inclusion policy and implementation
- Marketing and website expertise
- Facilities and property management

Trustees should demonstrate an understanding of Re-Vision's values and an ability to work with them. Experience of working with small charities or organisations would be useful.

Trustees meet a minimum of 4 times a year with a mixture of online and in person meetings. The time commitment is approximately between 6 and 10 days per annum comprising these 4-6 Board meetings, the AGM and ad-hoc attendance. Some of these meetings are online and from time to time we aim to meet in person, usually in London. All trustees receive training.

This position is unremunerated, however, reasonable expenses will be covered. Trustees are normally appointed for a three year period of office, at which time they may stand for re-election if desired.

We welcome applications from anyone, and look to celebrate difference across the organisation such as disability, ethnicity, heritage, gender, sexuality, religion, socio-economic background or other difference.

We are committed to inclusive working practices, and during the application process we commit to:

- Paying for your travel costs to the office and back for interviews if they are held in person.
- Making any reasonable adjustments - for example ensuring we have sign language interpreters organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a first stage interview to disabled applicants who meet the minimum criteria for the role.

If there is anything else you're concerned about relating to making an application, or think we could provide, please let us know by emailing Kate Whiting, Joint Business Director on katew@re-vision.org.uk.

If you wish to apply, please send us your CV and a covering letter referring to what draws you to the role, and how your qualifications and experience qualify you for the position to recruitment@re-vision.org.uk.